

## Accreditation Council for Graduate Medical Education 2020 Strategic Plan Summary

### Introduction

The ACGME is an independent, not-for-profit, physician-led organization that sets and monitors compliance with professional educational standards essential in preparing physicians to deliver safe, high-quality medical care. The ACGME was established in 1981 based on a consensus of the academic medical community that an independent graduate medical education (GME) accrediting body was needed for specialty (residency) and subspecialty (fellowship) physician education and training following medical school.

ACGME-accredited Sponsoring Institutions and programs are reviewed annually by one or more of 30 Review and Recognition Committees comprised of volunteer physicians, resident/fellow representatives, and non-physician public members. Accredited residency and fellowship programs are continuously monitored by the applicable specialty-specific Review Committee for substantial compliance with the applicable ACGME Requirements using annual program data. The Review Committees also monitor annual Resident/Fellow and Faculty Survey results, as well as accreditation Site Visit Reports, as applicable.

Inherent in the ACGME's role as an accreditor is achieving an optimal balance between the assurance function (regulatory focus) and the improvement function (continuous improvement) of educational programs and the outcomes of their graduates.

The ACGME's mission is grounded in the social contract between the profession and society. The social contract holds that in return for physicians meeting their professional obligations to provide highly specialized services, which require substantial competence attained through extensive education and training, society grants doctors special privileges, including self-regulation. Physicians' professional obligations include a commitment to patients and society, and the effacement of self-interest.

The following ACGME Mission, Vision, Values, and Strategies are intended to be read and understood as an integrated whole. The ACGME Vision Statement describes the goals and objectives the Strategies are designed to achieve in keeping with the Values.

### ACGME Mission

The mission of the ACGME is to improve health care and population health by assessing and enhancing the quality of resident and fellow physicians' education through advancements in accreditation and education.

### ACGME Vision

We envision a health care system in which the Quadruple Aim\* has been realized. We aspire to advance a transformed system of graduate medical education with global reach that is:

- Competency-based with customized professional development and identity formation for all physicians;

- Led by inspirational faculty role models overseeing supervised, humanistic, clinical educational experiences;
- Immersed in evidence-based, data-driven, clinical learning and care environments defined by excellence in clinical care, safety, cost-effectiveness, professionalism, and diversity, equity, and inclusion;
- Located in health care delivery systems equitably meeting local and regional community needs; and,
- Graduating residents and fellows who strive for continuous mastery and altruistic professionalism throughout their careers, placing the needs of patients and their communities first.

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*\*The Quadruple Aim simultaneously improves patient experience of care, population health, and health care provider work life, while lowering per capita cost.*

### **ACGME Values**

- Honesty and Integrity
- Accountability and Transparency
- Equity and Fairness
- Diversity and Inclusion
- Excellence and Innovation
- Stewardship and Service
- Leadership and Collaboration
- Engagement of Stakeholders

## **ACGME Strategic Plan Summary**

The following nine strategic directions are designed to achieve the ACGME's Mission and Vision and are intended to be mutually reinforcing. Specific strategies are identified outlining the actions to be initiated by the ACGME in fulfillment of its Mission and Vision over the next five years.

### **Sustain Professionalism and Ethics**

The attributes of altruistic professionalism and ethical conduct that physicians demonstrate, putting the needs of patients and communities first, is the foundation of all medical education and medical practice.

Specifically:

- Using improvement and assurance initiatives, collaborate across the breadth of medical education to ensure that Sponsoring Institutions and programs promote and sustain high ethical standards, humanism, and altruism.
- Work collaboratively with global and domestic partners to promote health care policies that enhance and sustain the social contract between medicine and the public.

### **Prepare the Profession to Meet Future Public Needs**

To meet current and future patient care and population health needs, it is essential to systematically anticipate the role of physicians in successfully achieving the Quadruple Aim, including the elimination of health care disparities and the achievement of health equity. The Quadruple Aim simultaneously improves patient experience of care, population health, and health care provider work life, while lowering per capita cost.

Specifically:

- Develop educational goals and methods enabling the clinical learning environment to be optimized to achieve the Quadruple Aim and instill that knowledge and practice in learners.
- Pursue collaborations to advance knowledge and solutions that eliminate health care disparities and achieve health equity in the care of all populations, especially for the underserved.

### **Prepare the Profession for Career-Long Learning and Career Flexibility**

To successfully address changing patient and population health needs, flexibility should be afforded to physicians, at any point in their career, to efficiently and cost-effectively adapt and change their practice skills.

Specifically:

- Develop accreditation and educational structures (aligned with certification systems) enabling career flexibility and adaptability for all physicians throughout their professional lifetimes.

### **Enhance the Clinical Learning Environment**

Optimizing the environment in which graduate medical education is conducted needs to be grounded in evidenced-based knowledge, including the ACGME's initiatives and standards-based approaches.

Specifically:

- Coordinate enhancement of improvement and assurance initiatives to foster the use of Health Systems Science in achieving the Quadruple Aim.
- With other organizations, optimize the well-being and inclusion of physicians, other caregivers, and patients in the clinical learning environment by addressing system, cultural, institutional, program, and individual factors.

### **Pursue Knowledge Development in Medical Education**

Dedicated ongoing commitment to create new knowledge is needed for the continual improvement of accreditation, assessment, and the design of residency/fellowship education programs, as well as for the development of competence of graduates and their effectiveness in the provision of safe and high-quality patient care.

Specifically:

- Establish research agendas and achieve digital transformation to create an evidence base that will be used to: assess the current accreditation model; evaluate program educational effectiveness; guide individual resident/fellow development; and link education with future clinical outcomes.
- Collaborate to develop medical education learning communities that identify and disseminate practices to serve a diverse population and enhance diversity, equity, and inclusion in the physician pipeline, and among residents, fellows, and faculty members.

### **Harmonize the Continuum of Medical Education**

Collaboration across the continuum of physician education is needed to achieve a fully compatible and mutually reinforcing accreditation system that reduces cost and increases value throughout undergraduate medical education, graduate medical education, and continuing medical education.

Specifically:

- Establish a collaborative process that enables an integrated continuum of medical education accreditation and develop approaches for physicians to transition through the continuum and into a lifetime of practice.
- Partner with the World Federation of Medical Educators, ACGME International, and other accreditors and educators (domestically and globally) to promote a coordinated international continuum of physician education.

### **Enhance Inter-Professional Teamwork**

Establishing complementary approaches with other accrediting organizations to the inter-professional roles in the clinical learning environment can help to improve the quality and safety of patient care.

Specifically:

- Continue participating with relevant accrediting organizations to prepare physicians for working as team members and team leaders and promote collaboration among the professions improving the quality and safety of patient care.

### **Increase ACGME Engagement on Behalf of the Public**

To achieve the Quadruple Aim, the ACGME will continually assess and improve the value of its services in the health care system for the public.

Specifically:

- The ACGME's research and guidance are sought and valued regarding the future of graduate medical education and the evolving role of physicians in the global health care environment.
- Work to earn the privilege of being called upon by domestic and global policy makers as a trusted authority on physician education, physician workforce, and the implications for the future of health care, emphasizing the criticality of the social contract between physicians and the public.

### **Prepare the ACGME for the Flexibility and Adaptability Required to Implement the Strategic Plan**

The ACGME will be widely recognized for the quality and continuous improvement of its evidence-based standards and processes, the integrity of its decisions, the transparency of its policies and procedures, the stewardship of its resources, and the quality of its services.

Specifically:

- The ACGME will maintain the adaptability and flexibility required to perform at a high level of operational excellence, apply sound business practices, and cost-effectively perform all core functions.