

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:

Fellow has shown good improvement in his clinical skills and knowledge with increased clinical exposure. He has been working hard , which is clearly visible with his overall growth

Hard working fellow. Continues to improve medical knowledge.

More comfortable in bedside procedures but not so much in bronchoscopy. Needs better understanding of airway and nodal anatomy.

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