CLINICAL COMPETENCY COMMITTEE (CCC)
Roles and Responsibilities

The ACGME expects each training program to form a CCC and begin to develop its members by June 2013.

Responsibilities of the CCC members:
- Meet at least semi-annually to discuss each individual residents’ performance data (one year programs might need to meet more frequently to give meaningful assessments but they have less number of trainees)
- Make a consensus decision on the progress of each resident. Initially, the CCCs will use existing resident assessment data and faculty member observations to inform their evaluations of residents. Data from the milestones assessments will be used once implemented in each of the specialties.
- Serve as an early warning system if a resident fails to progress in the educational program, and will assist in his or her early identification and move toward improvement and remediation.

Membership in the CCC:
- Members should include core faculty members who have the opportunity to observe and evaluate residents
- May include other members such as assessment specialists and non-MD medical educators.

Description of CCC meetings:
- The program director (PD) and the GME department will prepare Milestones data summary on each resident through reports generated from various sources e.g. 360-degree evaluations, rotation evaluations, Simulations, etc...
- In some situations the residents’ data will be divided among CCC members to review before the meeting and report on during the meeting
- While the PD is part of the CCC meeting, the PD must not chair the meeting and can be available for clarification, etc..
- Each resident is given a semi-annual assessment on a dashboard in one of the following 5 categories on each of the metrics set by the program: (No Data, Below Expected for training level, Needs Improvement, On Track for training level, Above Expected for training level.
- The CCC will generate a report/recommendation letter to PD on each resident. The PD will meet with each resident and communicate the recommendation, design an improvement plan, etc..
- Thresholds will be set by the CCC. Interventions a program might consider include assigning a mentor with expertise in a given area of deficiency, additional required readings, sessions in a skills lab, and/or added rotations in a given area. If, after remediation, a resident still fails to advance sufficiently on one or more milestones, a CCC might consider extending education, or counseling the resident to consider another specialty or profession.
- Aggregate, de-identified information for all residents in the program will be reported to the ACGME