

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:

The fellow has done very well over the past 2.5 years of training. I have noticed continue progression in direct patient care and functioning at the level of a junior faculty already.

Great job in academic activity which was lacking in residency. Several strong posters were presented and a manuscript is under review at a leading journal.

Fellow continues to demonstrate professionalism, medical knowledge, and compassion well above that of his peers. Very comfortable with the pace of a busy inpatient service.

Strong team player, well liked by colleagues and patients. Great strides in procedural care. Essentially independent.

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