AOA Core Competency Matrix - Program Assessment

Competency 1: Osteopathic Philosophy and Osteopathic Manipulative Medicine

Residents are expected to demonstrate and apply knowledge of accepted standards in OMT appropriate to their specialty.
The education 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.

Overall Assessment Codes
D = Deficient
U = Usually Meets
C = Consistently Meets
E = Exceptional

Teaching/Learning Evaluation Codes
X = Currently Use
√ = Plan for Future

	PGY Year(s) Taught - List All	Overall Assessment			Teaching/Learning Environments													Evaluation Methods																		
		Knowledge	Attitudes	Behaviors	Hospital Ward	Intensive Care	Emergency Dept.	Amb.Cont. Clinic	Amb.Block Rotation	Preceptor Office	Lecture/Core Curriculum	Morning Report	Journal Club	Online Modules	Independ. Study	Board Review	Conference/ Seminar	M & M	Other	360 Eval.	Checklist	OSCE	Mo. Service Rot. Eval.	Procedure/ Case Logs	Portfolios	Written Exam	Chart Stim. Oral Recall	Simulations & Model	Oral Exam	CEX	Mini-CEX	Patient Survey	A/V Reviews	Med. Rec. Review	Global Rating	Other
REQUIRED ELEMENT #1: This resident demonstrated competency in his/her understanding and application of OMT in (specialty field)																																				
a. Participated in OMT training at hospital and ambulatory sites.																																				
b. Is able to perform a critical appraisal of medical literature related to OMT.																																				
c. Was observed/credentialed in the perform-ance of OMT by assessing Dx. skills, med.knowledge, problem-solving abilities.																																				
d. Completed OMT computer educational modules.																																				
REQUIRED ELEMENT #2: This resident integrated Osteopathic Concepts and OMT into the medical care he/she provided to patients as appropriate																																				
a. Assumed increased responsibility for the incorporation of osteopathic concepts in his/her patient management.																																				
b. Participated in activities that provided educational programs at the student and intern levels.																																				
c. Participated in CME programs provided by COMS, the AAO, and the specialty colleges.																																				
d. Completed OMT computer teaching modules.																																				
REQUIRED ELEMENT #3: This resident understood and integrated Osteopathic Principles and Philosophy into all clinical and patient care activities																																				
a. Utilized caring, compassionate behavior with patients.																																				
b. Demonstrated the treatment of people rather than symptoms.																																				
c. Demonstrated understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.																																				
d. Demonstrated listening skills in interaction with patients.																																				
e. Demonstrated knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.																																				

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AOA Core Competency Matrix - Program Assessment

Competency 2: Medical Knowledge

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.

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	PGY Year(s) Taught - List All	Overall Assessment			Teaching/Learning Environments														Evaluation Methods																		
		Knowledge	Attitudes	Behaviors	Hospital Ward	Intensive Care	Emergency Dept.	Amb.Cont. Clinic	Amb.Block Rotation	Preceptor Office	Lecture/Core Curriculum	Morning Report	Journal Club	Online Modules	Independ. Study	Board Review	Conference/ Seminar	M & M	Other	360 Eval.	Checklist	OSCE	Mo. Service Rot. Eval.	Procedure/ Case Logs	Portfolios	Written Exam	Chart Stim. Oral Recall	Simulations & Model	Oral Exam	CEX	Mini-CEX	Patient Survey	A/V Reviews	Med. Rec. Review	Global Rating	Other
REQUIRED ELEMENT #1: This resident demonstrated competency in the understanding and application of clinical medicine to patient care.																																				
a. Completed COMLEX Part III and/or an In-Service Examination this year.																																				
b. Demonstrated improved clinical decision-making and problem-solving abilities.																																				
c. Attended seminars, CME programs, grand rounds, or lectures.																																				
d. Participated in a directed readings program and/or journal club.																																				
REQUIRED ELEMENT #2: This resident knows and applies the foundations of clinical and behavioral medicine appropriate to his/her discipline.																																				
a. Participated in research activities that allowed the critical evaluation of current medical information and scientific evidence.																																				
b. Developed as a medical educator by giving presentations before peers/faculty, and participated in teaching medical students.																																				
c. Was routinely assessed on his/her performance of medical procedures.																																				
d. Participated in programmatic education on life-long learning.																																				
e. Participated in lectures/workshops on behavioral psycho-soc multi-cultural issues in his/her med. specialty, as appropriate.																																				

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AOA Core Competency Matrix - Program Assessment

Competency 3: Patient Care

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.

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D = Deficient
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	PGY Year(s) Taught - List All	Overall Assessment			Teaching/Learning Environments														Evaluation Methods																	
		Knowledge	Attitudes	Behaviors	Hospital Ward	Intensive Care	Emergency Dept.	Amb.Cont. Clinic	Amb.Block Rotation	Preceptor Office	Lecture/Core Curriculum	Morning Report	Journal Club	Online Modules	Independ. Study	Board Review	Conference/ Seminar	M & M	Other	360 Eval.	Checklist	OSCE	Mo. Service Rot. Eval.	Procedure/ Case Logs	Portfolios	Written Exam	Chart Stim. Oral Recall	Simulations & Model	Oral Exam	CEX	Mini-CEX	Patient Survey	A/V Reviews	Med. Rec. Review	Global Rating	Other
REQUIRED ELEMENT #1: Gathers accurate/essential information from all sources, incl. med. interviews, PE, med. records, dx & therapeutic plans; & treatment																																			
a. Was routinely observed for assessment of his/her performance of medical interviewing techniques.																																			
b. Was routinely observed for assessment of his/her performance of effective patient management plans.																																			
c. Routinely observed for assessment of his/her performance of requesting/sequencing diagnostic tests & consultative services.																																			
d. Routinely observed performance of caring attitude incl. cultural sensitivities, patient apprehensions & accuracy of information.																																			
e. Was routinely observed for assessment of his/her performance at bedside rounds.																																			
REQUIRED ELEMENT #2: This resident validated competency in the performance of diagnostic, treatment & procedures appropriate to his/her medical specialty																																			
a. Completed a prog. for instruction&credentialing to validate competencies in performing med. procedures, where appropriate.																																			
b. Understands and gives patients instructions on potential complications and known risks (informed consent).																																			
c. Participated in beside teaching rounds.																																			
REQUIRED ELEMENT #3: This resident provided health care services consistent with osteopathic philosophy, including preventative medicine & health promotion that are based on current scientific evidence																																			
a. Demonstrates effective skills in counseling patients/their families on health promotion& lifestyle activities~good health maintenance.																																			
b. Demonstrates effective skills in referring pts. to non-for-profit/community service organizations~health promotion/behavior mod.prog.																																			
c. Demonstrates the ability to work w/team of professional, varied disciplines, to provide effective med.care to pts. w/diverse needs.																																			
d. Participates effectively in beside teaching rounds.																																			

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AOA Core Competency Matrix - Program Assessment

Competency 4: Interpersonal and Communication Skills

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

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	PGY Year(s) Taught - List All	Overall Assessment			Teaching/Learning Environments														Evaluation Methods																		
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REQUIRED ELEMENT #1: This resident demonstrated effectiveness in developing appropriate doctor-patient relationships.																																				
a. Demonstrates effective patient interviewing techniques.																																				
b. Demonstrates ability in assessing the health of non-English-speaking and deaf patients.																																				
c. Demonstrates the ability to involve patients and families in decision-making.																																				
d. Illustrates the use of appropriate verbal and non-verbal skills when communicating with patients, families, and faculty.																																				
e. Demonstrates an understanding of cultural and religious issues and sensitivities in the doctor-patient relationships.																																				
f. Participated in videos, workshops, bedside/clinic/office teaching about interpersonal and communications skills.																																				
REQUIRED ELEMENT #2: This resident exhibited effective listening, written and oral communication skills in professional interactions with patients, families, and other health professionals.																																				
a. Communicated medical problems and patient options at the apporpriate level of understanding.																																				
b. Maintained comprehensive, timely, and legible medical records.																																				
c. Demonstrated respectful interactions with health practitioners, patients, and families of patients.																																				
d. Elicited medical information effectively.																																				
e. Demonstrated an understanding of available resources to assist with approp. assess-ment of communication-impaired patients.																																				
f. Worked effectively with others as a member or leader of a healthcare team.																																				
g. Participated in workshops/videos, bedside/clinic/office teaching on effective oral/written communication skills.																																				

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AOA Core Competency Matrix - Program Assessment

Competency 5: Professionalism

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, 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 care effectively for patients.

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	PGY Year(s) Taught - List All	Overall Assessment			Teaching/Learning Environments														Evaluation Methods																		
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Required Element #1: This resident demonstrated respect for his/her patients & families & advocated for the primacy of his/her patient's welfare and autonomy.																																				
a. Presented an honest representation of pt. status/ implications of informed consent to tx.																																				
b. Maintained pt. confidentiality/demonstrates proper physician role in dr/pt relationship.																																				
c. Maintained appropriate & non-exploitive relationship with his/her patients.																																				
d. Informed pts of the risks w/medical research, consequences of tx., realities of med.errors.																																				
e. Treated terminally ill w/compassion in mgt. of pain, palliative care, preparation for death.																																				
f. Participated in programs (compliance/end-of-life) wkshps,lectures,bedside,clinc/office teaching																																				
g. Participated in mentor/mentee sessions on professionalism, ethics & cultural diversity.																																				
REQUIRED ELEMENT #2: This resident adhered to ethical principles in the practice of medicine.																																				
a. Understands conflict of interest/appropriate response to societal,community,HC pressures.																																				
b. Uses limited medical resources effectively/ avoids unnecessary test and procedures.																																				
c. Recognizes vulnerability/trust of patients to physicians, upholds moral principles~etc.																																				
d. Pursue life-long learning in~gains insight into pt.concerns, proper relation w/med.industry.																																				
e. Participates in workshops, lectures, bedside, and clinic/office teaching.																																				
f. Participates in a mentor/mentee program on professionalism.																																				
REQUIRED ELEMENT #3: This resident demonstrated awareness & proper attention to issues of culture/religion/age/gender/sexual orientation/mental and physical disabilities.																																				
a. Became more knowledgeable/responsive to special needs/cultural origins of patients.																																				
b. Advocated for continuous quality of care for all patients.																																				
c. Prevented the discrimination of patients based on defined characteristics.																																				
d. Increased understanding of physician's legall obligations in the care of patients.																																				
e. Attended lectures/workshops on multicultural medicine.																																				
f. Demonstrated competency by modeling it for other residents and house staff.																																				

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AOA Core Competency Matrix - Program Assessment

Competency 6: Practice-Based Learning and Improvement

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.

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REQUIRED ELEMENT #1: This resident treated patients in a manner consistent with the most up-to-date information on diagnostic and therapeutic effectiveness.																																				
a. Used reliable and current information in diagnosis and treatment.																																				
b. Understands how to use the medical library and electronically mediated resources to discover pertinent medical information.																																				
c. Demonstrated the ability to extract and apply evidence from scientific studies to patient care.																																				
d. Seeks feedback on his/her presentations and reports.																																				
e. Participated in evidence-based medicine Journal Clubs.																																				
REQUIRED ELEMENT #2: This resident performed self-evaluations of clinical practice patterns and practice-based improvement activities using a systematic methodology.																																				
a. Understood and participated in *quality assurance* activities at the hospital and ambulatory sites.																																				
b. Applied the principles of evidence-based medicine in the diagnosis and treatment of patients.																																				
c. Compared/studied the effectiveness of their practice patterns to results obtained w/other pop.grps-effectiveness&outcomes.																																				
REQUIRED ELEMENT #3: This resident understood research methods, medical informatics, and the application of technology as applied to medicine																																				
a. Participated in research activities as required by his/her respective specialty colleges.																																				
b. Demonstrated computer literacy, inform. retrieval skills, and computer technology that applies to pt.care&hospital systems.																																				
c. Applied study designs and statistical methods to the appraisal of clinical studies.																																				
d. Participated in Journal Clubs&evidence-based medicine programs.																																				
e. Sought feedback on his/her presentations and reports.																																				
f. Provided effective & thoughtful feedback to others on their presentations & conclusions.																																				

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AOA Core Competency Matrix - Program Assessment

Competency 7: System-Based Practice

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.

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REQUIRED ELEMENT #1: This resident understands national and local health care delivery systems and how they affect patient care and professional practice.																																					
a. Attended instruction in matters of health policy and structure.																																					
b. Has an increased understanding of business applications in medical practice.																																					
c. Demonstrated operational knowledge of health care organizations, and state and federal programs.																																					
d. Demonstrated an increased understanding of his/her role as member of the health care team in hospital, amb.clinic & community.																																					
e. Attended guest lectures/seminars with policy makers.																																					
f. Attended hospital utilization review, quality and other administrative and multi-disciplinary meetings.																																					
REQUIRED ELEMENT #2: This resident exhibited effective listening, written and oral communication skills in professional interactions with patients, families, and other health professionals.																																					
a. Has an increased understanding of local medical resources available to patients for treatment and referral.																																					
b. Participated in advocacy activities that enhance the quality of care provided to patients.																																					
c. Practiced clinical decision-making in the context of cost, allocation of resources, and outcomes.																																					

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