



AMERICAN OSTEOPATHIC ASSOCIATION

**COMPETENCY-BASED EVALUATION FOR
RESIDENCY TRAINING PROGRAMS IN
OSTEOPATHIC FAMILY PRACTICE AND
MANIPULATIVE TREATMENT**

Revised, 1/1993
Revised, 1/1994
Revised, 4/1998
Revised, BOT 2/2004
Revised, BOT 7/2004
Revised, ACOFP 2/2005
Revised, BOT 02/2006, Effective 07/2006

TABLE OF CONTENTS

Program Directors Evaluation of General Competencies	1
Osteopathic Philosophy and Osteopathic Manipulative Medicine.....	1
Medical Knowledge	1
Patient Care.....	2
Interpersonal and Communication Skills	2
Professionalism.....	3
Practice-Based Learning and Improvement.....	4
Systems-Based Practice	5
Patient Care Competency Evaluation.....	6
General	6
Hospital Care.....	6
Behavioral Science	7
Practice Management	7
Geriatrics	8
Internal Medicine	9
A. Allergy and Immunology	9
B. Cardiology	9
C. Dermatology	9
D. Endocrinology	10
E. Gastroenterology.....	10
F. Hematology.....	10
G. Infectious Disease	10
H. Nephrology	11
I. Neurology.....	11
J. Oncology	11
K. Pulmonology.....	11
L. Rheumatology.....	12
Surgery	12
A. General Surgery.....	13
B. Ophthalmology.....	13
C. Orthopedics	13
D. Otolaryngology.....	13
E. Urology	13
Obstetrics and Gynecology.....	14
Pediatrics and Adolescent Medicine	14
Emergency Medicine.....	14
Sports Medicine.....	15
Community Medicine.....	15
Diagnostic Imaging.....	15
Mandatory Procedural Competence (Required Procedures)	16
Optional Procedures	17
Seven Core Competencies of the Osteopathic Profession	19

Program Directors Evaluation of General Competencies

Resident's Name _____

Competency	Skill	Competent	Evaluation Method
Osteopathic Philosophy and Osteopathic Manipulative Medicine	1. Demonstrates understanding and application of osteopathic manipulative treatment (OMT) by appropriate application of multiple methods of treatment, including but not limited to, High Velocity/Low Amplitude (HVLA), strain/counter strain, and muscle energy techniques.		
	2. Demonstrates, as documented in the medical record, integration of osteopathic concepts and OMT in all sites of patient care including the continuity of care training site, the hospital, and long term care facility. It is understood that integration implies the use of OMT in such conditions as, (but not limited to) respiratory, cardiac, and gastrointestinal disorders, as well as musculoskeletal disorders.		
	3. Understand the philosophy behind osteopathic concepts and demonstrates this through integration into all clinical and patient care activities.		
	4. Can describe the role of the musculoskeletal system in disease, including somato/visceral reflexes, alterations in body framework, and trauma.		
	5. Understands the indications and contraindications to osteopathic manipulative treatment.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Medical Knowledge	1. Demonstrates through an analytical approach to clinical situations, an understanding and application of clinical medicine to patient care.		
	2. Knows and applies the foundations of basic science and clinical and behavioral medicine appropriate to family practice.		
	3. Has developed a thorough understanding of family orients care.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Patient Care	1. Communicates effectively.		
	2. Demonstrates caring and respectful behaviors when interacting with patients and their families.		
	3. Interviewing-gathers essential and accurate information about patients.		
	4. Makes informed decisions about diagnostic and therapeutic interventions.		
	5. Develops & carries out patient management plans.		
	6. Counsels and educates patients and their families.		
	7. Uses information technology to support patient care decisions and patient education.		
	8. Performs all medical procedures considered essential to the specialty of family practice.		
	9. Provides preventive health care consistent with the Osteopathic philosophy of health maintenance and disease prevention.		
	10. Works with health care professionals to provide patient-focused care.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Interpersonal and Communication Skills	1. Creates and sustains a therapeutic and ethically sound relationship with patients.		
	2. Uses effective listening skills.		
	3. Provides information using effective nonverbal, explanatory questioning, and writing skills.		
	4. Works effectively with others as a member of a health care team.		
	5. Demonstrates team leadership skills.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Professionalism	1. Demonstrates respect, compassion and integrity.		
	2. Responsive to the needs of patients and society.		
	3. Accountability to patients, society, and the profession.		
	4. Committed to ongoing professional development.		
	5. Demonstrates ethical principles in providing or withholding care, confidentiality of patient information, informed consent, and business practices.		
	6. Demonstrates sensitivity to patient's culture, age, gender, and disabilities.		
	7. Demonstrates an understanding of the issues of bio-ethics and medical jurisprudence.		
	8. Understands how physician's personal behavior affects the patient's perception of them as a role model for responsibility in their own health.		
	9. Understands the importance of recognizing cultural diversity among the patient population and within the community.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Practice-Based Learning and Improvement	1. Analyzes own practice for needed improvements.		
	2. Uses evidence from scientific studies.		
	3. Applies research and statistical methods to the appraisal of clinical studies.		
	4. Uses information technology.		
	5. Facilitates learning of others.		
	6. Utilizes evidence-based principles to determine appropriate strategies for care.		
	7. Understands the importance of patient education in the area of injury prevention, especially motor vehicle accidents, accidents in the home, sports injuries, and domestic violence.		
	8. Understands the concepts of and principles behind evidence-based medicine.		
	9. Critically evaluates medical literature and its applicability to clinical practice.		
	10. Participates in scholarly activities and conveys findings to his/her peers.		

Program Director Initials _____

Competency	Skill	Competent	Evaluation Method
Systems-Based Practice	1. Understands the interaction of their practice with health care systems.		
	2. Has knowledge of types of medical care delivery systems.		
	3. Practices cost effective health care.		
	4. Advocate for quality patient care.		
	5. Assists patients in dealing with system complexities.		
	6. Partners with health care managers to assess, coordinate, and improve health care.		
	7. Has developed medical practice management skills.		
	8. Demonstrates an understanding of entering into contractual arrangements with health care systems.		
	9. Demonstrates an understanding of community systems and agencies that enter into aspects of health care.		
	10. Demonstrates an understanding of risk management.		
	11. Demonstrates an understanding of office management, principles of reimbursement, and coding.		
	12. Utilizes community resources to assist in the management of patients.		
	13. Understands the role of local health departments in the management of patients.		
	14. Is familiar with the evaluation of industrial injury and the criteria for returning to work.		
	15. Is familiar with the basic guidelines for reporting criteria for communicable diseases.		

Program Director Initials _____

Patient Care Competency Evaluation
To be Completed by the Family Practice Resident During the Course of Their Training

GENERAL

Competency	Satisfactory	Signature(s)	Date
1. Delivers osteopathic care to patients in an ambulatory setting.			
2. Manages effectively a normal caseload during a scheduled day.			
3. Has achieved expertise in: <ul style="list-style-type: none"> <input type="checkbox"/> Methods of referring patients. <input type="checkbox"/> Methods of counseling. <input type="checkbox"/> Providing patient education. <input type="checkbox"/> Delivery of Osteopathic Manipulative Treatment. <input type="checkbox"/> Diagnosis and treatment of patients in all age groups. <input type="checkbox"/> Providing preventative measures for a varied patient population. <input type="checkbox"/> Diagnosing and managing medical and surgical problems. 			
4. Is familiar with the use of community resources in total patient care.			
5. Functions as a part of a health care team.			

Program Director Initials _____

HOSPITAL CARE

Competency	Satisfactory	Signature(s)	Date
1. Recognizes those patients who should be managed in a hospital setting.			
2. Can manage patients in the hospital setting.			
3. Can manage hospitalized patients after discharge.			
4. Seeks specialty consultation when appropriate and maintain direct responsibility for the management of the patient.			
5. Can perform specific procedures as outlined in the procedure section of this document.			
6. Understands and utilizes appropriate pharmacologic interventions.			

BEHAVIORAL SCIENCE

Competency	Satisfactory	Signature(s)	Date
1. Understands normal life cycle.			
2. Utilizes appropriate interviewing skills.			
3. Utilizes appropriate counseling skills.			
4. Can diagnose and manage substance abuse.			
5. Can diagnose and manage eating disorders.			
6. Can diagnose and manage psychiatric disorders commonly seen in family practice.			
7. Manages the emotional aspects of medical diseases.			
8. Recognizes signs of family violence including abuse and neglect.			
9. Recognizes the role of ethics in patient care.			
10. Understands the importance of being sensitive to gender, age, race, and cultural differences within his/her patient population.			
11. Demonstrates knowledge of psychopharmacology.			
12. Demonstrates an understanding of situations that have the potential of leading to the patient's impairment.			

PRACTICE MANAGEMENT

Competency	Satisfactory	Signature(s)	Date
1. Demonstrates an understanding of contractual arrangements with health care systems.			
2. Demonstrates an understanding of community systems and agencies that enter into aspects of health care.			
3. Demonstrates and understanding of risk management.			
4. Demonstrates and understanding of office management, principles of reimbursement, and coding.			

Program Director Initials _____

GERIATRICS

Competency	Satisfactory	Signature(s)	Date
1. Understands the physiologic changes that occur with aging.			
2. Differentiates between normal age-related changes and disease pathology.			
3. Recognizes atypical presentations of diseases in elderly individuals.			
4. Utilizes basic geriatric assessment tools in clinical practice.			
5. Is able to assess and assign appropriate levels of long-term care for elderly persons.			
6. Understands the differences among the continuum of care for elders.			
7. Manages the elderly patient in various levels of care.			
8. Understands the role of the family in the care of the elderly.			
9. Is able to perform a functional assessment of elderly.			
10. Understands the role of a multidisciplinary team in the care of the elderly.			
11. Is able to access available community resources to care for frail and/or homebound elderly patients.			
12. Utilizes Osteopathic Manipulative Treatment (with special attention to myofascial release, strain counter strain, and muscle energy) in the treatment of the elderly patient.			
13. Understands the role of and utilize hospice in the care of the dying patient.			
14. Understands the use of appropriate immunizations in the elderly patient.			
15. Understands the issue of self-determination including advanced directives.			
16. Understands strategies to optimize quality of life.			
17. Understands appropriate pain management in the elderly.			
18. Understands pharmacokinetics in the elderly.			
19. Recognizes the importance of being an advocate for accessibility to health care for all elderly patients.			

Program Director Initials _____

INTERNAL MEDICINE

A. ALLERGY AND IMMUNOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Understands the physiology of the allergic response.			
2. Understands immunosuppression.			
3. Understands the mechanism of desensitization.			
4. Is able to care for the allergic patient.			
5. Understands the role of somatic dysfunction and the relationship of osteopathic principles and treatment on the immune system.			

B. CARDIOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Understands the variety of management strategies for cardiac disease.			
2. Recognizes symptoms of cardiac disease.			
3. Understands the cardiac effects of pulmonary disease.			
4. Understands cardiac manifestations of systemic diseases.			
5. Understands the indications for open-heart surgery.			
6. Understands the role of somatic dysfunction in cardiac disease.			
7. Integrates osteopathic manipulative treatment into the management of patients with cardiac disease.			
8. Is able to perform a preoperative cardiac assessment.			

C. DERMATOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to recognize and manage common dermatological conditions.			
2. Is able to identify allergic etiologies of dermatologic lesions.			
3. Knows the indications for dermal biopsy.			
4. Recognizes dermatologic manifestations of systemic disease.			

Program Director Initials _____

D. ENDOCRINOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage uncomplicated diabetes and thyroid disorders.			
2. Understands the indications for surgery in the management of endocrine disorders.			

E. GASTROENTEROLOGY

Competency	Satisfactory	Signature(s)	Date
1. Screens appropriately for colorectal cancer.			
2. Understands the role of osteopathic principles and treatment in the diagnosis and management of gastrointestinal disease.			
3. Understands the indications for surgery in gastrointestinal disease.			
4. Manages uncomplicated diseases of the gastrointestinal system.			

F. HEMATOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage anemia.			
2. Understands hematopoiesis.			
3. Understands the diagnosis and management of coagulopathies.			

G. INFECTIOUS DISEASE

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common infectious diseases.			
2. Understands the epidemiology of infectious diseases.			
3. Appreciates the role of the health care team in the control of infectious disease.			
4. Understands the role of the immune system in health and disease.			
5. Understands the role of antibacterial, anti-fungal, and anti-viral agents in the management of infectious disease.			

Program Director Initials _____

H. NEPHROLOGY

Competency	Satisfactory	Signature(s)	Date
1. Understands electrolyte and acid-base disturbances.			
2. Understands the etiology and diagnosis of nephrotic diseases.			
3. Is able to diagnose and manage common medical disorders of the kidney.			
4. Utilizes pharmacologic agents appropriately in patients with renal disease.			

I. NEUROLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common disorders of the nervous system.			
2. Understands the role osteopathic manipulation plays in the management of neurologic disorders.			

J. ONCOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to screen for and diagnose common cancers.			
2. Participates with the oncologist in the care of cancer patients.			
3. Utilizes a team approach for the care of cancer patients.			
4. Utilizes Hospice in the management of the terminally ill patient.			

K. PULMONOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to perform a preoperative pulmonary assessment.			
2. Is able to diagnose and manage common pulmonary diseases.			
3. Understands the role of osteopathic manipulation in the treatment of pulmonary disease.			

Program Director Initials _____

L. RHEUMATOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common disorders of the musculoskeletal system.			
2. Is able to diagnosis diffuse connective tissue disease.			
3. Understands the role osteopathic manipulation plays in the management of patients with rheumatologic disease.			

SURGERY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage surgical disorders and surgical emergencies.			
2. Refers patients with surgical problems in a timely and appropriate fashion, to the appropriate surgical specialist.			
3. Is able to assist the surgeon in the operating room.			
4. Performs those specific surgical procedures that family physicians may be called on to perform.			
5. Is able to manage, in conjunction with the surgeon, the surgical patient during the preoperative and postoperative period.			
6. Understands basic surgical principles of asepsis, handling of tissue, and assisting in the operating room.			

Program Director Initials _____

A. GENERAL SURGERY

Competency	Satisfactory	Signature(s)	Date
1. Is able to recognize and manage, with the surgeon, conditions requiring surgical care.			
2. Provides pre-hospital preparation of the elective surgical patient.			
3. Integrates osteopathic principles and manipulative treatment in the management of surgical patients.			
4. Is able to perform specific surgical procedures as outlined in this document.			

B. OPHTHALMOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common ophthalmologic conditions that may present to the family physician's office.			

C. ORTHOPEDICS

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common orthopedic conditions that patients may present to the family physician's office.			
2. Integrates osteopathic manipulative treatment into the management of orthopedic disorders.			

D. OTOLARYNGOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common otolaryngologic conditions that may present to the family physician's office.			
2. Integrates osteopathic principles and manipulative treatment into the management of disorders of the ear, nose, and throat.			

E. UROLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage common urologic conditions that may present to the family physician's office.			
2. Integrates osteopathic principles and manipulative treatment into the management of urologic disorders.			

Program Director Initials _____

OBSTETRICS AND GYNECOLOGY

Competency	Satisfactory	Signature(s)	Date
1. Is able to manage low risk obstetrical patients in the in-patient and outpatient setting.			
2. Recognizes early signs and symptoms of fetal and/or maternal distress during pregnancy.			
3. Seeks appropriate preventive or corrective measures to insure the health and safety of both the fetus and the mother.			
4. Recognizes medical and surgical problems in the obstetrical patient.			
5. Is able to manage common gynecologic problems.			
6. Integrates the use of osteopathic manipulative treatment in the management of obstetrics and gynecologic disorders.			
7. Obtains appropriate consultation.			

Program Director Initials _____

PEDIATRICS AND ADOLESCENT MEDICINE

Competency	Satisfactory	Signature(s)	Date
1. Is able to diagnose and manage pediatric problems encountered in family practice.			
2. Is able to manage pediatric emergencies.			
3. Is able to provide general care of the newborn in the hospital and office setting.			
4. Is able to provide well childcare, up to and including adolescence.			

EMERGENCY MEDICINE

Competency	Satisfactory	Signature(s)	Date
1. Demonstrates the appropriate triage of emergency patients.			
2. Is able to provide emergency care for stabilization and initial treatment of emergency patients.			
3. Has successfully passed ACLS.			

Program Director Initials _____

SPORTS MEDICINE

Competency	Satisfactory	Signature(s)	Date
1. Is able to evaluate individual for athletic participation clearance.			
2. Is able to manage uncomplicated injuries sustained in sports related activities.			

COMMUNITY MEDICINE

Competency	Satisfactory	Signature(s)	Date
1. Identifies modifiable risk factors for the prevention of disease.			
2. Understands the role of and utilize Hospice in the care of the dying patient.			

Program Director Initials _____

DIAGNOSTIC IMAGING

Competency	Satisfactory	Signature(s)	Date
1. Utilizes appropriate studies to appropriately diagnose and manage common medical and surgical diseases.			

MANDATORY PROCEDURAL COMPETENCE (REQUIRED PROCEDURES)

Competency	Date Completed	Signature
1. Incision and drainage of abscess		
2. Biopsy of skin		
3. Excision of subcutaneous lesions		
4. Cryosurgery of skin		
5. Curretage of skin lesion		
6. Laceration repair		
7. Injection of shoulder joint		
8. Injection/aspiration of knee joint		
9. Injection of sacroiliac joint		
10. Endometrial biopsy		
11. Colposcopy with biopsy		
12. Office microscopy		
13. Casting		
14. EKG interpretation		
15. Office spirometry		
16. Toenail removal		
17. Defibrillation		
18. Removal of cerumen from ear canal		
19. Insertion of urethral catheter		
20. Endotracheal intubation		

Program Director Initials _____

OPTIONAL PROCEDURES

Competency	Date Completed	Signature
1. Vasectomy		
2. Central line placement		
3. Vaginal delivery		
4. Episiotomy repair		
5. Flexible sigmoidoscopy		
6. Colonoscopy		
7. Lumbar puncture		
8. IUD insertion		
9. Breast cyst aspiration		
10. Epistaxis management (nasal packing/anterior cautery)		
11. Trigger point injections		
12. Allergy testing		
13. Neonatal circumcision		

Program Director Initials _____

In my opinion, _____ is
competent in all

(Resident's Name)

of the preceding areas as indicated by signatures.

Program Directors Name (Print)

Program Directors Name (Signature)

Date

Seven Core Competencies of the Osteopathic Profession

- I. Osteopathic Philosophy and Osteopathic Manipulative Medicine
- II. Medical Knowledge
- III. Patient Care
- IV. Interpersonal and Communication Skills
- V. Professionalism
- VI. Practice-Based Learning and Improvement
- VII. Systems-Based Practice

I. Competency 1: Osteopathic Philosophy and Osteopathic Manipulative Medicine

Definition: Residents are expected to demonstrate and apply knowledge of accepted standards in Osteopathic Manipulative Treatment (OMT) appropriate to their specialty. The educational goal is to train a skilled and competent osteopathic practitioner who remains dedicated to life-long learning and to practice habits in osteopathic philosophy and manipulative medicine.

Required Elements

1. Demonstrate competency in the understanding and application of OMT appropriate to the medical specialty.

Suggested Methodology to Achieve Compliance

- a. Provide opportunities for active participation for residents in hospital and ambulatory sites for OMT training.
- b. Teach residents to perform a critical appraisal of medical literature related to OMT.
- c. Observe and credential residents in the performance of OMT by assessing their diagnostic skills, medical knowledge, and problem-solving abilities.
- d. Computer educational modules.

Suggested Methods for Evaluation

- a. Simulations and Models
- b. Objective Structured Clinical Examination (OSCE)
- c. Record Reviews
- d. Standardized Oral Examination
- e. Competency Cards
- f. Monthly Service Rotation Evaluations

2. Integrate Osteopathic Concepts and OMT into the medical care provided to patients as appropriate.

Suggested Methodology to Achieve Compliance

- a. Have residents assume increasing responsibility for the incorporation of osteopathic concepts in patient management.
- b. Participate in activities that provide educational programs at the student and intern levels.
- c. Participate in CME programs provided by COMS, the AAO, and specialty colleges.
- d. Computer teaching modules.

Suggested Methods for Evaluation

- a. Simulations and Models
 - b. Procedures or Case Logs
 - c. Global Rating of Live or Recorded Performance
 - d. Standardized Patient Examination
 - e. Monthly Service Evaluations
3. Understand and integrate Osteopathic Principles and Philosophy into all clinical and patient care activities.

Suggested Methodology to Achieve Compliance

- a. Utilize caring, compassionate behavior with patients.
- b. Demonstrate the treatment of people rather than symptoms.
- c. Demonstrate understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.
- d. Demonstrate listening skills in interaction with patients.
- e. Demonstrate knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.

Suggested Methods for Evaluation

- a. Direct Observation
- b. Global Rating of Live or Recorded Performance
- c. 360-Degree Evaluation Instrument
- d. Standardized Patient Examination
- e. Peer Review
- f. Monthly Service Evaluations

II. Competency 2: Medical Knowledge

Definition: Residents are expected to demonstrate and apply knowledge of accepted standards of clinical medicine in their respective specialty area, remain current with new developments in medicine, and participate in life-long learning activities, including research.

Required Elements

1. Demonstrate competency in the understanding and application of clinical medicine to patient care.

Suggested Methodology to Achieve Compliance

- a. Performance on COMLEX Part III and In-Service Examinations.
- b. Supervised observation of the clinical decision-making abilities of residents.
- c. Attendance at seminars or CME, Grand Rounds, Lectures.
- d. Participation in a directed readings program and journal club.
- e. Periodic assessment of resident critical thinking and problem-solving abilities.

Suggested Methods for Evaluation

- a. Chart Stimulated Recall Oral Examinations (CSR)
- b. Simulations and Model
- c. 360-Degree Evaluation Instrument
- d. Written Examinations (i.e., in-training examination)
- e. Monthly Service Evaluations

2. Know and apply the foundations of clinical and behavioral medicine appropriate to their discipline.

Suggested Methodology to Achieve Compliance

- a. Participate in research activities that critically evaluate current medical information and scientific evidence.
- b. Develop as a medical educator by having residents give presentations before peers, faculty, and participate in the instruction of medical students.
- c. Routinely assess the skill and outcomes of residents in their performance of medical procedures.
- d. Develop programmatic education in Life Long Learning.
- e. Lectures, workshops and behavioral psycho-social multi-cultural issues in medical specialties as appropriate.

Suggested Methods for Evaluation

- a. Chart Stimulated Recall Oral Examinations (CSR)
- b. Written Examination
- c. 360-Degree Evaluation Instrument
- d. Direct Observation
- e. Simulations and Models
- f. Monthly Service Evaluations

III. Competency 3: Patient Care

Definition: Residents must demonstrate the ability to effectively treat patients, provide medical care that incorporates the osteopathic philosophy, patient empathy, awareness of behavioral issues, the incorporation of preventive medicine, and health promotion.

Required Elements

1. Gather accurate, essential information for all sources, including medical interviews, physical examinations, medical records, and diagnostic/therapeutic plans and treatments.

Suggested Methodology to Achieve Compliance

- a. Supervise the performance of medical interviewing techniques to assess the resident's skill and ability.
- b. Provide instruction on the development and implementation of effective patient management plans.
- c. Teach residents the proper methods for requesting and sequencing diagnostic tests and consultative services.
- d. Instill in residents the need to provide a caring attitude that is mindful of cultural sensitivities, patient apprehensions, and accuracy of information.
- e. Bedside teaching rounds.

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Standardized Patient Examination
- c. Objective Structural Clinical Examination (OSCE)
- d. Standardized Oral Examination
- e. Record Review
- f. 360-Degree Evaluation Instrument
- g. Monthly Service Evaluations

2. Validate competency in the performance of diagnosis, treatment and procedures appropriate to the medical specialty.

Suggested Methodology to Achieve Compliance

- a. Provide instructional programs for the performance of medical procedures where appropriate.
- b. Develop a credentialing program for residents to validate their competency in the performance of medical procedures where appropriate.
- c. Instruct residents in the performance of a medical procedure, any potential complications and known risks to the patient (informed consent).
- d. Bedside teaching rounds.

Suggested Methods of Evaluation

- a. Checklist Evaluation
- b. Global Rating of Live or Recorded Performance
- c. Simulations and Models
- d. Procedure and Case Logs
- e. Monthly Service Evaluations

3. Provide health care services consistent with osteopathic philosophy, including preventative medicine and health promotion that are based on current scientific evidence.

Suggested Methodology to Achieve Compliance

- a. Counsel patients and their families on health promotion and lifestyle activities related to good health maintenance.
- b. Refer patients to non-for-profit and community service organizations that support health promotion and behavioral modification programs.
- c. Work with professionals from varied disciplines as a team to provide effective medical care to patients that address their diverse health care needs.
- d. Bedside teaching rounds.

Suggested Methods of Evaluation

- a. Checklist Evaluation
- b. Global Rating of Live or Recorded Performance
- c. Simulations and Models
- d. Patient Surveys
- e. Objective Structured Clinical Examination (OSCE)
- f. Standardized Patient Examination
- g. Procedure of Case Logs
- h. Monthly Service Evaluations

IV. Competency 4: Interpersonal and Communication Skills

Definition: Residents are expected to demonstrate interpersonal and communication skills that enable them to establish and maintain professional relationships with patients, families, and other members of health care teams.

Required Elements

1. Demonstrate effectiveness in developing appropriate doctor-patient relationships.

Suggested Methodology to Achieve Compliance

- a. Demonstrate patient interviewing techniques.
- b. Demonstrate ability to assess the health of non-English speaking and deaf patients.
- c. Involve patients and families in decision-making.
- d. Illustrate the use of appropriate verbal and non-verbal skills when communicating with patients, families and faculty.
- e. Demonstrate an understanding of cultural and religious issues and sensitivities in the doctor-patient relationship.
- f. Videos, workshops, bedside and clinic/office teaching.

Suggested Methods of Evaluation

- a. Checklist Evaluation
 - b. Objective Structured Clinical Examination (OSCE)
 - c. 360-Degree Evaluation
 - d. Patient Surveys
 - e. Standardized Patient Examination
 - f. Videotaping
 - g. Monthly Service Evaluation
2. Exhibit effective listening, written and oral communication skills in professional interactions with patients, families and other health professionals.

Suggested Methodology to Achieve Compliance

- a. Communicate medical problems and patient options at appropriate levels of understanding.
- b. Maintain comprehensive, timely, and legible medical records.
- c. Demonstrate respectful interactions with health practitioners, patients, and families of patients.
- d. Elicit medical information in effective ways.
- e. Demonstrate an understanding of resources available to physicians to assist with appropriate assessment of communication-impaired patients.
- f. Work effectively with others as a member or leader of a health care team.
- g. Workshops, videos, bedside and clinic/office teaching.

Suggested Methods for Evaluation

- a. Standardized Patient Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Checklist Evaluation
- f. Case/Chart Review
- g. Monthly Service Evaluations

V. Competency 5: Professionalism

Definition: Residents are expected to uphold the Osteopathic Oath in the conduct of their professional activities that promote advocacy of patient welfare, adherence to ethical principles, and collaboration with health professionals, life-long learning, and sensitivity to a diverse patient population. Residents should be cognizant of their own physical and mental health in order to effectively care for patients.

Required Elements

1. Demonstrate respect for patients and families and advocate for the primacy of patient's welfare and autonomy.

Suggested Methodology to Achieve Compliance

- a. Present an honest representation of a patient's medical status and the implications of informed consent to medical treatment plans.
- b. Maintain a patient's confidentiality and demonstrate proper fulfillment of the physician's role in the doctor-patient relationship.
- c. Commitment to an appropriate and non-exploitive relationship with patients.
- d. Inform patients accurately of the risks associated with medical research projects, the potential consequences of treatment plans, and the realities of medical errors in medicine.
- e. Treat the terminally ill with compassion in the management of pain, palliative care, and preparation for death.
- f. Participate in course/program (compliance and end-of-life). Workshops, lectures, bedside and clinic/office teaching.
- g. Role modeling behavior.

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Standardized Patient Examination
- f. Videotaping
- g. Monthly Service Evaluations

2. Adhere to ethical principles in the practice of medicine.

Suggested Methodology to Achieve Compliance

- a. Understand conflicts of interest inherent in medicine and the appropriate responses to societal, community, and health care industry pressures.
- b. Use limited medical resources effectively and avoid the utilization of unnecessary tests and procedures.
- c. Recognize the inherent vulnerability and trust accorded by patients to physicians and uphold the highest moral principles that avoid exploitation for sexual, financial, or other private gain.
- d. Pursue life-long learning goals in clinical medicine, humanism, ethics, and gain insight into the understanding of patient concerns and the proper relationship with the medical industry.
- e. Workshops, lectures, bedside and clinic/office teaching.
- f. Role modeling behavior.

Suggested Methods of Evaluation

- a. Standardized Patient Examination
 - b. Objective Structured Clinical Examination (OSCE)
 - c. 360-Degree Evaluation
 - d. Patient Surveys
 - e. Checklist Evaluation
 - f. Monthly Service Evaluations
3. Demonstrate awareness and proper attention to issues of culture, religion, age, gender, sexual orientation, and mental and physical disabilities.

Suggested Methodology to Achieve Compliance

- a. Become knowledgeable and responsive to the special needs and cultural origins of patients.
- b. Advocate for continuous quality of care for all patients.
- c. Prevent the discrimination of patients based on defined characteristics.
- d. Understand the legal obligations of physicians in the care of patients.
- e. Lectures/workshops, role-modeling.

Suggested Methods of Evaluation

- a. Standardized Patient Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. Checklist Evaluation
- d. 360-Degree Evaluation
- e. Portfolios
- f. Patient Surveys
- g. Competency Cards
- h. Sensitivity Seminars/Programs
- i. Monthly Service Evaluations

VI. Competency 6: Practice-Based Learning and Improvement

Definition: Residents must demonstrate the ability to critically evaluate their methods of clinical practice, integrate evidence-based medicine into patient care, show an understanding of research methods, and improve patient care practices.

Required Elements

1. Treat patients in a manner consistent with the most up-to-date information on diagnostic and therapeutic effectiveness.

Suggested Methodology to Achieve Compliance

- a. Use reliable and current information in diagnosis and treatment.
- b. Understand how to use the medical library and electronically mediated resources to discover pertinent medical information.
- c. Demonstrate the ability to extract and apply evidence from scientific studies to patient care.
- d. Feedback on resident presentations.
- e. Journal Clubs.

Suggested Methods of Evaluation

- a. Written Examinations
 - b. Objective Structured Clinical Examination (OSCE)
 - c. Portfolios
 - d. Record Review
 - e. Standardized Patient Examination
 - f. Chart Stimulated Recall Oral Examination (CSR)
 - g. Monthly Service Evaluations
2. Perform self-evaluations of clinical practice patterns and practice-based improvement activities using a systematic methodology.

Suggested Methodology to Achieve Compliance

- a. Understand and participate in quality assurance activities at the hospital and at ambulatory sites.
- b. Apply the principles of evidence-based medicine in the diagnosis and treatment of patients.
- c. Measure the effectiveness of resident practice patterns against results obtained with other population groups in terms of effectiveness and outcomes.

Suggested Methods of Evaluation

- a. Standardized Patient Examination
 - b. Objective Structured Clinical Examination (OSCE)
 - c. Record Review
 - d. Chart Stimulated Recall Oral Examination (CSR)
 - e. Portfolios
 - f. Self-Study
3. Understand research methods, medical informatics, and the application of technology as applied to medicine.

Suggested Methodology to Achieve Compliance

- a. Participate in research activities as required by the respective specialty colleges.
- b. Demonstrate computer literacy, information retrieval skills, and an understanding of computer technology applied to patient care and hospital systems.
- c. Apply study designs and statistical methods to the appraisal of clinical studies.
- d. Journal clubs, evidenced-based medicine programs.
- e. Feedback on resident presentations.

Suggested Methods of Evaluation

- a. Objective Structured Clinical Examination (OSCE)
- b. Standardized Patient Examination
- c. Portfolios
- d. Procedure or Case Logs
- e. Resident Initiated Research
- f. Information Technology Research-Related Review/Development
- g. Self-Study
- h. Monthly Service Evaluations

VII. Competency 7: Systems-Based Practice

Definition: Residents are expected to demonstrate an understanding of health care delivery systems, provide effective and qualitative patient care within the system, and practice cost-effective medicine.

Required Elements

1. Understand national and local health care delivery systems and how they impact on patient care and professional practice.

Suggested Methodology to Achieve Compliance

- a. Attend instruction in matters of health policy and structure.
- b. Understand business applications in a medical practice.
- c. Show operational knowledge of health care organizations, state and federal programs.
- d. Understand the role of the resident as member of the health care team in the hospital, ambulatory clinic, and community.
- e. Attend guest lectures/seminars with policy makers.
- f. Attend hospital utilization review, quality and other administrative and multi-disciplinary meetings.

Suggested Methods for Evaluation

- a. Portfolios
 - b. Objective Structured Clinical Examination (OSCE)
 - c. 360-Degree Evaluation
 - d. Chart Stimulated Recall Oral Examination (CSR)
 - e. Monthly Service Evaluations
2. Advocate for quality health care on behalf of patients and assist them in their interactions with the complexities of the medical system.

Suggested Methodology to Achieve Compliance

- a. Understand local medical resources available to patients for treatment and referral.
- b. Participate in advocacy activities that enhance the quality of care provided to patients.
- c. Practice clinical decision-making in the context of cost, allocation of resources, and outcomes.

Suggested Methods of Evaluation

- a. Record Review
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Checklist Evaluation
- f. Portfolios