#### **EDUCATIONAL GOALS**

Our Educational Goal is to form Family Physicians competent in the Six Competencies of Medical Education and the procedures commonly performed by Family Physicians in clinical practice.

To achieve this goal, we are basing our method of teaching and evaluation on Dreyfus' *Taxonomy of Learning*, developed in 1986. We are grateful to the University of Texas Health Center at Tyler for their original work in this area.

Dreyfus' Taxonomy has five stages:

- Novice
- Advanced Beginner
- Competence
- Proficiency
- Expertise

This Taxonomy was originally adapted to computer skill acquisition. In applying this to medical knowledge acquisition, we are applying these terms to the following stages of medical and residency education:

#### First and Second Year Medical Student

#### **Novice: Knowledge Acquisition**

- Fundamental Knowledge of Disease Process.

# Third and Fourth Year Medical Student

#### **Advanced Beginner: Knowledge Application**

- Ability to apply knowledge to assessment and plan.

# First Year Family Medicine Resident

# **Competency: Ability to perform**

- Competent in top disease processes in all first year rotations
- Competency in acute care management in the Family Medicine Center with experience in chronic disease management.
- Competency in non-critical care management on the Family Medicine Inpatient Rotation.

#### Second Year Family Medicine Resident

# Proficiency: Advancement in knowledge or skill

- Proficient with increased demands and stress (night supervisor, continuity numbers)
- Competency in acute and chronic disease management in the Family Medicine Center.
- Competency in critical *and* non-critical care management on the Family Medicine Inpatient Rotation.

#### Third Year Family Medicine Resident

# Expertise: Having, involving, displaying special skill and knowledge derived from training or experience.

- Innovator in Developing Projects to Improve Patient Care (Community Medicine, Practice Management)
- Competency in leadership skills while supervising the Family Medicine Inpatient Rotation.
- Expertise in integrating all aspects of Family Medicine independently and competently

In applying this to our curriculum, we have the following educational objectives:

#### FIRST YEAR FAMILY MEDICINE

# Competency: Ability to perform a specific role

# **Educational Goals:**

- Competent in top disease processes in all first year rotations
- Competency in acute care management in the Family Medicine Center with experience in chronic disease management.
- Competency in non-critical care management on the Family Medicine Inpatient Rotation.

# **Teaching:**

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

# Objectives:

# Rotations Outside of Family Medicine

# Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes an accurate thorough/targeted exam.
- Develops a complete differential diagnosis.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Communicates effectively with all members of the healthcare team.

#### Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of the most common diagnoses of the rotation and, when appropriate, the procedures on on-line learning modules associated with the rotation.

- Performs procedures competently.

#### Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Elicits/provides information using effective and legible writing skills.

# Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Punctual and available for required duties.

# Family Medicine Inpatient Rotation:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

# Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of non-critical care conditions resulting in hospitalization.

- Performs procedures competently.

#### Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

#### Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.

- Punctual and available for required duties.

#### System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

# Family Medicine Center Objectives:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

#### Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of acute conditions seen in the Family Medicine Center.

- Performs procedures competently.

#### Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

#### **Professionalism**

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

#### Requirement for Advancement:

The Family Medicine Resident will advance to the second year of training upon satisfying the following requirements:

1) Passing all rotations (satisfies or exceeds expectations),

- 2) If under review or on probation, having the approval of the Advancement Committee to advance,
- 3) Completing all on-line modules required by the program,4) Completing 150 continuity patient visits.

# **SECOND YEAR FAMILY MEDICINE ROTATIONS**

# Proficiency: Second Year Family Medicine Resident on the Family Medicine Inpatient Service and in the Family Medicine Center:

# **Educational Goals:**

- Proficient with increased demands and stress (night supervisor, continuity numbers)
- Competency in acute *and* chronic disease management in the Family Medicine Center.
- Competency in critical *and* non-critical care management on the Family Medicine Inpatient Rotation.

# Teaching:

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

#### Objectives:

# Rotations Outside of Family Medicine

Same as PGY-1 Year

# Family Medicine Inpatient Rotation:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.
- Provides preventive health care.

#### Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of non-critical care conditions resulting in hospitalization.

- Performs procedures competently.

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

# Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

# Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

# System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

# Family Medicine Center Objectives:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

# Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of acute conditions seen in the Family Medicine Center.

- Performs procedures competently.

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

# Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

# Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

# System-Based Knowledge

- Understands coding documentation criteria for levels of care at the FMC.
- Practices cost-effective health care and resource allocation at the FMC.

#### Requirement for Advancement

The Family Medicine Resident will advance to the second year of training upon satisfying the following requirements:

- 1) Passing all rotations (satisfies or exceeds expectations),
- 2) If under review or on probation, having the approval of the Advancement Committee to advance,
- 3) Completing all on-line modules required by the program,
- 4) Completing 650 continuity patient visits.

#### THIRD YEAR FAMILY MEDICINE

Expertise: Third Year Family Medicine Resident on the Family Medicine Inpatient Service and in the Family Medicine Center.

# **Educational Goals:**

- Innovator in Developing Projects to Improve Patient Care (Community Medicine, Practice Management).
- Competency in leadership skills while supervising the Family Medicine Inpatient Rotation.
- Expertise in integrating all aspects of Family Medicine independently and competently.

#### Teaching:

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

#### Objectives:

# Rotations Outside of Family Medicine

Same as PGY-1 Year.

# Family Medicine Inpatient Rotation:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.
- Provides preventive health care.

#### Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan
  - Appropriate description to patient and family members

Of non-critical care conditions resulting in hospitalization.

- Effectively supervises the FM Inpatient Service, including fostering a team spirit.
- Performs procedures competently.

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

# Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

#### **Professionalism**

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

# System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

# Family Medicine Center Objectives:

#### Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

#### Medical Knowledge

- The Family Medicine resident will be able to describe the:
  - Pathophysiology
  - Risk factors
  - Signs and symptoms
  - Differential diagnosis
  - Proper labs and tests and their meaning in diagnosis
  - Treatment plan

- Appropriate description to patient and family members Of all conditions seen in the Family Medicine Center.
- Performs procedures competently.

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

# Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

#### **Professionalism**

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

#### System-Based Knowledge

- Understands coding documentation criteria for levels of care at the FMC.
- Practices cost-effective health care and resource allocation at the FMC.

# Requirement for Advancement:

The Family Medicine Resident will graduation from the residency program upon satisfying the following requirements:

- 1) Passing all rotations (satisfies or exceeds expectations),
- 2) Not being under review or on probation,
- 3) Completing all on-line modules required by the program,
- 4) Completing the RRC requirements of seeing 1650 continuity patient visits, 2 home visits, and 15 ICU patients,
- 5) Demonstrating competency to practice independently.

# **Table 1: Blueprint for Six Competencies**

This is a checklist that compares the six competencies and the objectives within each competency against the venues where the objectives are taught. An X is indicated in the boxes where this objective occurs as part of the training.

Teaching situation→	70	H 1	т	——————————————————————————————————————	7 17 >	1	~ ~ ~	7 # 0
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PATIENT CARE								
Identifies pertinent positives and negatives when								
interviewing								
Completes an accurate and								
thorough/targeted exam								
Develops a complete								
differential diagnosis								
Develops and presents an								
appropriate assessment and								
plan on assigned patients								
Communicates effectively								
with all members of the								
healthcare team								
Uses information technology								
to support patient care and education								
Provides preventive health								
care								
MEDICAL KNOWLEDGE								
Knows and applies appropriate								
medical knowledge to patient								
management by means of								
correctly describing:								
- The pathophysiology								
- The risk factors								
- The signs and								
symptoms								
- The differential								
diagnosis								
- The proper labs and								
tests and their meaning in diagnosis								
- The treatment plan								
- An appropriate								
description to patient and								
family members:								
- Of the top medical diagnoses								
on non-FM Rotations								
- Of non-critical care FM								
Patients								
- Of critical care FM Patients								
Effectively supervises the FM								

Impatient Service, including fostering team spirit  - Of acute conditions seen in  How FMC  - Of chronic conditions seen in  FMC (expected of second and  third year residents)  - Of all conditions in the FMC  - Performs procedures  competently  - PRACTICE-BASED  LEARNING AND  IMPROVEMENT  - Incates, appraises, and  assimilates evidence from  seientific studies for patient  care  - Effectively teaches medical  students and other health care  professionals  - Analyzes practice experience  and implement improvement  through self-identified  strengths and weakness, sets  sponds for year and identifies  appropriate learning activities  to achieve these goals  - Apply knowledge of study  - designs and studiest and  - applications and  - appli					
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medical students, attendings and other members of the healthcare team					
and other members of the healthcare team					
healthcare team					
Returns pages in a timely					
	Returns pages in a timely				

manner (responsiveness to					
patient needs that supersedes					
self-interest).					
Completes duties as expected					
(accountability to patients and					
the profession).					
Respectful of patient's culture,					
age, gender, sexual orientation					
and disability					
Punctual and available for					
required duties (accountability					
to patients and the profession).					
Maintains patient					
confidentiality (commitment					
to ethical principles pertaining					
to clinical care).					
(Hippocratic Oath)					
70% attendance at FM					
conferences (commitment to					
excellence and on-going					
professional development).					
SYSTEM-BASED					
KNOWLEDGE					
Uses quality assurance data to					
improve health care at CUMC					
Understands coding					
documentation criteria for					
levels of care at the FMC					
Practices cost-effective health					
care and resource allocation at					
the FMC					
Advocates for patients in					
dealing with system					
complexities at CUMC.					
Knows how types of medical					
practices and delivery systems					
differ.					
* * *			l	l .	

# **Table 2: Assessment of Six Competencies**

This is a checklist that compares the Six competencies and the objectives within each competency against the venue in which each of these objectives are evaluated. An X is indicated in the boxes where this objective is being evaluated.

Evaluation →	Z	Ę	F	Ę	Ę	FN	F	Fa	Se	360°	G <sub>1</sub>	X C	Se
COMPETENCY	n-FN	/ Inp	/ Inp	/ Inp	/IC, F	/IC, F	ΛC, F	culty	lf Ev	0°	and I urnal	mm] anage	mi-A
	Non-FM Rotation	FM Inpt, PGY-1	FM Inpt, PGY-2	FM Inpt, PGY-3	FMC, PGY-1	FMC, PGY-2	FMC, PGY-3	Faculty Advisor	Self Evaluation		Grand Rounds, Journal Club, M&M	CommMed/ Practice Manage Project	Semi-Annual
	ation	Y-1	Y-2	Y-3		į	33	sor	on		ls, , M&	Pract ect	
											M	ice	
PATIENT CARE													X
Identifies pertinent positives and negatives when interviewing	X	X	X	X	X	X	X						
Completes an accurate and	X	X	X	X	X	X	X						
thorough/targeted exam  Develops a complete	X	X	X	X	X	X	X						
differential diagnosis													
Develops and presents an appropriate assessment and plan on assigned patients	X	X	X	X	X	X	X			X			
Communicates effectively with all members of the healthcare team	X	X	X	X	X	X	X			X	X	X	
Uses information technology to support patient care and education			X	X		X	X				X	X	
Provides preventive health							X			X			
care MEDICAL KNOWLEDGE													X
Knows and applies appropriate													Λ
medical knowledge to patient													
management by means of													
correctly describing:													
- The pathophysiology													
- The risk factors													
- The signs and symptoms													
- The differential													
diagnosis													
- The proper labs and													
tests and their													
meaning in diagnosis													
- The treatment plan													
- An appropriate													
description to patient and family members:													
- Of the top medical diagnoses	X												
on non-FM Rotations													
- Of non-critical care FM		X	X	X									
Patients													

- Of critical care FM Patients			X	X									
Effectively supervises the FM			11	X									
Inpatient Service, including				11									
fostering team spirit													
- Of acute conditions seen in					X	X	X						
the FMC					21	21	11			_			
- Of chronic conditions seen in			1			X	X						
FMC (expected of second and						Λ.	A						
third year residents)													
- Of all conditions in the FMC			1				X						
Performs procedures	X	X	X	X	X	X	X						X
competently	Λ	Λ	Λ	Λ	Λ	Λ	Λ						Λ
PRACTICE-BASED	-		-	+				-					X
													Λ
LEARNING AND													
IMPROVEMENT			37	37		37	37				37		
Locates, appraises, and			X	X		X	X			_	X		
assimilates evidence from													
scientific studies for patient													
care.			1	1								1	
Effectively teaches medical				X			X			X			
students and other health care													
professionals													
Analyzes practice experience								X	X				
and implement improvement													
through self-identified													
strengths and weakness, sets													
goals for year and identifies													
appropriate learning activities													
to achieve these goals													
Apply knowledge of study											X		
designs and statistical methods													
to appraise clinical studies to													
patient care													
Obtain and use information												X	
about own patients and													
community to improve patient													
care													
INTERPERSONAL AND													X
COMMUNICATION													
SKILLS													
Counsel and educate patients	X	X	X	X	X	X	X						
and their families on pertinent	21	7.	1 2 1	1	21	1	11						
medical and psychosocial												1	
issues												1	
Uses effective listening skills		X	X	X	X	X	X					1	
Elicits/provides information	X	X	X	X	X	X	X			X		+	
using effective and legible	Λ	Λ	Λ	Λ	Λ	Λ	Λ			Λ		1	
												1	
writing skills.		v	v	v	V	v	V						v
Completes medical records in		X	X	X	X	X	X						X
the required time span			1	1								1	3.7
PROFESSIONALISM					**							1	X
Demonstrates respect to	X	X	X	X	X	X	X			X		1	
nursing staff, residents,												1	
medical students, attendings												1	
and other members of the													

healthcare team											
Returns pages in a timely manner (responsiveness to patient needs that supersedes self-interest).	X	X	X	X					X		
Completes duties as expected (accountability to patients and the profession).	X	X	X	X	X	X	X		X		
Respectful of patient's culture, age, gender, sexual orientation and disability	X	X	X	X	X	X	X		X		
Maintains patient confidentiality (commitment to ethical principles pertaining to clinical care). (Hippocratic Oath)		X	X	X	X	X	X				
Punctual and available for required duties (accountability to patients and the profession).	X	X	X	X	X	X	X		X		
70% attendance at FM conferences (commitment to excellence and on-going professional development).											X
SYSTEM-BASED KNOWLEDGE											X
Uses quality assurance data to improve health care at CUMC		X	X	X					_		
Understands coding documentation criteria for levels of care at the FMC						X	X				
Practices cost-effective health care and resource allocation at the FMC							X	X	X		
Advocates for patients in dealing with system complexities at CUMC.									X	X	
Knows how types of medical practices and delivery systems differ.									X	X	