

General Objectives & Contributions

Major performance objectives

1. Strive to develop the cognitive, technical, and administrative skills in order to (advance to the next level of training as a PL2/PL3) (serve as an independent general pediatrician/subspecialty fellow/brigade surgeon/etc). [I]
2. Achieve a passing grade and positive evaluation on clinical rotations
3. Continued developed competencies in the cognitive and technical skills in general pediatrics to include fund of knowledge, differential diagnosis, phlebotomy, radiology interpretation, etc. [I]
4. Contribute to making the WRNMMC Department of Pediatrics the best regarded by providing excellence in clinical care and superior clinical training. [D]
5. Support the mission of providing quality and efficient general pediatric care to children served by the Walter Reed Health Care System and the National Naval Medical Center. [D]
6. Attain/maintain certification as a provider/instructor in NRP/BLS/PALS/ACLS/ATLS, etc [I/A]
7. Participate in research activity both personally and within the Department of Pediatrics [L/A]
8. Serve as an educator of general pediatrics to medical students, fellow residents, and XX. [L]
9. Completed the annual pediatric in-service training examination, with a personal goal of XXX to show sustained improvement in fund of knowledge documentation. [A]
10. Ensure deployability for contingency missions by maintaining military preparedness, bearing, and personal physical fitness. [P].
11. Ensure support for operational requirements, military readiness, and JCAHO standards. [C]
12. Obtain/Maintain Medical License
13. Comply with medical staff rules with 100% ADM compliance complete within 72 hrs of patient encounters
14. Maintain an optimal state of physician fitness
15. Attain at least a 90% attendance rate at GME conferences
16. Seek out opportunities to improve medical procedures such as phlebotomy, IV starts and lumbar punctures
17. Improve APFT score by X points (or X%)
18. Successfully complete the Combat Casualty Care Course (C4)
19. Maintain at least a 90% attendance at GME conferences
20. Seek opportunities to learn and practice medical procedures such as phlebotomy, IV starts, and lumbar punctures
21. Improve systems-based practice by participating in team-based process improvement project

Significant Contributions and Accomplishments

1. Successfully supported a continuity clinic of over ## empanelled patients. [A]
2. Completed the pediatric XX subspecialty rotation, learning the skills and requirements for a general pediatrician in this field. [I/L]
3. Served as the intern/supervisor resident in the (WRNNMC inpatient/NICU/MICC) rotation, providing state-of-the-art care with an average daily census of XX patients. As a supervisory resident, oversaw the clinical training of ## interns and ## medical students. [L]
4. Regular participant in the Current Concepts in Pediatrics CME curriculum at WRNNMC. [I]
5. Provided ## formal lectures/## informal lectures to medical students and fellow residents [L]
6. Served as the case presenter for the monthly NARMC Pediatric Clinicopathological Conference. [L/A]
7. Selected as a semifinalist/finalist/presenter/etc for the Uniformed Services Pediatric Seminar/Society for Pediatric Research/etc for research in XX. [L/A]
8. Successfully completed the annual pediatric in-service training examination, with a personal improvement of ## points. [A]
9. Actively participated in a clinical/basic science research project entitled, "XX" for the which the findings may have impact on yada, yada, etc. [D/A]
10. Attained/maintain certification as a provider/instructor in NRP/BLS/PALS/ACLS/ATLS, etc [I/A]
11. Continued military education by completing the Combat Casualty Care Course, etc. [P]
12. Earned an Army Achievement/Commendation Medal in recognition of XXX. [C]
13. Successfully complied with operational requirements of Common Task Testing and Soldier Readiness Processing. [P]
14. Passed Army Physical Fitness Test. Obtained a personal best score of ## points. [P]
15. Participated in Humanitarian Mission to X and contributed to . . .yada, yada, yada [C/L/D]
16. Achieved Clinical Instructor status at USUHS and taught X number of introductory classes to preclinical medical students [L/I]
17. Mastered basic clinical skills, as evidenced by successful completion of X rotations to graduate from PGY X
18. Achieved in-training exam score at the X% nationally
19. Attended X% of GME conferences; presented at X conferences
20. Served as X (leader) for team PI project, which achieved X
21. Improved personal PCM continuity by X
22. Improved electronic communication with my patients by X (measure by enrollment #s, # of messages, etc)
23. Achieved personal best of X on APFT --or-- improved score on APFT by X points or X %
24. Succeeded in placing X IV placements, X blood draws, X intubations, X LPs, X resuscitations etc

Intern OER: *Focus on how you have improved – mostly this will involve how you have improved yourself over the course of your intern year. Think about how much more you KNOW now than you knew in Jul of last year, both militarily and medically → ask yourself what you did to get where you are now, and how you know you are a better physician than a year ago. Try to find ways to set yourself apart from the other interns – what makes you special?*

PGY2 and PGY3 OER: *Focus on three things:*

- (1) How have **you** improved over the course of your year? Think about how much more you KNOW now than you knew in Jul of last year, both militarily and medically → ask yourself how what you did to get where you are now. There's lots of data you can use to show improvement – in-training exam scores, productivity scores (RVUs), # patients per year, # enrolled patients (“patients who selected you as their personal physician”, # your patients enrolled in and/or using Relay Health, # encounters generated.*
- (2) How have you taken the supervisory bull by the horns and led people, teams, and projects? You get to take credit for the achievements of those you lead (as long as you had a direct impact on their achievement, of course). You need to prove that you are influencing others in a positive way – the more impact, the better. (e.g. better to say that you impacted something at the NCR level than the personal level.)*
- (3) What sets you apart from the rest of the PGY2s and PGY3s? This is the whole point of an OER – you have to use words to describe why you're NOT like everyone else. Examples of activities that are unusual include significant research, publications, committees, humanitarian work, community work (church, non-profit etc), improving the residency curriculum in some measurable way, teaching medical students other than on the wards, planning residency activities (e.g. holiday party), serving as a panel participant to share your knowledge about a particular subject, being recognized by ... well, anyone ... to include positive patient comments, your own residents (resident of the year, etc), and the command.*

Note: explanations and examples are in italics below.

Character: *What are you like? How do you live? Little quantification is possible here, so it always sounds a little “fluffly”.)*

Obj: Maintain loyalty to people, organization, Army and country. Project dedication and dependability. Do what's right, even if it's the more difficult path. Exert influence for the good of the staff, patients, and organization. Always do what is ethically and morally right,

even when faced with difficult personal and professional decisions. Demonstrate support for operational requirements, military readiness and Joint Commission standards (required→) Live by the Army Values, including EO/SHARP and suicide prevention.

Contributions: Absolutely loyal to my subordinates, my superiors, my patients, and my organization. Creatively solved problems with permanent solutions rather than the quickest or easiest solution. Hard worker, dependable, and totally dedicated to the mission and the Army.

Presence: *Do people pay attention when you talk? Do you set the example for a military physician? Do you pay attention to military requirements in addition to medical training requirements? How did you demonstrate resilience during this tough year? This section also sounds “fluffy” but you should try to quantify wherever possible.*

Obj: Maintain professionalism and military bearing in all that I do. Project X (*attribute: certainty, confidence, fairness, trustworthiness, respect etc*) even in the face of Y (*uncertainty, injustice etc*). Stand up for my beliefs in a respectful but assertive manner. Develop personal PT plan. Further military training by completing X (*MMHAC, C4 etc*). Demonstrate support for operational requirements, military readiness, and Joint Commission standards. Ensure future deployability for contingency missions by maintaining military preparedness, bearing and personal physical fitness. Pass and exceed the Army Physical Fitness Standards and height-weight requirements for eventual deployment needs. Further military-specific training by completing brigade training requirements, including common task training.

Contributions: Could be trusted to be in the right place/time/uniform. Always presented an outstanding demeanor and military appearance. Demonstrated X (*attribute*) that motivated subordinates to achieve high standards. Successfully completed X hours of training during Y course.

Intellect: *How well do you take care of patients (expertise) – what special skills or knowledge do you have that others with whom you are compared do not have? Are you able to switch gears easily when the situation requires it? Do you solve problems well, with creativity and innovation?*

Obj: Develop the cognitive, technical, and administrative expertise necessary to advance to the next level of training. Achieve passing score on USMLE Step 3 (*USMLE could go here or under Achieves below*). Display innovation in challenging and new circumstances. Anticipate the needs of the patients, staff, and organization. Seek out opportunities to improve proficiency in medical procedures such as phlebotomy, IV starts and lumbar punctures. Maintain BLS, PALS and NRP certification

Contributions: Recognized by X for excellence in patient care. Anticipated the needs of X (*project/patient/responsibility*), doing Y to achieve Z. Attain and maintain Basic Life

Support (BLS), Pediatric Advanced Life Support (PALS), and Neonatal Resuscitation (NRP) certifications. Achieved USMLE score better than X % of my peers nationwide.

Leads: *Here's where you get to take credit for the people you have mentored and led. Did your medical students or SubIs ultimately decide to pursue pediatrics under your leadership? Did you contribute to a hospital panel, or lead a research project, or lead a discussion or presentation during clinic education (lunch or during clinic block)? Did people trust you? Did you exert influence in your community through volunteerism, your church, or your kids' sports teams?)*

Obj: Empower subordinates through X (*counseling, mentoring, delegating, enforcement of standards, teaching*). Foster a climate of dignity and respect; adhere to SHARP principles. Welcome self-improvement activities. Become more active in my community by X. Serve as an educator of general pediatrics to medical students from USU and HPSP, interns, at both formal educational conferences and as a clinical supervisor. Communicate effectively with patients, families and the public across a broad range of socioeconomic and cultural backgrounds.

Contributions: Actively sought feedback during quarterly counseling sessions with advisor; introspectively and gracefully used criticism to modify my own thoughts and behavior. Turned negative experiences into positive ones. Mediated and managed peer conflict at the lowest possible level. Selected among X physicians to serve on the Y committee, which does Z. Served as X community leader, achieving Y.

Develops: *How did you contribute to a positive work environment on the ward/clinic/NICU etc? Did you help others develop themselves militarily or medically? How did you demonstrate that you WANTED to improve yourself?)*

Obj: Develop others through individual coaching and mentoring; regularly conduct productive, forward-looking counseling sessions with subordinates. Reward subordinates to create a positive work climate. Encourage professional development opportunities for self and subordinates. Improve the organization for continued and long-standing success. Focus on continuous improvement of collective and personal performance/productivity. Contribute to making WRNMMC Dept of Pediatrics the best regarded Dept by providing excellent and efficient care. Mentor 3rd and 4th year medical students as a supervisory resident on the inpatient units at WRNMMCE and as Clinical Instructor at USU. Regular participation in the Current Concepts in Pediatrics CME curriculum at WRNMMC.

Contributions: Fostered respect in the workplace by consistent application of rules and standards. Improved personal productivity by X% (*as judged by RVU/encounter*). Presented X formal and Y informal lectures to medical students, fellow residents, and pediatric staff. Achieved competency in X procedure and completed Y during the rating period (*?circs?*).

Achieves: *This section will vary IAW your personal objectives and achievements. What are you proudest of during this year (besides just surviving)? What are your biggest achievements? There should be a lot of #s in this section!*

Obj: Improve secure messaging enrollment and use. Improve personal PCM continuity. Achieve passing score on USMLE examination. Follow a continuity panel of XX patients, as part of a PCMH. Participate in research activity both personally and with the Dept of Pediatrics Process Improvement project.

Contributions: *(will relate directly to the Obj, so difficult to give useful examples here)* Increased personal productivity by more than X% during the rating period. Executed awareness campaign for secure messaging service among my patients resulting in enrollment increase of X% --or—increase in messaging of X%. Achieved X change related to process improvement project.