

# Ready, Aim, Fire



Setting your program up for success starts with crafting smart program aims.

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# Objectives

In this workshop you will...

## Objective 1

Recognize how ACGME defines and utilizes aims in the Self Study Process and Annual Program Evaluation

## Objective 2

Construct aims that are SMART (Specific, Measurable, Achievable, Relevant, and Time - bound)

## Objective 3

Contemplate how you will measure success in meeting your program aims



**But ... I have already submitted  
my Self Study....**

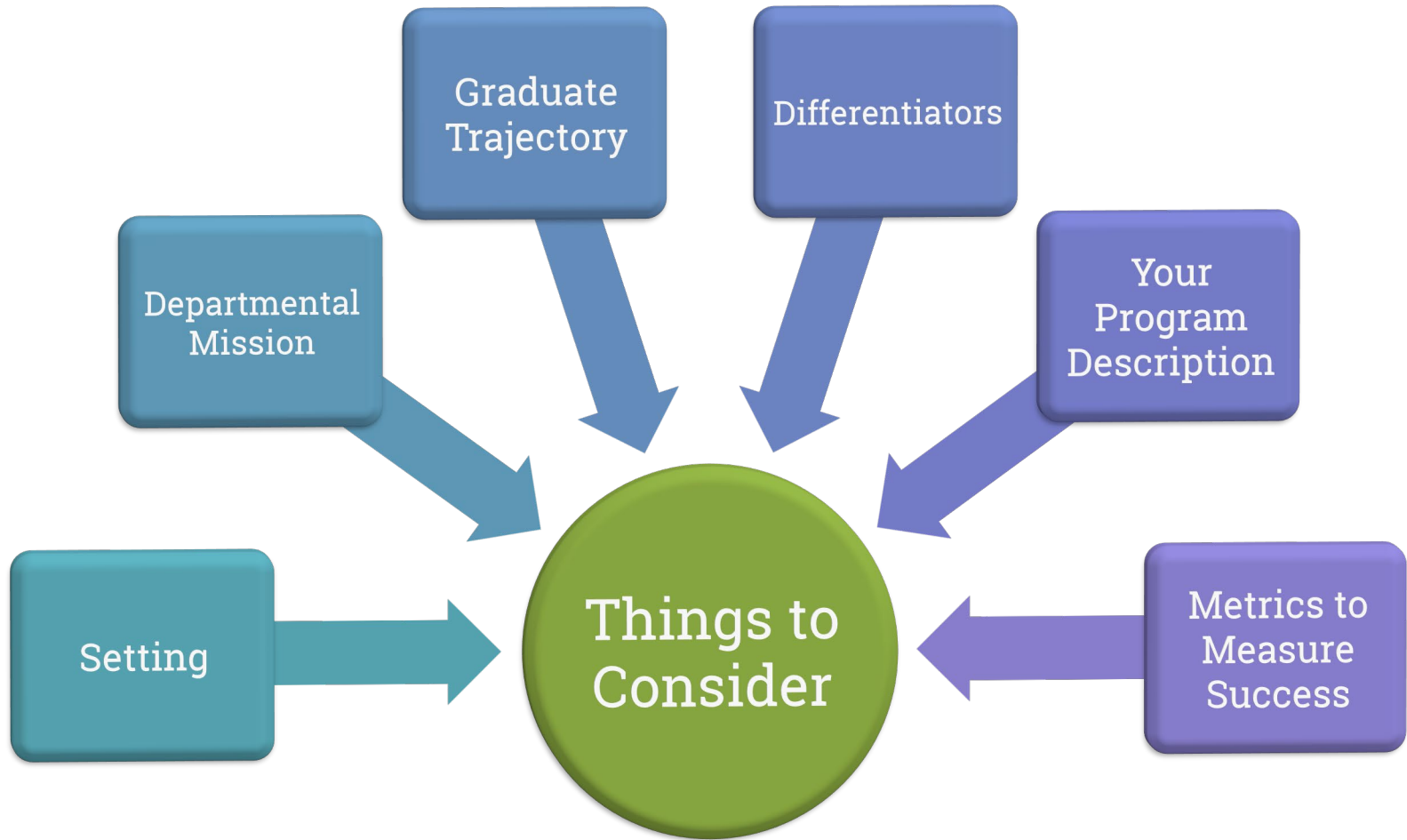
# 1

“What’s in an aim? That which we call a rose...””



# Definition

- Program and institutional leaders' views of key expectations for the program
- Should reflect and expand on the program's mission state
- Types of questions you should answer
  - What are type of graduate does want to produce?
  - How does your program differ from other programs?
  - What is your selling point of the program?





## Example



AIM: Engage fellows in research activities that will lead to publications in scientific literature and/or presentations at scientific meetings



AIM: Equip graduates with the knowledge (methodologic design), skills (grant writing, statistical analysis), and experience to be successful in clinical and laboratory investigation

# 2

## Setting your **SMART** aims





# Definition

**S** **Specific-** Define the goal as much as possible  
Who, What, Where, When, Why, Which

**M** **Measurable-** Define how you will measure your progress  
Quantifiable, Trackable

**A** **Attainable-** Define a goal that is attainable  
Create a challenging yet achievable goal

**R** **Relevant-** Define a realistic goal  
Does this align with your program's mission? Is this a priority?

**T** **Time Bound-** Define a date to reach or complete a goal  
Prompts a sense of urgency and sense of time management



# Are these SMART Aims?

The program is striving for each fellow to annually improve their In -Training Exam score, throughout their three years of fellowship.

To impart in our fellows the desires to become educators interested in the formation of the future generation .

Expand and reinforce fellow engagement in multidisciplinary opportunities.

Educate fellows how to investigate and evaluate patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self -evaluation and lifelong learning with prioritizing professional responsibility and adherence to ethical principles.

3

**Aim for  
Success**



# Let's Strengthen These Aims

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# Time to Share

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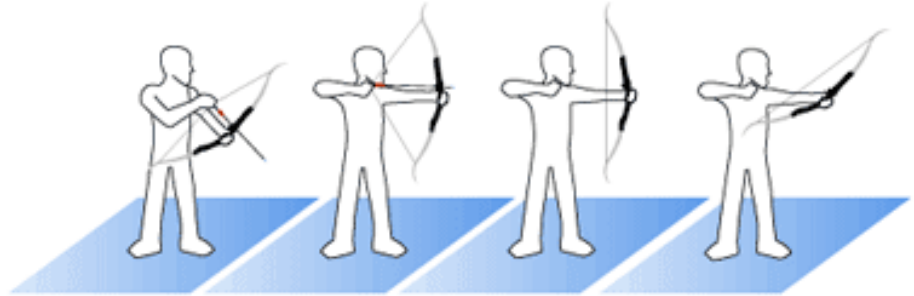
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# But Why?

Just like aiming in archery leads to a bullseye, your aims leads your program to success



THANKS!

**Any questions?**

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