



**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 four participants in a cohort annually.

<b>Exhibit 2: Mission and Goals Chart</b>
Program Name: Orthopaedic Residency
Program Started: 2012
Program Mission: Deliver a high quality, consistent, and sustainable residency program that supports the missions of the sponsoring organizations by accelerating the development of PTs from novice to advanced in orthopedic clinical reasoning, knowledge, skill, and professionalism.

**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.

## Goals

**Goal 1:** The residency program supports the mission of the sponsoring organizations.

**Key Indicator 1.1:** Educate residents to better address the health care needs of our community.

**Key Indicator 1.2:** Residents provide high quality of care.

**Key Indicator 1.3:** Resident productivity meets clinic standards.

**Goal 2:** The program maintains ABPTRFE accreditation.

**Key Indicator 2.1:** Annual reports demonstrate compliance with residency quality standards.

**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.

Baseline Data	Year 1 2018	Year 2 2019	Year 3 2020	Year 4 2021	Year 5 2022	Year 6 2023	Year 7 2024	Year 8 2025	Year 9 2026	Year 10 2027	Benchmark
4											Enroll 4 qualified residents annually
New Goal - waiting for graduate											Average PROMIS scores for residents at least 90% of clinic average.
New Goal - waiting for graduate											Average residents' productivity at least 90% of clinic averages.

**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 2018, the program will only be able to initially provide 2017 data. In 2019, programs will need to use 2018 data to complete Year 1. This will continue year-over-year for 10 years.

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

Benchmark	Performance Indicator	Revised Benchmark	Date/Year of Revision
Enroll 4 qualified residents annually			
Average PROMIS scores for residents at least 90% of clinic average.			
Average residents' productivity at least 90% of clinic averages.			
Benchmark	Performance Indicator	Revised Benchmark	Date/Year of Revision
Timely submission of complete and accurate annual reports that demonstrate compliance with residency quality standards.			

**Performance Indicator:** use the equal or not equal symbol to quickly identify whether the benchmark was achieved for the latest reporting year listed. The performance indicator column will be modified annually as the program evaluates its goal achievement and updates this Exhibit.

**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:** Orthopaedic Residency

**Program Started:** 2012

**Program Mission:** Deliver a high quality, consistent, and sustainable residency program that supports the missions of the sponsoring organizations by accelerating the development of PTs from novice to advanced in orthopedic clinical reasoning, knowledge, skill, and professionalism.

		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10				
<b>Goals</b>	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Goal 1:</b> The residency program supports the mission of the sponsoring organizations.															
<b>Key Indicator 1.1:</b> Educate residents to better address the health care needs of our community.	4											Enroll 4 qualified residents annually	==		
<b>Key Indicator 1.2:</b> Residents provide high quality of care.	New Goal - waiting for graduate											Average PROMIS scores for residents at least 90% of clinic average.			
<b>Key Indicator 1.3:</b> Resident productivity meets clinic standards.	New Goal - waiting for graduate											Average residents' productivity at least 90% of clinic averages.			
<b>Goal 2:</b> The program maintains ABPTRFE accreditation.	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 2.1:</b> Annual reports demonstrate compliance with residency quality standards.	Approved; no issues											Timely submission of complete and accurate annual reports that demonstrate compliance with residency quality standards.	==		
<b>Key Indicator 2.2:</b> Continuous 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 clinic 1 to match clinic 2.											Meeting minutes and annual report demonstrate continuous improvement.	==		
<b>Key Indicator 2.3:</b> Renew accreditation.	Initial accreditation granted 2014											Renew accreditation on schedule.	==		
	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>

Goal 3: Provide residents with high quality, consistent experience at both clinic locations.												Indicator				
<p><b>Key Indicator 3.1:</b> Adequate exposure to wide variety of orthopaedic conditions.</p> <p>New Goal - waiting for graduate.</p> <p>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.</p>												Each resident will manage patients in at least 75% of primary health conditions in the Orthopaedic DRP.				
<p><b>Key Indicator 3.2:</b> Similar patient exposure across clinic sites.</p> <p>New Goal - waiting for graduate.</p> <p>Adopted DRP for class of 2018. Class of 2017 had similar exposure to all body regions in the 2016 Orthopaedic DSP, except clinic 2 residents saw a slightly higher % of patients with lumbar pathology than clinic 1 residents.</p>												60% of all primary health conditions in Orthopaedic DRP are seen by all 4 residents.				
<p><b>Key Indicator 3.3:</b> Resident satisfaction with program.</p> <p>94%</p>												90% of program components meet or exceed resident expectation on final evaluation of the program.				
<b>Goal 4: The program is sustainable.</b>	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>	
<p><b>Key Indicator 4.1:</b> Attract qualified applicants.</p> <p>15</p>												8+ qualified applicants per year.				
<p><b>Key Indicator 4.2:</b> Maintain adequate size faculty of clinical experts for mentoring and didactic instruction.</p> <p>7 mentors</p>												Able to staff all mentoring and didactic sessions. Minimum of 2 mentors each clinical site.				

<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.											Program fees/income $\geq$ annual program operating expenses.			
<b>Goal 5:</b> Residents demonstrate proficiency in knowledge and skill required for specialist orthopaedic clinical practice.	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 5.1:</b> Residents achieve resident program outcomes.	Residents achieved benchmark criteria for 8 of 10 available key indicators measured this year.											Resident cohort achieves benchmark criteria on 80% of unique key indicators.			
<b>Goal 6:</b> In 3 years following graduation, graduates demonstrate continued growth in the profession.	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<b>Key Indicator 6.1:</b> Graduates become board certified specialists in Orthopaedics.	5 graduates (4 class of 2017, 1 class of 2016) scheduled to sit for OCS March 2018. 85% first time pass rate for all graduates to date.											75% of all graduates pass OCS exam on first attempt.			
<b>Key Indicator 6.2:</b> Graduates contribute to the orthopaedic PT body of knowledge.	75% 2 residents have received acceptance for both publication and presentation, 1 resident for presentation only; 1 resident did not submit any abstract											50% of most recent graduate cohort have abstract accepted for publication or for presentation at local or national conference.			

<p><b>Key Indicator 6.3:</b> Graduates contribute to the profession.</p>	<p>For cohorts 2015, 2016, &amp; 2017 (12 graduates, 9 survey respondents):  1 entry-level DPT program instructor  1 residency faculty  1 spine fellow graduate  1 manual therapy fellow in training  1 private practice owner  6 provide volunteer PT services  8 CI for entry-level DPT students  4 engaged in research  1 engaged in quality improvement</p>											<p>50% of graduates from past 3 cohorts engaged in professional leadership, fellowship training or other advanced education, clinical or academic teaching, or clinical research and/or quality improvement efforts.</p>			
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**Exhibit 2: Mission and Goals Chart**

**Program Name:** Pediatric Residency Program

**Program Started:** August 2013

**Program Mission:** To provide postprofessional training to licensed physical therapists to advance their knowledge, skills in patient/client management, and clinical reasoning to enable them to assume a greater role in the area of pediatric clinical practice: evidence-based practice, leadership, education, administration, and consultation.

		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10				
Goals	Baseline Data	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	Benchmark	Performance Indicator	Revised Benchmark	Date/Year of Revision
<b>Goal 1:</b> Facilitate the resident's ability to integrate foundational science, learning and developmental theory, and evidence-based clinical practice in pediatrics through structured academic and clinical experiences.															
<b>Key Indicator 1.1:</b> Residents will successfully complete all academic written assignments (passing or 80%) and examinations (80%) requiring synthesis of foundational, behavioral and clinical sciences and their application to pediatric physical therapy practice.	Both Residents performed at an 80% or higher on all written assignments and examinations. Resident 2 performed at 90% or higher in the final 2 written examinations.											Passing or 80%		NA	NA
<b>Key Indicator 1.2:</b> Residents achieve a satisfactory or superior score on their final "live" patient examination demonstrating advanced clinical reasoning skills within the patient/client management model (e.g., examination, prognosis/diagnosis, and intervention).	Resident 1 received a 2.2 or satisfactory on her "live" patient examination. Resident received a 2.5 or greater on all 4 of her livepatient examinations. Her final "live" patient examination score was a 2.75.											Satisfactory (2)		NA	NA
<b>Key Indicator 1.3:</b> Residents achieve a satisfactory or superior score in all competency aspects of the Resident Clinical Skills Performance Evaluation (RCSPE) by completion of the program.	Resident 1 withdrew from the program at the end of the second quarter due to personal reasons and did not complete the RCSPE at midterm. Resident 2 made significant progress in all areas (e.g., critical inquiry, assessment skills) of the RCSPE. Her final scores were all satisfactory or 3 superior.											Satisfactory • Requires minimal verbal cues for appropriate and specific pediatric care < 25% of the time. • Resident is able to verbalize and demonstrate appropriate pediatric care skills with minimal cues. • Entry level performance with >75% independence on the RCSPE.		NA	NA
	<b>Baseline Data</b>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>

Goal 2: Provide opportunities through direct patient care or specialty observation for the Residents to develop advanced skills as a direct service provider and/or consultant in a variety of practice settings with a variety of patient populations as required in the current Pediatric DSP and DRP.													Indicator			
<p><b>Key Indicator 2.1:</b> Residents will complete 150 hours of 1:1 patient interaction time with the clinical mentor with emphasis on development of clinical reasoning skills, including: hypothesis generation, data collection, synthesis of data, and treatment selection.</p>	<p>Resident 1 withdrew from the program at the end of the second quarter due to personal reasons. As on January 31, 2017 she completed 38 total mentoring hours (22.5 Resident as primary). At the end of her residency "year", Resident 2 completed 182.25 total mentoring hours (162.5 Resident as primary).</p>											<p>150 total mentoring hours (minimum 100 Resident primary)</p>		<p>NA</p>	<p>NA</p>	<p>NA</p>
<p><b>Key Indicator 2.2:</b> Residents will complete a minimum of 5% of their total residency year in each of the following practice settings: acute care facility, early child intervention setting, inpatient rehabilitation facility, outpatient facility, and school system.</p>	<p>Resident 1 withdrew from the program at the end of the second quarter due to personal reasons. As on January 31, 2017, 100% of her residency year was spent in an acute care/inpatient setting. Resident 2 completed her residency year (1584 hours patient care) in the following settings: acute care/inpatient (48.5%), outpatient (48.5%), and school-based/EI (3%).</p>											<p>Minimum of 5% of their time in each of the following practice settings: Acute care, Inpatient rehabilitation, Outpatient, School-based, and Early child intervention</p>		<p>NA</p>	<p>NA</p>	<p>NA</p>
<p><b>Key Indicator 2.3:</b> Residents will successfully meet objectives established on the Patient Tracking Form used during clinical mentoring sessions.</p>	<p>Based on review of Patient Tracking Forms, both residents were able to meet the objectives developed by the Resident and Mentor.</p>											<p>Satisfactory performance and meets objectives (knowledge and skills) developed between Resident and Mentor.</p>		<p>NA</p>	<p>NA</p>	<p>NA</p>
	<p><b>Baseline Data</b></p>	<p>2018</p>	<p>2019</p>	<p>2020</p>	<p>2021</p>	<p>2022</p>	<p>2023</p>	<p>2024</p>	<p>2025</p>	<p>2026</p>	<p>2027</p>	<p><b>Benchmark</b></p>	<p><b>Performance</b></p>	<p><b>Revised Benchmark</b></p>	<p><b>Date/Year of Revision</b></p>	

Goal 3: Provide a curriculum that addresses all areas of the current Pediatric DSP and DRP, to successfully complete the pediatric clinical specialist certification examination by the ABPTS.													Indicator		
<b>Key Indicator 3.1:</b> Graduates will successfully pass the Pediatric Clinical Specialist Certification exam administered by ABPTS.	Current overall pass rate 84% (5/6 graduates passed the PCS exam) Resident 2 sat for the exam February 2017.											100%		NA	NA
<b>Key Indicator 3.2:</b> Graduates will serve on ABPTS, its Councils, or as item writers.	New Goal - waiting for graduate											80%		NA	NA
Goal 4: Provide academic and clinical	Baseline Data	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	Benchmark	Performance Indicator	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 4.1:</b> Program will complete and file annual reports.	Modified annual report filed due to re-accreditation application.											100%		NA	N/A
<b>Key Indicator 4.2:</b> Program will complete and file re-accreditation documents.	Re-accreditation documents filed March 2018.											100%		NA	NA
<b>Key Indicator 4.3:</b> Program will continually reassess program and make necessary modifications to be a recognized as a national leader in residency training in pediatric physical therapy.	Program made appropriate changes to goals, outcomes, and curriculum to reflect updated DRP and ABPTRFE Quality Standards.											100%		NA	NA
Goal 5: Provide the surrounding community (South Florida) and beyond with residency trained physical therapists who excel in pediatric practice, clinical education, cultural competence, and utilize a biopsychosocial approach.	Baseline Data	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	Benchmark	Performance Indicator	Revised Benchmark	Date/Year of Revision
<b>Key Indicator 5.1:</b> Program will provide regular training and support to its' clinical faculty to maintain adequate resources for provision of high level clinical mentoring.	Program offers clinical mentoring workshop prior to beginning of each residency cohort. Clinical mentors required to participate in workshop. Program Director offers continued assistance throughout residency year.											100% of clinical mentors have completed Program's Clinical Mentoring Workshop and meet Program requirements for mentoring.		NA	N/A
<b>Key Indicator 5.2:</b> Graduates will secure a position to provide advanced clinical care to children and families in our community utilizing a biopsychosocial approach.	Graduate completed program and secured position at NCH.											100%		NA	NA

<p><b>Key Indicator 5.3:</b> Graduates will secure a position teaching and/or research related to pediatric physical therapy in our community that utilizes advanced skills developed in the residency program.</p>	<p>Resident 2 is serving as guest lecturer in local DPT programs (cardiopulmonary). Prior graduates (66%) are currently serving as guest instructors or teaching assistants in DPT programs. One is continuing to conduct and present research related to her capstone project.</p>											80%	≠	NA	NA
<p><b>Goal 6:</b> Prepare residents to contribute to the profession of physical therapy, and the larger healthcare community, through leadership, evidence-based practice, teaching, and service.</p>	<p><b>Baseline Data</b></p>	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	<b>Benchmark</b>	<b>Performance Indicator</b>	<b>Revised Benchmark</b>	<b>Date/Year of Revision</b>
<p><b>Key Indicator 6.1:</b> Graduates will demonstrate involvement in service and/or leadership at the National, Chapter, or Section level.</p>	<p>New Goal - waiting for graduate</p>											80%	≠	NA	N/A
<p><b>Key Indicator 6.2:</b> Graduates will contribute to the profession through publications, presentations, and/or lectures.</p>	<p>Graduate is re-writing caspstone case report for submission to Pediatric PT journal. Prior Graduates have presented (poster) at CSM and oral presentation at IV STEP conference.</p>											50%	≠	NA	NA
<p><b>Key Indicator 6.3:</b> Graduate will demonstrate involvement in service and leadership in government sponsored, non-government sponsored, and community-based service programs.</p>	<p>Prior Graduate (2014-2015) has secured position in Japan providing PT to children of families stationed at the US Military base.</p>											50%	≠	NA	NA