

## EXHIBIT 2: MISSION AND GOALS TABLE – GUIDANCE DOCUMENT

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Programs seeking initial or renewal of accreditation with ABPTRFE demonstrate the extent to which they are achieving their mission by completing Exhibit 2: Mission and Goals Table. A program's mission is a formally adopted statement of the fundamental reasons for existence, shared purposes, and values including the defined area of practice and participant population served. The mission guides growth, continuous improvement, and strategic initiatives.

To measure ongoing achievement of the mission, programs establish goals that describe the general aims or purposes of the program administration and its curriculum. Effective goals are broadly stated, meaningful, achievable, and lead to assessable outcomes. Goals provide a framework for determining the more specific educational program outcomes and are consistent with the mission. This framework informs curriculum development, continuous improvement efforts, financial stability, strategic planning, and program sustainability.

Programs identify key indicators that communicate the types of measurable performance metrics to gauge achievement of the mission over time. The program identifies quantitative and qualitative metrics that best measure achievement of the mission and goals. The program identifies the corresponding data that supports the key indicators which are regularly collected and evaluated. The results of this data inform continuous improvement efforts.

ABPTRFE developed companion templates to facilitate the efficiency of programs documenting and tracking continuous improvement efforts to demonstrate quality residency and fellowship education. Below are instructions for completing Exhibit 2: Mission and Goals Table that best communicates the unique aspects of the residency or fellowship program being submitted for review. This example is based on a 12-month program that enrolls one participant in a cohort annually.

<p><b>Program Name:</b> XYZ University Neurologic Residency</p> <p><b>Program Started:</b> 2015</p> <p><b>Program Mission:</b> To develop graduates who will advance neurologic physical therapy practice through demonstration of excellent clinical reasoning and clinical teaching skills, dedication to patient advocacy, and leadership in the profession. Program faculty, mentors, and residents will excel in managing the uncertainty and complexity of clinical practice, utilizing technology to advance patient care, and demonstrating clinical innovation in practice.</p>
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**Program Name:** provide the name of the residency or fellowship program.

**Program Started:** provide the first year of participant enrollment.

**Program Mission:** provide the program's mission.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019
<b>Goal 1:</b> The program will become a nationally recognized leader in neurologic physical therapy residency education.			
<b>Key Indicator 1.1:</b> Program faculty will present innovative residency educational concepts at national professional meetings.	CSM 2017: Academic Coordinator was panelist on a 2-hour education session; multiple faculty presented at the Education Section's Clinical Reasoning Symposium	CSM 2018: 1 poster presentation	CSM 2019: Program Coordinator presented at the first annual Innovations in OT and PT Education Summit
<b>Key Indicator 1.2:</b> Program faculty will become/maintain active status in regional/national professional organization to support residency education.	Program coordinator is a member of the APTE Residency/Fellowship SIG	Program coordinator is a member of the APTE Residency/Fellowship SIG	Program coordinator is a member of the APTE Residency/Fellowship SIG and a member of the new ANPT Res/Fellowship SIG

**Goals:** list the program goals. ABPTRFE recommends that programs establish a reasonable number of goals that can consistently be measured year-over-year. Generally, programs may want to focus on monitoring and measuring 6 program goals. Programs may want to focus 2 goals each of the following areas: 1) participant learning achievement, 2) program sustainability, and 3) program effectiveness. **Note:** programs may find that their current program objectives/outcomes best align with this goals section.

**Key Indicators:** list the key indicators that are designed to measure ongoing achievement of the goals in support of the mission. ABPTRFE recommends that programs identify 3 key indicators to measure each goal. Key indicators can be either quantitative or qualitative depending on what data programs determine best communicates achievement of the goals.

- A qualitative indicator describes an accomplishment resulting from significant effort and allocation of resources that cannot be captured numerically. Often qualitative indicators are accompanied by expectations for completing the activity within a certain timeframe and at a high level of quality. Examples include accurate and timely completion of program budget, successful implementation of continuous improvement actions or operational structures, or providing support services that increase participant achievement.
- A quantitative indicator represents numerically the extent to which a goal or outcome is achieved. To communicate accurately the progress that has been made, a baseline must be established for a quantitative indicator. Examples include setting enrollment targets, improving retention and graduation rates, achieving a ranking, certification pass rates, or improving participant satisfaction.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019
<b>Goal 1:</b> The program will become a nationally recognized leader in neurologic physical therapy residency education.			
<b>Key Indicator 1.1:</b> Program faculty will present innovative residency educational concepts at national professional meetings.	CSM 2017: Academic Coordinator was panelist on a 2-hour education session; multiple faculty presented at the Education Section's Clinical Reasoning Symposium	CSM 2018: 1 poster presentation	CSM 2019: Program Coordinator presented at the first annual Innovations in OT and PT Education Summit
<b>Key Indicator 1.2:</b> Program faculty will become/maintain active status in regional/national professional organization to support residency education.	Program coordinator is a member of the APTE Residency/Fellowship SIG	Program coordinator is a member of the APTE Residency/Fellowship SIG	Program coordinator is a member of the APTE Residency/Fellowship SIG and a member of the new ANPT Res/Fellowship SIG

**Baseline Data:** list the baseline data from the previous year. If completing this chart in 2018, use 2017 data to provide the baseline data. For new programs, baseline data may not be available during the program's first year of operation and seeking accreditation. New programs should still complete the goals, key indicators, and benchmark columns. Benchmarks may be revised following the addition of baseline data.

**Year 1 and Subsequent Years:** list data for the year following the baseline data year used. If completing this chart in 2022, the program will only be able to initially provide 2021 data. In 2023, programs will need to use 2022 data to complete Year 1. This will continue year-over-year for 10 years.

Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
3 out of 6 program mentors have specialty certification in neurologic PT	Click here to enter text.	Click here to enter text.	Click here to enter text.	Greater than or equal to 60% of program mentors will have specialty certification	Greater than or equal to 50% of program mentors will have specialty certification	12/31/2019
100% pass rate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Overall pass rate on ABPTS specialty exam greater than or equal to 90%	Click here to enter text.	Click here to enter a date.

**Benchmark:** list the benchmark the program is striving to attain that will demonstrate achievement of the mission.

**Revised Benchmark:** if the benchmark is achieved, the program may decide that the benchmark needs to be revised in an effort to continually demonstrate ongoing quality improvement. Additionally, although a benchmark may not be achieved, the program may decide to monitor the results for another year before revising the benchmark.

**Date/Year of Revision:** if the program revises the benchmark, document the month and year that the benchmark was revised.

### Summary

ABPTRFE wants the accreditation process to provide quality and valuable feedback to programs who spend a significant amount of time assuring ongoing quality for participants and in support of residency and fellowship education for physical therapists. These companion documents are not intended to be punitive, but provide programs an opportunity to readily see areas for improvement in support of the mission. Accreditation is not a matter of right or wrong, but a demonstration of ongoing commitment to continuous improvement. Programs that consistently year over year demonstrate declining data results may be asked to provide an action plan for achieving established benchmarks or provide evidence supporting the program's achievement of the mission based on the identified goal.

## Exhibit 2: Mission and Goals Chart

**Program Name:** XYZ University Neurologic Residency

**Program Started:** 2015

**Program Mission:** To develop graduates who will advance neurologic physical therapy practice through demonstration of excellent clinical reasoning and clinical teaching skills, dedication to patient advocacy, and leadership in the profession. Program faculty, mentors, and residents will excel in managing the uncertainty and complexity of clinical practice, utilizing technology to advance patient care, and demonstrating clinical innovation in practice.

\*Indicates the data that must be completed for submission within the Self-Evaluation Report when seeking candidacy.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Goal 1:</b> The program will become a nationally recognized leader in neurologic physical therapy residency education.									
<b>Key Indicator 1.1:</b> Program faculty will present innovative residency educational concepts at national professional meetings.	CSM 2017: Academic Coordinator was panelist on a 2-hour education session; multiple faculty presented at the Education Section's Clinical Reasoning Symposium	CSM 2018: 1 poster presentation	CSM 2019: Program Coordinator presented at the first annual Innovations in OT and PT Education Summit	Click here to enter text.	Click here to enter text.	Click here to enter text.	One presentation every 3 years	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 1.2:</b> Program faculty will become/maintain active status in regional/national professional organization to support residency education.	Program coordinator is a member of the APTE Residency/ Fellowship SIG	Program coordinator is a member of the APTE Residency/ Fellowship SIG	Program coordinator is a member of the APTE Residency/ Fellowship SIG and a member of the new ANPT Res/ Fellowship SIG	Click here to enter text.	Click here to enter text.	Click here to enter text.	At least one faculty member will participate in the Res/ Fellowship SIG within the Academy of PT Education (APTE)	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 1.3:</b> Program residents or graduates will engage in professional organization through local, regional, or national service opportunities.	2017 graduate selected to serve as a reviewer for ANPT-sponsored CPG	2018 graduate contributed to NPTA Abstract of the Month for November 2017 and April 2018	2019 graduate contributed to NPTA Abstract of the Month for November 2018 and April 2019; presented at NPTA Eastern District Meeting in April 2019	Click here to enter text.	Click here to enter text.	Click here to enter text.	A program resident/graduate will be active in a professional association once every 3 years.	Click here to enter text.	Click here to enter a date.
<b>Goal 2:</b> The program will provide an innovative curriculum emphasizing clinical reasoning and excellence in teaching in neurologic physical therapy practice.									
<b>Key Indicator 2.1:</b> Program faculty will demonstrate teaching effectiveness with residents, patients, and students	All program faculty received "always or frequently" rating with the exception of one rating at "sometimes". Data not available on common curriculum with survey developed for future year.	Program coordinator and all mentors received "always or frequently" on all skills measured by 2018 residents. Resident graduate feedback rated common core faculty as "agree or strongly agree" in all areas except for Evidence Based Practice due to lack of formality on the topic. As a result, additional structure and meeting time was added to this topic in 2019.	Program coordinator and all mentors received "always or frequently" on all skills measured by 2018 residents. Resident graduate feedback rated common core faculty will be available in February 2020 and reported with next year's results.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Program faculty will be rated as "always or frequently" on all skills as measured by residents' on evaluation forms. All common core faculty will be rated at "agree or strongly agree" on all questions for the post common curriculum survey.	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<p><b>Key Indicator 2.2:</b> Program faculty will demonstrate effective facilitation of resident's clinical reasoning process.</p>	<p>All 2016-2017 mentors received a rating of "Often" or "Always" on the annual Mentor Observation Session form.</p>	<p>All 2017-2018 mentors received a rating of "Often" or "Always" on the annual Mentor Observation Session form.</p>	<p>All 2018-2019 mentors received a rating of "Often" or "Always" on the annual Mentor Observation Session form.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>All clinical mentors will be observed once per year in mentoring and will receive ratings of "Often" or "Always" on the annual Mentor Observation Session Form.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>
<p><b>Key Indicator 2.3:</b> The program will provide residents and mentors with opportunities to develop teaching skills in a variety of settings.</p>	<p>Mentors attended CEU specific to mentoring in November 2017. Residents conducted platform presentation to peers in July 2017.</p>	<p>Mentors attended CEU specific to mentoring in November 2018. Residents presented a CEU at affiliated site and conducted platform presentation to peers in July 2017.</p>	<p>Mentors attended CEU specific to mentoring in November 2019. Residents presented at Eastern District Meeting in April 2019 and conducted platform presentation to peers in June 2019.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Support one CEU opportunity focused on mentorship per year; the resident will have at least one opportunity to present to peers and clinicians</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<p><b>Key Indicator 2.4:</b> Residents will demonstrate “proficient” clinical reasoning skills necessary for advanced clinical practice in neurology.</p>	<p>All residents scored "Competent" at midterm and "Proficient" at final.</p>	<p>All residents scored "Competent" at midterm and "Proficient" at final.</p>	<p>All residents scored "Competent" at midterm and "Proficient" at final.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Passing performance on Live Patient Exam using the Clinical Reasoning Grading Rubric: "Competent" at midterm and "Proficient" at final.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>
<p><b>Goal 3:</b> The program will exemplify excellence in clinical practice across the breadth of neurologic physical therapy integrating innovation, technology, and managing uncertainty and complexity to enhance patient participation.</p>									
<p><b>Key Indicator 3.1:</b> Program faculty, mentors, and residents will provide excellent patient care in their respective specialty practice areas.</p>	<p>All faculty and mentors achieved expectations on their annual performance review. All residents scored at proficiency level on all final live patient examinations</p>	<p>All faculty and mentors achieved expectations on their annual performance review. All residents scored at proficiency level on all final live patient examinations</p>	<p>All faculty and mentors achieved expectations on their annual performance review. All residents scored at proficiency level on all final live patient examinations</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>All faculty and mentors will "Achieve Expectations " according to their respective annual performance reviews. Residents will demonstrate "proficiency" level on final live patient examinations in each setting.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 3.2:</b> Program faculty and mentors will pursue/maintain specialty certification in neurologic physical therapy	2 out of 5 program mentors have specialty certification in neurologic PT	3 out of 6 program mentors have specialty certification in neurologic PT	3 out of 6 program mentors have specialty certification in neurologic PT	Click here to enter text.	Click here to enter text.	Click here to enter text.	Greater than or equal to 60% of program mentors will have specialty certification	Greater than or equal to 50% of program mentors will have specialty certification	12/31/2019
<b>Key Indicator 3.3:</b> Program graduates will achieve ABPTS certification in neurologic physical therapy.	100% pass rate	100% pass rate	100% pass rate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Overall pass rate on ABPTS specialty exam greater than or equal to 90%	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.4:</b> The program will provide residents with adequate clinical practice sites across the clinical practice continuum in neurologic physical therapy.	All residents practiced within cited practice settings.	All residents practiced within cited practice settings.	All residents practiced within cited practice settings.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Resident practices in the following areas: Outpatient, inpatient rehabilitation , and acute care/ICU	Click here to enter text.	Click here to enter a date.
<b>Goal 4:</b> The program faculty, mentors, and residents will engage in patient advocacy, leadership, and service activities to serve the needs of society.									
<b>Key Indicator 4.1:</b> Residents and faculty will participate in community engagement activities which provide valuable service to the community.	Resident and program coordinator collaborated to engage a local community ataxia support group.	Resident and Program Coordinator organized the For and With Others (FaWO) Inpatient Weekend Engagement Program; Participated in the PT International Day of Service for the Chapter	Resident and Program Coordinator coordinated and ran the For and With Others (FaWO) Inpatient Weekend Engagement Program	Click here to enter text.	Click here to enter text.	Click here to enter text.	Program coordinator and resident will participate in at least one activity per year.	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 4.2:</b> Residents and faculty will participate in local or national meetings and maintain active memberships in the Academy of Neurologic Physical Therapy of the APTA.	Attendance at CSM 2017	Attendance at CSM 2018 and Chapter's 2018 Spring Conference	Attendance at CSM 2019 and Chapter's 2019 Spring Conference and Chapter's Spring Eastern District Meeting	Click here to enter text.	Click here to enter text.	Click here to enter text.	At least one program faculty and resident will represent the program at one national or one local meeting every year.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.3:</b> Program faculty will engage in and encourage residents to pursue leadership roles at the local, regional, or national level.	The program coordinator was on the Specialty Council for Pediatric PT; resident encouraged to apply and was accepted to be a reviewer for an ANPT CPG reviewer group.	The program coordinator was the Chair of the Practice Committee for the Academy of Neurologic PT	The program coordinator is the Chair of the Practice Committee for the Academy of Neurologic PT	Click here to enter text.	Click here to enter text.	Click here to enter text.	One program representative will maintain or pursue a leadership position within the profession.	Click here to enter text.	Click here to enter a date.
<b>Goal 5:</b> The program will demonstrate sustainability to maintain accreditation from the American Board of Physical Therapy Residency and Fellowship Education.									
<b>Key Indicator 5.1:</b> Annual report demonstrates compliance with residency quality standards.	Submitted on time with no clarifications needed	Submitted on time with no clarifications needed	Submitted on time with no clarifications needed	Click here to enter text.	Click here to enter text.	Click here to enter text.	Timely submission of complete and accurate annual report that demonstrates compliance with residency quality standards	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<p><b>Key Indicator 5.2:</b> The program will demonstrate continuous program improvement guided by the Description of Residency Practice in Neurology.</p>	<p>Examples of program enhancements based on the 2017 resident graduate exit survey include more detailed instruction on expectations for mentoring forms and including additional learning experience with other therapists who have SCI experience.</p>	<p>Examples of program enhancements planned based on the 2018 resident graduate exit survey include a more detailed orientation procedure for who to contact in acute care, integration of manual therapy to manage chronic conditions, and adaptive sports for SCI.</p>	<p>Pursued development of a SCI mentor on inpatient setting for the coming year</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Syllabus, meeting minutes, and annual report demonstrate continuous improvement as informed by resident feedback on graduate exit survey.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<p><b>Key Indicator 5.3:</b> Program faculty will monitor clinical sites used for resident education for adequate access to a variety of health conditions.</p>	<p>Meeting minutes from Program Coordinator/Resident meeting and from Program Coordinator/Mentor meetings indicate communication regarding exposure to health conditions. in outpatient, it was identified "other" diagnostic categories were larger than expected, and program improvements results in increased exposure to key primary neurologic health conditions in this setting.</p>	<p>Meeting minutes from Program Coordinator/Resident meeting and from Program Coordinator/Mentor meetings indicate communication regarding exposure to health conditions. Enhancements include dementia through geriatric psych experience, normal pressure hydrocephalus, Huntington's disease, and pain management</p>	<p>Meeting minutes from Program Coordinator/Resident meeting and from Program Coordinator/Mentor meetings indicate communication regarding exposure to health conditions. Diagnosis with low exposure addressed via curriculum include dementia, normal pressure hydrocephalus, Huntington's disease, and pain management</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Meeting minutes will indicate the patient health conditions log is reviewed monthly to determine areas lower in patient volume indicating need for curricular enhancement.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<p><b>Key Indicator 5.4:</b> The program will maintain sufficient financial and staff support for a successful program.</p>	<p>Maintained Administrative Assistant, 1 Program Coordinator, 1 Residency Director, and continued involvement in Neurologic Consortium</p>	<p>Maintained Administrative Assistant, 1 Program Coordinator, 1 Residency Director, and continued involvement in Neurologic Consortium</p>	<p>Maintained Administrative Assistant, 1 Program Coordinator, 1 Residency Director, and continued involvement in Neurologic Consortium, and 20+ faculty who contribute to common curriculum</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Maintain at least 1 administrative assistant, funds to participate in the Neurologic Consortium, and adequate program faculty to sustain current program initiatives.</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>
<p><b>Goal 6:</b> The program will prepare residents to pursue ABPTS certification in neurologic physical therapy.</p>									
<p><b>Key Indicator 6.1:</b> Residents will be provided learning opportunities with sufficient breadth and depth for developing the clinical expertise and clinical reasoning skills necessary to achieve specialist certification.</p>	<p>100% pass rate</p>	<p>100% pass rate</p>	<p>100% pass rate</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>At least 90% overall pass rate on the NCS</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>
<p><b>Key Indicator 6.2:</b> The program will pursue newly developed resources specific to advancing knowledge in neurologic physical therapy practice.</p>	<p>Examples of new resources integrated include CPG documents and knowledge translation tools published by ANPT; gained access to MedBridge through clinical partner for NCS preparation materials</p>	<p>Examples of new resources integrated include CPG documents and knowledge translation tools published by ANPT; gained access to MedBridge through clinical partner</p>	<p>Examples of new resources integrated include Core Set CPG, knowledge translation tools published by ANPT; and Synapse Learning Center Modules on wheelchair prescription.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Click here to enter text.</p>	<p>Resources to facilitate advanced knowledge and skills in neurologic PT will be updated on an annual basis to be consistent with the Academy of Neurologic Physical Therapy (ANPT).</p>	<p>Click here to enter text.</p>	<p>Click here to enter a date.</p>



## Exhibit 2: Mission and Goals Chart

**Program Name:** OMPT Fellowship

**Program Started:** 2018

**Program Mission:** To develop skilled, compassionate, evidence-based rehabilitation practitioners who provide excellent patient management within orthopaedic manual physical therapy.

\*Indicates the data that must be completed for submission within the Self-Evaluation Report when seeking candidacy.

Key Indicator*	Baseline Data*	Year 1 Results 2020	Year 2 Results Insert Year	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Goal 1:</b> The program prepares fellows who demonstrate effectiveness in the specialty area of Orthopedic Manual Physical Therapy by providing learning opportunities in the areas of advanced affective skills, clinical reasoning, knowledge, and psychomotor skills in order to provide excellent care to the patients they serve.									
<b>Key Indicator 1.1:</b> Fellows will achieve expected outcomes on program assessments.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellows will achieve 80% or higher on the cumulative program grade	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 1.2:</b> Fellows obtain the necessary skill set in order to seek Fellowship Status within AAOMPT	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	100% of all graduates are eligible to be Fellows of AAOMPT	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 1.3:</b> The program provides adequate exposure to a wide variety of OMPT conditions	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Each fellow manages a patient caseload for a minimum of 850 hours over the course of the program with a majority of cases being new	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2020	Year 2 Results Insert Year	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
							evaluations in a variety of OMPT conditions.		
<b>Key Indicator 1.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 2:</b> The program develops fellows who contribute to the healthcare body of knowledge, are consumers of scholarly literature, and utilize evidence-based decision making.									
<b>Key Indicator 2.1:</b> The program provides the opportunity for fellows to participate in delivery of scholarly activities.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellows complete oral lecture style presentation utilizing current evidence, oral case presentation, and participate in the Annual Scholarly Symposium.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 2.2:</b> The program maintains scholarly faculty mentor(s) and resources.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellows have access to 1 scholarly mentor and access to electronic databases and search engines	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 2.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.

<b>Key Indicator*</b>	<b>Baseline Data*</b>	<b>Year 1 Results</b> 2020	<b>Year 2 Results</b> Insert Year	<b>Year 3 Results</b> Insert Year	<b>Year 4 Results</b> Insert Year	<b>Year 5 Results</b> Insert Year	<b>Benchmark*</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 2.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 3: The program trains fellows to be the next generation of educators within the continuum of professional and postprofessional development.</b>									
<b>Key Indicator 3.1:</b> The program provides the opportunity to teach and mentor entry-level students.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Program provides at least 1 DPT student placement for each fellow	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.2:</b> The program provides opportunities for the fellows to improve on their teaching, lecturing, and mentoring skills for licensed therapists.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	All fellows achieve 75% or higher on program grade for presentations.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 4: The program establishes a culture that facilitates professional engagement.</b>									
<b>Key Indicator 4.1:</b> Fellows will participate in a variety of directed learning activities to increase their understanding of the expectations of a fellow related to consultation, advocacy, teaching, professional service and social responsibility.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellows will complete all assigned directed learning activities and complete a self-reflection on each item.	Click here to enter text.	Click here to enter a date.

<b>Key Indicator*</b>	<b>Baseline Data*</b>	<b>Year 1 Results</b> 2020	<b>Year 2 Results</b> Insert Year	<b>Year 3 Results</b> Insert Year	<b>Year 4 Results</b> Insert Year	<b>Year 5 Results</b> Insert Year	<b>Benchmark*</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 4.2:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 5: The program prepares fellows to optimize physical therapy practice management.</b>									
<b>Key Indicator 5.1:</b> The program trains fellows to ensure they are compliant with ethical, legal, and regulatory standards/guidelines in all areas of clinical practice.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellows scores $\geq$ 75% on their cumulative practical score	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 5.2:</b> The fellow meet criteria for outpatient performance appraisals to include items such as chart audit score, productivity, cancellation rate, documentation quality, and leadership skills.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Fellow meets expectations, defined as a 1.0-1.4 on the outpatient performance appraisal when combining all appraisals during their time in the program.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 5.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 5.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 6: The faculty will perform program assessment and provide improvement on a regular and routine basis</b>									

<b>Key Indicator*</b>	<b>Baseline Data*</b>	<b>Year 1 Results</b> 2020	<b>Year 2 Results</b> Insert Year	<b>Year 3 Results</b> Insert Year	<b>Year 4 Results</b> Insert Year	<b>Year 5 Results</b> Insert Year	<b>Benchmark*</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 6.1:</b> The faculty will meet at least once per year to perform a formal review of the entire program, including the program's curriculum. The discussion may lead to modifications in the program and/or curriculum.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	1 Annual Retreat per year and at least 2 program coordinator meetings	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 6.2:</b> Program director and coordinator will review formal feedback from the fellows throughout the year to discuss the feedback and identify potential opportunities for improvement of the program.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	At least 6 meetings annually of the director and coordinator	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 6.3:</b> The program director will meet with the fellows at program midpoint and program final.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	2 meetings per graduating class	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 6.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 7:</b> The program director, in consultation with the program coordinator, will work collaboratively with the sponsoring organization to ensure adequate program funding to meet program goals.									
<b>Key Indicator 7.1:</b> The program director will participate in the annual budget planning for the sponsoring organization.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	1 meeting annually	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 7.2:</b> The fellowship program will exhibit at national and state conferences to recruit program applicants.	New program - waiting for graduate	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Exhibit at 3 meetings annually	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 7.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 7.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 8:</b> Click here to enter text.									





Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Goal 2:</b> The program maintains ABPTRFE accreditation.									
<b>Key Indicator 2.1:</b> Annual reports demonstrate compliance with residency quality standards.	Approved; no issues	Approved; no issues	Approved; no issues	Click here to enter text.	Click here to enter text.	Click here to enter text.	Timely submission of complete and accurate annual reports that demonstrate compliance with residency quality standards.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 2.2:</b> Continous program improvement (curricular and/or operational).	Examples: Updated didactics to include newly published ortho section monographs. Adjusted % of clinic time in each clinic. Adjusted minimum time and location for several specialty clinics. Adjusted mentor scheduling at UOC to match SLCVA.	Decreased hand therapy specialty clinic hours to 8 as this was sufficient exposure and additional 8 hours was redundant. Added TMJ expert for specialty clinic. Eliminated women's sportsmedicine clinic (too low patient census).	Added graded manual therapy exam (75% passing) for class of 2019. Adjustments to specialty clinic hours: Decrease PM&R hours to 8 (from 12) Decrease SportsMed hours to 8 from 12 and added injury clinic as option to fulfill up to 4 sportsmed hours.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Meeting minutes and annual report demonstrate continous improvement	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 2.3:</b> Renew accreditation.	Initial accreditation 2014	Initiated renewal of accreditation process	Granted renewal of accreditation through 2029	Click here to enter text.	Click here to enter text.	Click here to enter text.	Renew accreditation on schedule	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 2.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 3:</b> Provide residents with high quality, consistent experience at both clinic locations.									
<b>Key Indicator 3.1:</b> Adequate exposure to wide variety of orthopaedic conditions.	Adopted DRP for class of 2018. Class of 2017 had adequate exposure to all body regions in the 2016 Orthopaedic DSP except wrist/hand and craniocervical/mandibular, both of which were addressed via cases/didactics.	Adequate exposure to Ortho DRP primary health conditions. Percent of 58 total conditions seen by each resident ranged from 83-95%. 78% of the 58 conditions were seen by all 4 residents. The only condition not seen by any resident was wrist/hand/finger instability.	Adequate exposure to Ortho DRP primary health conditions. Percent of 58 total conditions seen by each resident ranged from 79-88%. 71% of the 58 conditions were seen by all 4 residents. The only conditions not seen by any resident was wrist/hand/finger fracture, wrist/hand/finger instability,	Click here to enter text.	Click here to enter text.	Click here to enter text.	Each resident will manage patients in at least 75% of primary health conditions in the Orthopaedic DRP.	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
			and cubital tunnel syndrome.						
<b>Key Indicator 3.2:</b> Similar patient exposure across clinic sites.	Adopted DRP for class of 2018. Class of 2017 had similar exposure to all body regions in the 2016 Orthopaedic DSP, except SLCVA residents saw a slightly higher % of patients with lumbar pathology than UOC residents.	The mean % of exposure to the 58 primary health conditions was 88% for UOC residents and 91% for VA residents. The distribution of cases across body regions was similar for the 2 sets of residents.	The mean % of exposure to the 58 primary health conditions was 83.6% for both UOC and VA residents. The distribution of cases across body regions was similar for the two sets of residents.	Click here to enter text.	Click here to enter text.	Click here to enter text.	60% of all primary health conditions in Orthopaedic DRP are seen by all 4 residents.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.3:</b> Resident satisfaction with program.	94%	97.6%	97.9%	Click here to enter text.	Click here to enter text.	Click here to enter text.	90% of program components meet or exceed resident expectation on final evaluation of the program.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 3.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 4:</b> The program is sustainable.									

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 4.1:</b> Attract qualified applicants.	12	15	19	Click here to enter text.	Click here to enter text.	Click here to enter text.	Receive 8 applicants per year.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.2:</b> Maintain adequate size faculty of clinical experts for mentoring.	7 mentors	7	7 and additional back up mentor	Click here to enter text.	Click here to enter text.	Click here to enter text.	Able to staff all mentoring and didactic sessions. Minimum of 2 mentors each clinical site.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.3:</b> Maintain financial viability.	Annual expenses exceeded income by ~\$2K; raised incoming class of 2019 resident fees by \$500 each (x4 residents) to balance the budget.	Income from resident fees < annual operating expenses, which includes reaccreditation expenses. Have established plan for long-term transfer of past-due funds from VA partner to program account.	Income from resident fees > annual operating expenses; still working on transfer of past-due funds from VA partner to program account	Click here to enter text.	Click here to enter text.	Click here to enter text.	Program fees/income ≥ annual program operating expenses.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 4.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 5:</b> Residents demonstrate proficiency in knowledge and skill required for specialist orthopaedic clinical practice.									
<b>Key Indicator 5.1:</b> Residents achieve resident program outcomes.	80%	100%	100%	Click here to enter text.	Click here to enter text.	Click here to enter text.	Resident cohort achieves benchmark	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
							criteria on 80% of unique key indicators.		
<b>Key Indicator 5.2:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 5.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 5.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.
<b>Goal 6:</b> In 3 years following graduation, graduates demonstrate continued growth in the profession.									
<b>Key Indicator 6.1:</b> Graduates become board certified specialists in Orthopaedics.	100% certified	100%	100%	Click here to enter text.	Click here to enter text.	Click here to enter text.	75% of all graduates pass OCS exam on first attempt.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 6.2:</b> Graduates contribute to the orthopaedic PT body of knowledge.	75%	50%	25%	Click here to enter text.	Click here to enter text.	Click here to enter text.	50% of most recent graduate cohort have abstract accepted for publication or for presentation at local or national conference.	Click here to enter text.	Click here to enter a date.
<b>Key Indicator 6.3:</b> Graduates contribute to the profession.	100%	100%	100%	Click here to enter text.	Click here to enter text.	Click here to enter text.	50% of graduates from past 3 cohorts engaged in professional	Click here to enter text.	Click here to enter a date.

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
							leadership, fellowship training or other advanced education, clinical or academic teaching, or clinical research and/or quality improvement efforts.		
<b>Key Indicator 6.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Goal 7:</b> Click here to enter text.									
<b>Key Indicator 7.1:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Key Indicator 7.2:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Key Indicator 7.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Key Indicator 7.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Goal 8:</b> Click here to enter text.									
<b>Key Indicator 8.1:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Key Indicator 8.2:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			

Key Indicator*	Baseline Data*	Year 1 Results 2018	Year 2 Results 2019	Year 3 Results Insert Year	Year 4 Results Insert Year	Year 5 Results Insert Year	Benchmark*	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 8.3:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			
<b>Key Indicator 8.4:</b> Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter a date.			