

# Introduction to Competency-Based Residency Education

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# Objectives

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Upon completion of this module, Program Directors and faculty will be able to:

- State foundational concepts of the Outcome Project
- State the requirements related to the general competencies in the Common Program Requirements
- Describe expectations of the Outcome Project timelines

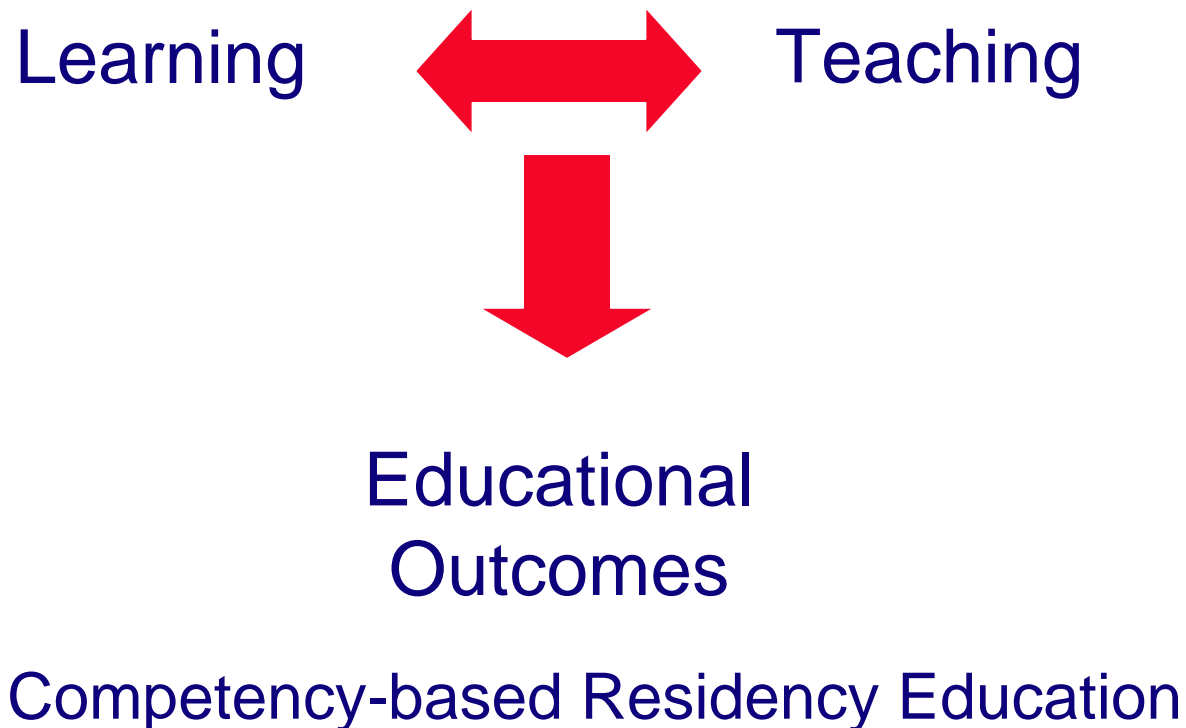
# What is Competency-based Education?

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Competency-based education focuses on learner performance (**learning outcomes**) in reaching specific objectives (**goals and objectives of the curriculum**).

## Another way to look at this:

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# What is the Outcome Project?

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The Outcome Project is a long-term initiative by which the ACGME is increasing emphasis on **educational outcomes** in the accreditation of residency education programs.

The ACGME identified six general competencies for residency education:

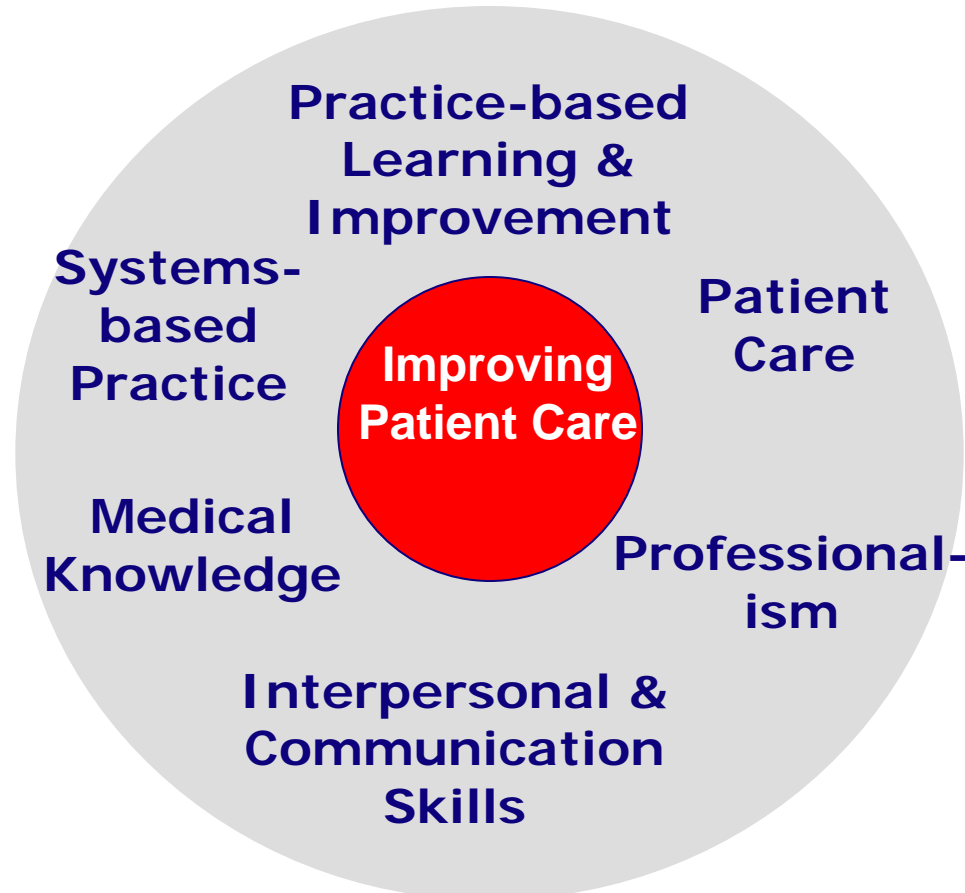
- Medical Knowledge
- Patient Care
- Practice Based Learning and Improvement
- Systems Based Practice
- Professionalism
- Interpersonal and Communication Skills

# Goals of the Outcome Project



# Goals of the Outcome Project

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# The Six Competencies

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- Medical Knowledge
- Patient Care
- Practice Based Learning and Improvement
- Systems Based Practice
- Professionalism
- Interpersonal and Communication Skills



# Medical Knowledge

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Residents must demonstrate knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care.

Residents are expected to:

1. **Demonstrate** an investigatory and analytic thinking approach to clinical situations
2. **Know and apply** the basic and clinically supportive sciences which are appropriate to their discipline

# Patient Care

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Residents must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.

Residents are expected to:

1. **communicate effectively** and **demonstrate** caring and respectful behaviors when interacting with patients and their families
2. **gather** essential and accurate information about their patients
3. **make informed decisions** about diagnostic and therapeutic interventions based on patient information, preferences, up-to-date scientific evidence, and clinical judgment
4. **develop and carry out** patient management plans
5. **counsel and educate** patients and their families
6. **use** information technology to support patient care decisions and patient education
7. **perform competently** all medical and invasive procedures considered essential for the area of practice
8. **provide** health care services aimed at preventing health problems or maintaining health
9. **work with** health care professionals, including those from other disciplines, to provide patient-focused care

# Practice Based Learning and Improvement

Residents must be able to investigate and evaluate their patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.

Residents are expected to:

1. **Analyze** practice experience and **perform** practice-based improvement activities using a systematic methodology
2. **Obtain and use** information about their own population of patients and the larger population from which their patients are drawn
3. **Locate, appraise, and assimilate** evidence from scientific studies related to their patients' health problems
4. **Apply knowledge** of study designs and statistical methods to the appraisal of clinical studies and other information on diagnostic and therapeutic effectiveness
5. **Use** information technology to **manage** information, **access** on-line medical information; and **support** their own education
6. **Facilitate** the learning of students and other health care professionals

# Systems Based Practice

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Residents must demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.

Residents are expected to:

1. **Know how** types of medical practice and delivery systems differ from one another, including methods of controlling health care costs and allocating resources
2. **Practice** cost effective health care and resource allocation that do not compromise quality of care
3. **Advocate** for quality patient care and assist patients in dealing with system complexities
4. **Partner** with health care managers and health care providers to assess, coordinate

# Professionalism

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Residents must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.

Residents are expected to:

1. **Demonstrate** respect, compassion and integrity
2. **Demonstrate** a commitment to ethical principles
3. **Demonstrate** sensitivity and responsiveness to patients' culture, age, gender and disabilities

# Interpersonal and Communication Skills

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Residents must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their patients families, and professional associates.

Residents are expected to:

1. **create and sustain** a therapeutic and ethically sound relationship with patients
2. **use effective listening skills** and **elicit and provide** information using effective nonverbal, explanatory, questioning, and writing skills
3. **work effectively** with others as a member or leader of a health care team or other professional group

# What does the ACGME expect?

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Your program should document and demonstrate:

- Learning opportunities in each competency domain
- Evidence of multiple assessment methods
- Use of aggregate data to improve the educational program

# Common Program Requirements

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## Common Program

- core accreditation requirements for all specialties

## Specialty Program Requirements

- additional accreditation requirements specific to a specialty

For more detailed information, please go to:

[http://www.acgme.org/acWebsite/navPages/nav\\_PDcoord.asp](http://www.acgme.org/acWebsite/navPages/nav_PDcoord.asp)



# Educational Highlights of Common Program Requirements

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## Curriculum

- Goals and objectives are distributed to residents and faculty and reviewed with residents prior to rotations
- Well organized and effective curriculum plan that provides residents with increasing responsibility
- Residents are required to obtain competence in the six domains

## Assessment

- Assessment of a resident's competence is accurate and timely
- Regular and timely feedback to residents including semi-annual written evaluations.
- Assessment results are used to improve residents' performance.
- A final evaluation at the end of residency which states residents are able to practice competently and independently without supervision

# Common Program Requirements (cont'd.)

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## Program Evaluation

- Programs must evaluate their educational program annually
- Formal documented annual meeting of at least the program director, representative faculty and one resident to review program goals and objectives and the effectiveness with which they are achieved
- An action plan to correct deficiencies should be prepared and approved by faculty and documented in the minutes
- The program should use resident performance and outcome assessment (including scores on certification examinations.) in its evaluation of the educational effectiveness of the residency program
- Faculty should be evaluated yearly by the residents

# Timelines

## Phase 2 - 7/02-06

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### Program Focus

- Provide learning opportunities in all six competency domains
- Improve evaluation processes as needed
- Provide aggregate resident performance data for Internal Review

### Accreditation Focus

- Review evidence that programs are teaching and addressing the competencies
- Provide constructive citations early and more constructive citations later in phase
- Internal Review includes aggregate resident performance data

# Timelines

## Phase 3 - 7/06-6/11

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### Program Focus

- Use resident performance data as basis for improvement
- Begin to use external measure (patient surveys, clinical quality measure) to verify resident and program performance

### Accreditation Focus

- Evidence that programs are making data driven improvements
- Review the external program performance indicators and input from GMEC to make sure your program is achieving its educational objectives

# Summary

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Competency based residency education focuses on a resident's performance (**learning outcomes**)

The **major goals** of the Outcome Project are:

- Develop competence as a physician
- Improve patient care

Review **Common Program** requirements

Review the **ACGME Timelines for Implementation**