**CROSSWALK FOR PGY1 PHARMACY 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 Pharmacy CAGOs (2015) 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 2015 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.
5. **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.**

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| **PGY1 Pharmacy Crosswalk** | |
| **Harmonized PGY1 Pharmacy, Managed Care, Community-Based CAGO** (2024)  *\*Indicates Objective results in a resident deliverable.* | **PGY1 Pharmacy CAGO** (2015)  *Objectives with differing Blooms Taxonomy levels than the 2024 CAGOs indicated with red text.* |
| **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: (Analyzing) Collect information on which to base safe and effective medication therapy. |
| 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 on which to base safe and effective medication therapy. |
| R1.1.3: (Creating) Develop evidence-based, cost effective, and comprehensive patient-centered care plans. | R1.1.5: (Creating) Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans). |
| R1.1.4: (Applying) Implement care plans. | R1.1.6: (Applying) Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions. |
| R1.1.5: (**Creating**) Follow-up: Monitor therapy, evaluate progress toward or achievement of patient outcomes, and modify care plans. | R1.1.8: (Applying) Demonstrate responsibility to patients. |
| 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. | R1.2.1: (Applying) Manage transitions of care effectively. |
| **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: (Applying) Interact effectively with health care teams to manage patients’ medication therapy. |
| R1.2.2: (Applying) Communicate effectively with patients and caregivers. | R1.1.2: (Applying) Interact effectively with patients, family members, and caregivers. |
| R1.2.3: (Applying) Document patient care activities in the medical record or where appropriate. | R1.1.7: (Applying) Document direct patient care activities appropriately in the medical record or where appropriate. |
| **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. | R1.3.2: (Applying) Manage aspects of the medication-use process related to formulary management. |
| R1.3.2: (Applying) Participate in medication event reporting. | R2.1.4: (Applying) Participate in medication event reporting and monitoring. |
| R1.3.3: (**Evaluating**) Manage the process for preparing, dispensing, and administering (when appropriate) medications. | R1.3.1: (Applying) Prepare and dispense medications following best practices and the organization’s policies and procedures.  R1.3.3: (Applying) Manage aspects of the medication-use process related to oversight of dispensing. |
| **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] |  |
| \*R1.4.2: (Creating) Prepare or revise a drug class review, monograph, treatment guideline, treatment protocol, utilization management criteria, and/or order set. | R2.1.1: (Creating) Prepare a drug class review, monograph, treatment guideline, or protocol. |
| **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. | R2.1.2: (Applying) Participate in a medication-use evaluation.  R2.1.3: (Analyzing) Identify opportunities for improvement of the medication-use system.  R2.2.1: (Analyzing) Identify changes needed to improve patient care and/or the medication-use system. |
| \*R2.1.2: (Creating) Develop a project plan. | R2.2.2: (Creating) Develop a plan to improve the patient care and/or the medication-use system. |
| R2.1.3: (Applying) Implement project plan. | R2.2.3: (Applying) Implement changes to improve patient care and/or the medication-use system. |
| R2.1.4: (**Analyzing**) Analyze project results. [New] | R2.1.2: (Applying) Participate in a medication-use evaluation. |
| 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. | R2.1.2: (Applying) Participate in a medication-use evaluation.  R2.1.3: (Analyzing) Identify opportunities for improvement of the medication-use system.  R2.2.4: (Evaluating) Assess changes made to improve patient care or the medication-use system. |
| \*R2.1.6: (**Creating**) Develop and present a final report. | R2.1.2: (Applying) Participate in a medication-use evaluation.  R2.2.5: (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. | R3.2.1: (Understanding) Explain factors that influence departmental planning. |
| R3.1.2: (Understanding) Describe external factors that influence the pharmacy and its role in the larger healthcare environment. | R3.2.2: (Understanding) Explain the elements of the pharmacy enterprise and their relationship to the health care system. |
| **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. | R3.1.2: (Applying) Apply a process of ongoing self-evaluation and personal performance improvement.  R3.2.4: (Applying) Manages one’s own practice effectively. |
| R3.2.2: (Applying) Demonstrate personal and interpersonal skills to manage entrusted responsibilities. | R3.1.1: (Applying) Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership.  R3.2.4: (Applying) Manages one’s own practice effectively. |
| R3.2.3: (Applying) Demonstrate responsibility and professional behaviors. | R3.2.3: (Applying) Contribute to departmental management. |
| R3.2.4: (Applying) Demonstrate engagement in the pharmacy profession and/or the population served. [New] |  |
| **Goal R4.1: Provide effective medication and practice-related education.** |  |
| \*R4.1.1: (**Creating**) Construct educational activities for the target audience. | R4.1.1: (Applying) Design effective educational activities. |
| \*R4.1.2: (**Creating**) Create written communication to disseminate knowledge related to specific content, medication therapy, and/or practice area. | R4.1.3: (Applying) Use effective written communication to disseminate knowledge. |
| \*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. |
| R4.1.4: (**Evaluating**) Assess effectiveness of educational activities for the intended audience. | R4.1.4: (Applying) Appropriately assess effectiveness of education. |
| **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) When engaged in teaching, select a preceptor role that meets learners’ educational needs.  R4.2.2: (Applying) Effectively employ preceptor roles, as appropriate. |
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