



Dermatology Core Competencies and Associated Milestones

Competency: Patient Care – Provision of compassionate, appropriate, effective care for treatment of health problems and promotion of health.	
Milestone 1	Medical Dermatology(PC1) Independently evaluates patients with complex dermatologic conditions. Independently manages patients with complex dermatologic conditions and/or comorbidities. (Level 4)
Milestone 2	Pediatric Dermatology (PC2) Independently evaluates patients with complex pediatric dermatologic conditions. Independently manages patients with complex pediatric dermatologic conditions and/or comorbidities, with attention to age, weight, and psychosocial considerations. Independently performs basic procedures on pediatric patients using patient comfort strategies. (Level 4)
Competency: Patient Care – Provision of compassionate, appropriate, effective care for treatment of health problems and promotion of health.	
Milestone 3	Dermatologic Procedures and Surgery (PC3) Performs pre-operative assessment and counseling of risk for complex procedures. Performs excisions with layered closures; designs flaps and grafts where indicated. Identifies and manages procedural complications. (Level 4)
Milestone 4	Dermatopathology (PC4) Independently interprets microscopic features of common and uncommon disorders of the skin, hair, and nails. Independently performs clinicopathologic correlation for atypical or complex presentations. (Level 4)
Milestone 5	Cosmetic Care(PC5) Independently evaluates routine patient and recommends interventions to meet patient goals for cosmetic care. Delivers cosmetic treatment and manages complications, with assistance. (Level 4)
Milestone 6	Diagnostics(PC6) Independently selects, performs, and interprets a full spectrum of in-office tests. Independently interprets laboratory, imaging, and other diagnostic tests for complex or rare presentations. (Level 4)
Milestone 7	Critical Thinking/Differential Diagnosis(PC7) Pursues and synthesizes additional information to reach high-probability diagnoses with continuous re-appraisal. (Level 4)
Milestone 8	Therapeutics Management (PC8) Consistently identifies refractory disease and independently escalates therapy as necessary. Independently selects therapeutic modalities for common and uncommon skin disorders based on stepwise therapeutic ladders. Independently orders appropriate laboratory monitoring and manage adverse effects. (Level 4)
Competency: Medical Knowledge – Awareness of biomedical, clinical, and cognate sciences and their application to patient care.	
Milestone 9	Knowledge of Dermatologic Disease(MK1) Synthesizes knowledge of pathophysiology of skin disorders from multiple sources. Demonstrates comprehensive knowledge of the clinical features, associations, treatments, and expected course of common, uncommon, and complex dermatologic disorders. (Level 4)
Milestone 10	Visual Recognition (MK2) Identifies variable presentations of uncommon and rare disease. Identifies subtle morphologic variability. Independently integrates visual diagnostic tools. (Level 4)
Competency: Systems-Based Practice – Awareness of and responsiveness to the larger context of health care and effective use of system resources to provide optimal care.	
Milestone 11	Patient Safety and Quality Improvement (SBP1) Conducts analysis of safety events and offers error prevention strategies (simulated or actual). Discloses patient safety events to patients and families (simulated or actual). Demonstrates the skills required to identify, develop, implement, and analyze a quality improvement project. (Level 4)
Milestone 12	System Navigation for Patient-Centered Care (SBP2) Leads effective coordination of patient-centered care among different disciplines and specialties. Advocates for care and effective transitions of care/hand-offs within and across health care delivery systems including outpatient settings. Participates in changing and adapting practice to provide for the needs of specific populations. (Level 4)
Milestone 13	Physician Role in Health Care Systems (SPB3) Manages various components of the complex health care system to provide efficient and effective patient care. Advocates for patient care needs with consideration of the limitations of each patient's payment model. Analyzes individual practice patterns and professional requirements in preparation for practice. (Level 4)

Competency: Practice-Based Learning and Improvement – Investigation and evaluation of one’s own patient care; appraisal and assimilation of scientific evidence; improvement of one’s own patient care.	
Milestone 14	Evidence-Based and Informed Practice(PBLI1) Critically appraises and applies evidence even in the face of uncertainty and conflicting evidence to guide care, tailored to the individual patient. (Level 4)
Milestone 15	Reflective Practice and Commitment to Personal Growth (PBLI2) Intentionally seeks performance data consistently with adaptability and humility. Challenges own assumptions and consider alternatives in narrowing the gap(s) between expectations and actual performance. Uses performance data to measure the effectiveness of the learning plan and when necessary, improves it. (Level 4)
Competency: Professionalism – Commitment to professional responsibilities; adherence to ethical principles, and sensitivity to diversity.	
Milestone 16	Professional Behavior and Ethical Principles (PROF1) Recognizes situations that may trigger professionalism lapses and intervenes to prevent lapses in self and others. Recognizes and uses appropriate resources for managing and resolving ethical dilemmas, as needed. (Level 4)
Milestone 17	Accountability/Conscientiousness (PROF) Mitigates situations that may impact others’ ability to complete tasks and responsibilities in a timely manner. Implements strategies to enhance accountability of team members involved in patient care.
Milestone 18	Self-Awareness and Help-Seeking (PROF3) Independently develops a plan to optimize personal and professional well-being. Independently develops a plan to remediate or improve limits in one’s own knowledge/skills. (Level 4)
Competency: Interpersonal and Communication Skills – Effective exchange of information and learning with patients, families, and other health professionals	
Milestone 19	Patient- and Family-Centered Communication (ICS1) Independently establishes a therapeutic relationship in challenging patient encounters. Independently recognizes personal biases while attempting to proactively minimize communication barriers. Independently uses shared decision making to make a personalized care plan. (Level 4)
Milestone 20	Interprofessional and Team Communications (ICS2) Coordinates recommendations from different members of the health care team to optimize patient care. Communicates feedback and constructive criticism to superiors. (Level 4)
Milestone 21	Communication within Health Care Systems (ICS3) Communicates clearly, concisely, and in an organized written form, including anticipatory guidance. Achieves written or verbal communication (e.g. patient notes, email) that serves as an example for others to follow. (Level 4)