

CROSSWALK FOR PGY1 COMMUNITY-BASED 2024 CAGO

The Postgraduate Year One (PGY1) Competency Areas, Goals, and Objectives (CAGOs) have been harmonized across pharmacy residency practice environments, to streamline the required educational experiences, knowledge, and skills PGY1 residents must demonstrate and achieve for successful completion of a PGY1 program. All PGY1 Programs (Pharmacy, Community-Based, and Managed Care) must use the CAGOs outlined in this document in conjunction with the ASHP Accreditation Standard for Postgraduate Pharmacy Residency Programs. The four competency areas (Patient Care, Practice Advancement, Leadership, Teaching and Education) and their associated goals and objectives are required and must be included in all PGY1 programs.

The newly harmonized PGY1 CAGO Guidance clarifies required resident deliverables and quantity associated with objectives R1.4.2, R2.1.2, R2.1.6, R4.1.1, R4.1.2, and R4.1.3. These deliverables are required of all PGY1 residents and must be included in the program's completion requirements. Progress toward completion of these deliverables, along with all other requirements for successful completion of the residency must be tracked *at least quarterly*.

A crosswalk between the previous PGY1 Community-Based CAGOs (2017) and the 2024 Harmonized PGY1 CAGOs has been developed to aid in restructuring programs, in preparation for the 2024-2025 residency class. Most of the previous 2017 objectives crosswalk (align) very closely to the 2024 harmonized objectives, while others crosswalk to *more than one* of the 2024 objectives (see Crosswalk for specifics) or may not align to any of the new 2024 objectives.

When developing the program's new assignment of objectives to learning experiences, there are some key points to remember:

1. All the harmonized 2024 PGY1 objectives must be assigned to be taught and evaluated in *at least one* required learning experience.
2. Per accreditation Standard 3.1.b.1: "*The program's structure supports the program purpose and facilitates achievement of all required objectives.*", thus, while not all residents must ACHR all objectives, the program must be designed with that intent.
3. The crosswalk is not intended to imply that certain objectives from the previous CAGOs need to be assigned to be taught and evaluated more than once, but rather provides an idea of where a program may want to consider assigning the 2024 objectives, based on the historic program structure.
4. While there may be some objectives from the previous CAGOs mapped to *one or more* 2024 objective, this does not mean that the program must assign the previous activities to the 2024 objectives.

- The program must ensure that the activities assigned to the 2024 objectives align with the appropriate Bloom's Taxonomy level and facilitate the achievement of the objective. All activities (newly created or repurposed) should be evaluated for appropriateness with the newly harmonized PGY1 CAGOs.

PGY1 Community-Based Crosswalk	
Harmonized PGY1 Pharmacy, Managed Care, Community-Based CAGO (2024) <i>*Indicates Objective results in a resident deliverable.</i>	PGY1 Community-Based CAGO (2017) <i>Objectives with differing Blooms Taxonomy levels than the 2024 CAGOs indicated with red text.</i>
Goal R1.1: Provide safe and effective patient care services following JCPP (Pharmacists' Patient Care Process).	
R1.1.1: (Analyzing) Collect relevant subjective and objective information about the patient.	R1.1.3: (Valuing and Analyzing) Collect relevant subjective and objective information for the provision of individualized patient care.
R1.1.2: (Evaluating) Assess clinical information collected and analyze its impact on the patient's overall health goals.	R1.1.4: (Analyzing) Analyze and assess information collected and prioritize problems for provision of individualized patient care.
R1.1.3: (Creating) Develop evidence-based, cost effective, and comprehensive patient-centered care plans.	R1.1.5: (Valuing and Creating) Design a safe and effective individualized patient- centered care plan in collaboration with other health care professionals, the patient, and caregivers.
R1.1.4: (Applying) Implement care plans.	R1.1.6: (Applying) Implement the care plan in collaboration with other health care professionals, the patient, and caregivers. R1.2.3: (Applying) Identify and provide services related to patient-centered dispensing that assist individual patients in the safe and effective use of medications.
R1.1.5: (Creating) Follow-up: Monitor therapy, evaluate progress toward or achievement of patient outcomes, and modify care plans.	R1.1.7: (Evaluating) Monitor and evaluate the effectiveness of the care plan and modify the plan in collaboration with other health care professionals, the patient, and caregivers as required.
R1.1.6: (Analyzing) Identify and address medication-related needs of individual patients experiencing care transitions regarding physical location, level of care, providers, or access to medications.	R1.3.1: (Analyzing) Identify needs of individual patients experiencing care transitions. R1.3.2: (Applying) Manage and facilitate care transitions between patient care settings.
Goal R1.2: Provide patient-centered care through interacting and facilitating effective communication with patients, caregivers, and stakeholders.	
R1.2.1: (Applying) Collaborate and communicate with healthcare team members.	R1.1.1: (Responding and Applying) Demonstrate responsibility and professional behaviors as a member of the health care team. R1.1.9: (Valuing and Applying) Collaborate and communicate effectively with other health care team members.

R1.2.2: (Applying) Communicate effectively with patients and caregivers.	R1.1.2: (Responding and Applying) Establish a patient-centered relationship with the individual patient, family members, and/or caregivers. R1.1.8: (Valuing and Applying) Collaborate and communicate effectively with patients, family members, and caregivers. R1.2.4: (Analyzing) Counsel and educate the patient and/or caregiver about dispensed medications, self-care products, medication adherence, and appropriate referrals for services.
R1.2.3: (Applying) Document patient care activities in the medical record or where appropriate.	R1.1.10: (Applying) Document patient care activities appropriately and efficiently.
Goal R1.3: Promote safe and effective access to medication therapy.	
R1.3.1: (Applying) Facilitate the medication-use process related to formulary management or medication access.	R1.2.1: (Analyzing) Prior to dispensing a medication, perform an effective drug utilization review aligned with the JCPP Pharmacists' Patient Care Process to identify, detect, and address therapeutic problems.
R1.3.2: (Applying) Participate in medication event reporting.	R2.1.2: (Applying) Participate in organizational level management activities, functions, and/or decision-making.
R1.3.3: (Evaluating) Manage the process for preparing, dispensing, and administering (when appropriate) medications.	R1.2.1: (Analyzing) Prior to dispensing a medication, perform an effective drug utilization review aligned with the JCPP Pharmacists' Patient Care Process to identify, detect, and address therapeutic problems. R1.2.2: (Applying) Prepare and dispense or administer (when appropriate) medications to support safe and effective patient-centered care. R2.1.1: (Applying) Manage dispensing and patient care services at the community-based practice site.
Goal R1.4: Participate in the identification and implementation of medication-related interventions for a patient population (population health management).	
R1.4.1: (Applying) Deliver and/or enhance a population health service, program, or process to improve medication-related quality measures. [New]	R2.1.2: (Applying) Participate in organizational level management activities, functions, and/or decision-making.
*R1.4.2: (Creating) Prepare or revise a drug class review, monograph, treatment guideline, treatment protocol, utilization management criteria, and/or order set.	R2.1.4: (Creating) Evaluate an existing, or develop a new collaborative practice agreement, standing order, or implementation process for a state-based protocol to expand the scope of practice for community-based pharmacists.
Goal R2.1: Conduct practice advancement projects.	

R2.1.1: (Analyzing) Identify a project topic, or demonstrate understanding of an assigned project, to improve pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or investigate gaps in knowledge related to patient care.	R3.1.1: (Creating) Identify the need and develop a plan for a quality improvement project focused on the medication-use process and/or patient care services. R3.2.1: (Creating) Identify the need and develop a business plan for a new or enhanced service. R3.3.1: (Creating) Identify and design a practice-related project significant to community-based practice.
*R2.1.2: (Creating) Develop a project plan.	R3.1.1: (Creating) Identify the need and develop a plan for a quality improvement project focused on the medication-use process and/or patient care services. R3.2.1: (Creating) Identify the need and develop a business plan for a new or enhanced service. R3.3.1: (Creating) Identify and design a practice-related project significant to community-based practice.
R2.1.3: (Applying) Implement project plan.	R3.1.2: (Applying) Implement a quality improvement project. R3.2.2: (Applying) Implement the planned new or enhanced service. R3.3.2: (Applying) Implement a practice-related project significant to community-based practice.
R2.1.4: (Analyzing) Analyze project results. [New]	R3.1.3: (Evaluating) Evaluate the impact of a quality improvement project. R3.2.3: (Evaluating) Evaluate the new or enhanced service to determine if it meets the stated goals and is sustainable. R3.3.3: (Evaluating) Accurately assess the impact of the practice-related project including sustainability, if applicable.
R2.1.5: (Evaluating) Assess potential or future changes aimed at improving pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or specific question related to patient care.	R3.1.3: (Evaluating) Evaluate the impact of a quality improvement project. R3.2.3: (Evaluating) Evaluate the new or enhanced service to determine if it meets the stated goals and is sustainable. R3.3.3: (Evaluating) Accurately assess the impact of the practice-related project including sustainability, if applicable.
*R2.1.6: (Creating) Develop and present a final report.	R3.3.4: (Responding and Creating) Effectively develop and present, orally and in writing, a final project report.
Goal R3.1: Demonstrate leadership skills that contribute to departmental and/or organizational excellence in the advancement of pharmacy services.	
R3.1.1: (Understanding) Explain factors that influence current pharmacy needs and future planning.	R2.1.2: (Applying) Participate in organizational level management activities, functions, and/or decision-making.

R3.1.2: (Understanding) Describe external factors that influence the pharmacy and its role in the larger healthcare environment.	R2.1.3: (Understanding) Identify relevant external factors that influence or impact community-based practice and identify appropriate strategies to adjust, comply, or improve.
Goal R3.2: Demonstrate leadership skills that foster personal growth and professional engagement.	
R3.2.1: (Applying) Apply a process of ongoing self-assessment and personal performance improvement.	R2.2.2: (Valuing and Applying) Apply a process of on-going self-evaluation and personal performance improvement.
R3.2.2: (Applying) Demonstrate personal and interpersonal skills to manage entrusted responsibilities.	R2.2.1: (Valuing and Applying) Manage one's self effectively and efficiently. R2.2.3: (Valuing and Applying) Demonstrate effective leadership skills and behaviors.
R3.2.3: (Applying) Demonstrate responsibility and professional behaviors.	R1.1.1: (Responding and Applying) Demonstrate responsibility and professional behaviors as a member of the health care team. R2.2.3: (Valuing and Applying) Demonstrate effective leadership skills and behaviors.
R3.2.4: (Applying) Demonstrate engagement in the pharmacy profession and/or the population served.	R2.2.4: (Valuing and Applying) Demonstrate commitment to the profession through active participation in the activities of a national, state, and/or local professional association. R2.2.5: (Valuing and Applying) Demonstrate commitment to the community through service.
Goal R4.1: Provide effective medication and practice-related education.	
* R4.1.1: (Creating) Construct educational activities for the target audience.	R4.1.1: (Creating) Design effective education and/or training activities based on the learners' level and identified needs.
* R4.1.2: (Creating) Create written communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.	R4.1.3: (Applying) Develop effective written communication skills to provide educational information to multiple levels of learners including patients, caregivers, and members of the community; health profession students; pharmacists; and other health care professionals.
* R4.1.3: (Creating) Develop and demonstrate appropriate verbal communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.	R4.1.2: (Applying) Use effective presentation and teaching skills to deliver education programs to targeted audiences including patients, caregivers, and members of the community; health profession students; pharmacists; and other health care professionals.
R4.1.4: (Evaluating) Assess effectiveness of educational activities for the intended audience.	R4.1.2: (Applying) Use effective presentation and teaching skills to deliver education programs to targeted audiences including patients, caregivers, and members of the community; health profession students; pharmacists; and other health care professionals. R4.1.3: (Applying) Develop effective written communication skills to provide educational

	information to multiple levels of learners including patients, caregivers, and members of the community; health profession students; pharmacists; and other health care professionals.
Goal R4.2: Provide professional and practice-related training to meet learners' educational needs.	
R4.2.1: (Evaluating) Employ appropriate preceptor role for a learning scenario.	R4.2.1: (Analyzing) Identify experiential learning activities and select appropriate preceptor roles to meet learners' educational needs. R4.2.2: (Analyzing) Provide appropriate and timely formative and summative feedback and ensure learner understands the feedback during experiential learning.