

You are a pulmonary/critical care fellowship program director. A second-year fellow has completed an ICU rotation. Below are excerpts from 4 faculty evaluations:

Need to dig deep in old medical records, improve medical knowledge.

Progressing well in first year. Needs to improve medical foundation now - locate evidence, utilize UpToDate and primary sources to read about the medical problems that his patients have.

In the beginning of the rotation, he did not have a good idea of patient's clinical condition, was not able to collect pertinent data, and not able to identify new assessments. hope he will continue to improve.

Needs more procedural practice. More comfortable in bedside procedures but not so much in bronchoscopy. A foundational knowledge of airway anatomy is lacking.

Based on these evaluations:

1. Identify themes across evaluators mapped to ACGME core competencies
2. Suggest milestone levels for Patient Care, Medical Knowledge, and ICS based on the narrative evidence
3. Draft a specific, actionable feedback summary using the R2C2 framework (Content + Coaching phases)
4. Generate 2 individualized learning goals with measurable outcomes for the next rotation