

Carolinas Fellows Initiative: Methods to Evaluate Competencies

Rheumatology Program Directors'
Retreat
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Carolinas Fellows Programs

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Historical Perspective

- (2004) Summer Rheumatology 101
- (2006) Winter Symposium
 - Higher level mini-symposia of local expertise
 - Crystal analysis self-assessment
 - ROSCE
- (2008) Development of a competency-based curriculum
- (2008) Determination of competency-based evaluation tools
- *Maximize combined resources and shared expertise*

Winter Symposium Program (Cont'd)

- ROSCE stations
 - Plain radiographs
 - DXA interpretation
 - ACR case study (stepwise evaluation of viral arthritis)
 - Insurance company letter (drug for off-label use)
 - Managing a patient phone call
 - Fever in a patient on a TNF-inhibitor
 - Pre-conception counseling for a patient with SLE
 - Synovial fluid analysis
 - Rehabilitation medicine
 - Medical professionalism questionnaire

A Competency-Based Curriculum

- Each activity for learning/training
 - Clinics
 - Consult services
 - Electives
 - Conferences
 - Research

Activities

- Outpatient Clinics
 - Adult Continuity clinic
 - SLE clinic
 - SSc clinic
 - VA Continuity clinic
 - Peds clinic
- Electives
 - Allergy/Immunology
 - Dermatology
 - MSK Radiology
 - Neurology
 - Orthopedics
 - Pain Clinic
 - Podiatry
 - PT/OT
 - Private practice rheum
- Consult Services
 - Adult Rheumatology
 - Pediatric Rheumatology
- Conferences
 - Carolinas Fellows Conf's
 - Curriculum Conf
 - Journal Club
 - Medicine Grand Rounds
 - Pathology Conf
 - Pt Management/EBM Conf
 - Radiology Conf
 - Research Conf
 - Rheum Grand Rounds
- Research project

A Competency Based Curriculum

Adult Outpatient Continuity Clinic

- Goals
- Competencies
 - Medical knowledge
 - Patient care
 - Practice-based learning and improvement
 - Systems-based practice
 - Interpersonal skills and communication
 - Professionalism

Adult Outpatient Continuity Clinic (A Template)

- **Goals:**

The goal of this experience will be for the fellows to gain expertise in the outpatient evaluation and management of patients with a broad spectrum of musculoskeletal and rheumatic diseases. The experience provides an opportunity to develop an understanding for the course of these conditions over an extended period of time.

Adult Outpatient Clinic

- **Medical knowledge**
 - Describe the epidemiology, genetics, natural history, clinical expression including clinical subtypes, pathology, and pathogenesis of the rheumatic diseases encountered in the outpatient setting.
 - Summarize an approach to the evaluation of multi-organ inflammatory disorders
 - Discuss the biochemical mechanisms of action, conditions in which they may be useful, and list the potential side effects of the pharmacologic agents used to treat outpatient musculoskeletal and rheumatic diseases
 - Identify therapy-related complications

Adult Outpatient Clinic

- **Medical knowledge (cont'd)**
 - Distinguish non-rheumatic disorders from rheumatic diseases
 - Interpret diagnostic tests used in the evaluation of outpatients with suspected rheumatic and musculoskeletal diseases
 - Demonstrate ability to critically appraise and cite literature pertinent to the evaluation of outpatients
 - Describe structure and function of musculoskeletal tissues and joints
 - Discuss the roles of physical and occupational therapy in the care of ambulatory patients with rheumatic and musculoskeletal conditions
 - Specify the role of orthopedic surgery in the care of patients with musculoskeletal conditions

Adult Outpatient Clinic

- **Patient care**
 - Effectively perform a comprehensive history and complete physical examination in patients with rheumatic symptoms or abnormal immunologic tests
 - Appropriately select and interpret laboratory, imaging, and pathologic studies used in the evaluation of rheumatic disorders
 - Demonstrate proficiency in interpretation of plain radiographs of joints
 - Demonstrate proficiency in procedures including arthrocentesis and injections, compensated polarized microscopy, and synovial fluid analysis
 - Construct a comprehensive treatment plan and assess response to therapy.

Adult Outpatient Clinic

- **Patient care (cont'd)**
 - Counsel patients concerning their diagnosis, planned diagnostic testing and recommended therapies
 - Utilize validated instruments in the assessment of pain, function, and quality of life over time to monitor and adjust therapy.
 - Respond to phone calls and/or messages in a clear and compassionate manner.
 - Provide longitudinal care to patients with rheumatic diseases, recognizing how to diagnose and manage disease flares, infections and other co-morbid illnesses and the side effects of medications

Adult Outpatient Clinic

- **Practice-based learning**
 - Effectively use technology to manage information, support patient care decisions, and enhance both patient and physician education.
 - Integrate and apply knowledge obtained from multiple sources to the care of outpatients
 - Demonstrate ability to critically assess the scientific literature
 - Set and assess individualized learning goals
 - Analyze clinical experience and employ a systematic methodology for improvement (e.g., Quality Improvement project)
 - Develop and maintain a willingness to learn from errors, and use errors to improve the system or processes of care

Adult Outpatient Clinic

- **Systems-based practice**
 - Discuss how the health care system affects the management of outpatients with rheumatic diseases
 - Identify problems in delivery of optimal patient care and propose corrective actions
 - Operate as a consultant to a diverse group of referring providers to assure comprehensive patient care and optimum patient safety
 - Demonstrate effective collaboration with other health care providers, including physical and occupational therapists and orthopedic surgeons, in the care of patients with rheumatic diseases
 - Determine cost-effectiveness of alternative proposed interventions
 - Design cost-effective plans based on knowledge of best practices
 - Demonstrate awareness of the impact of diagnostic and therapeutic recommendations on the health care system, cost of the procedure, insurance coverage, and resources utilized

Adult Outpatient Clinic

- **Interpersonal skills and communication**
 - Approach patients with an empathetic and understandable manner
 - Demonstrate effective skills of listening and speaking with patients, families and other members of the health care team
 - Reliably and accurately communicate the patient's and his/her family's views and concerns to the attending
 - Compose clear and timely consultation reports and interval notes/letters, including a precise diagnosis whenever possible, differential diagnosis when appropriate, and recommend follow up or additional studies
 - Counsel patients, families and colleagues regarding side effects and appropriate use of specific medications, providing written documentation when appropriate
 - Supervise medical students' and residents' communications with families, patients and members of the health care team

Adult Outpatient Clinic

- **Professionalism**
 - Be prompt and prepared for clinic
 - Recognize the importance of patient primacy, patient privacy, patient autonomy, informed consent, and equitable respect and care to all.
 - Respect patients and their families, staff and colleagues.
 - Model ethical behavior by reporting back to the attending and referring providers key clinical findings, following through on clinical questions, laboratory testing and other patient care issues, and recognizing potential conflicts of interest.
 - Demonstrate integrity, honesty and openness in discussion of therapeutic options with patients and respect for patient's preferences and multicultural differences
 - Respond to phone calls, pages and/or messages in a timely manner

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The Curriculum

Comp- ety	Activity			
	SCE	DID	SDL	Dem
Med Know				
Pt Care				
PBL				
Interper Communic				
Profession- alism				
Systems Based Prac				

The Curriculum

- Evaluation tools
 - Supervised clinical experience
 - Rotation evaluation forms
 - 6 months evaluation (formative)
 - Annual evaluation (summative)
 - 360 degree evaluation
 - ROSCE
 - ITE
 - **Portfolio**

Portfolio

- Contents
 - Conference evaluation forms (Journal Club, Division Rounds, Prof Rounds)
 - Procedure log
 - Formative and Summative evaluations (Faculty, 360 deg, peer)
 - Letters written to insurance companies
 - Mini-CEX

Portfolio (Cont'd)

- Contents
 - ITE performance
 - ROSCE performance
 - Quality improvement project
 - Arthrocentesis/Crystal/Microscopy evaluation forms
 - Didactic sessions
 - Abstracts, publications
 - Any relevant ad hoc comments/issues

Activities and Evaluation Methods

- [Grid](#)

Summary

- Collaborative effort
- Competency-based curriculum
 - Each educational activity
 - Goals of each activity
 - Differentiation between year(s) of training
 - Delineation of each competency addressed by each activity
- Evaluation tools available

Summary (Cont'd)

- Evaluation tools available
- Collaborative effort
- Delineation of each evaluation tool in the toolbox
- Expansion of tools available/utilized
- Consideration of how each tool contributes to addressing each of the competencies