

Scranton Temple Residency Program Progressive Learning Objectives for the PG1, PG2, and PG3

Patient Care

PG1

1. Perform a thorough history and physical examination
2. Synthesize data into a problem list and differential diagnosis
3. Recognize psychosocial issues that may effect patient compliance and outcomes
4. Formulate a diagnostic and therapeutic plan with some supervision
5. Optimize patient care plans by routine use of Up to Date
6. Demonstrate humanistic and professional behavior in patient, peer and staff interactions
7. Accept personal responsibility to follow-up on patient care plans and test results
8. Respond in person to nursing calls on patient issues and document problems, assessment and plans of care
9. Apply preventive care in an outpatient setting and recognize overdue preventative care needs in inpatients and the need for follow-up
8. Perform the majority of procedures required by ABIM

Assessment: mini-CEX, monthly global rating forms, patient surveys, record review (from global forms), procedure log

PG2

1. Coordinate patient care among all members of the health care team
2. Establish and identify oneself as a responsible and responsive team leader
3. Review the interns' history, physical exam and assessment
4. Formulate therapeutic and diagnostic plan independently
5. Use information technology to support patient care decisions
6. Counsel and educate patients and families
7. Engage the patient in management plans and address noncompliance
8. Develop skills for end of life and palliative care discussions and planning
9. Promote seamless patient care by optimizing discharge planning and follow-up
10. Perform and supervise procedures required by ABIM

Assessment: monthly global rating forms, patient and peer surveys, procedure logs

PG3

1. Efficiently evaluate and manage patients in the inpatient and outpatient setting at the level of a general internist
2. Function competently as an internal medicine consultant
3. Coordinate patient care among all members of the healthcare team and demonstrate leadership skills to promote multidisciplinary management for

- optimal patient outcomes
3. Demonstrate effective ability to lead end of life and palliative care discussions planning
 4. Perform and supervise every procedure required by ABIM achieving full competence in all

Assessment: monthly global rating forms, patient/peer/nurse surveys, procedure logs

Medical Knowledge

PG1

1. Describe basic pathophysiology for common internal medicine conditions
2. Develop basic knowledge base for common inpatient and outpatient conditions
3. Demonstrate commitment to continued knowledge accrual
4. Utilize Up to Date routinely on a patient basis
5. Develop skills for effective review of the medical literature
6. Follow-up on questions regarding optimal, evidence based patient care
7. Develop skills for effective case presentation and discussion of optimizing medical care for common medical diseases

Assessment: In Training examination, monthly global rating forms, conference attendance log, evaluation of conference presentation1.

PG2

1. Demonstrate in-depth pathophysiology for common internal medicine conditions
2. Demonstrate knowledge of medical literature analysis
3. Demonstrate informatics skills to promote evidence based medicine and quality care application
4. Develop filter skills for keeping up with medical discovery and evolution of evidence based medicine guidelines and standards of care
5. Review MKSAP on a regular basis
6. Solidify knowledge base by educating others

Assessment: In Training examination, monthly global rating forms, conference attendance log, conference presentation evaluation, chart reviews

PG3

1. Demonstrate in-depth pathophysiology for common and uncommon internal medicine conditions
2. Apply critical reading skills to current internal medicine literature
3. Commit to intensive subspecialty medical review while on elective rotation
4. Read and review key journal publications on a regular basis
5. Demonstrate a systematic approach to acquiring and maintaining current medical knowledge
6. Complete and present a comprehensive literature review for a senior project

- of the resident's choice
7. Engage in scholarly activity and available research

Assessment: In Training examination, monthly global rating forms, completion of portfolio, scholarly activity, conference attendance log, conference presentation evaluation, senior project evaluation, chart reviews

Practice-Based Learning Improvement

PG1

1. Keep a checklist of patient care needs from rounds and assume responsibility
2. Ask for help when needed
3. Seek and accept feedback
4. Participate in quality improvement activities and root cause analysis
5. Demonstrate continual improvement in clinical management and knowledge
6. Teach students effectively
7. Use UpToDate regularly
8. Focus on improving medical knowledge deficits as demonstrated on the In Training exam and global rotation evaluations: Assume responsibility to "patch the gaps" in one's knowledge base and skills

Assessment: monthly global rating forms, conference attendance log, student evaluations, semi-annual self assessment in the competencies with comparison to actual performance assessment by others

PG2

1. Encourage intern requests for help and respond in a timely and patient centered fashion
2. Teach students, interns and peers effectively
3. Use patient care errors and near-misses to teach students, interns and peers
4. Promote continuous quality improvement with root cause analysis
5. Use information technology such as PubMed or Ovid to enhance patient care

Assessment: monthly global rating forms, peer evaluations, student evaluations Semi-annual self assessment in the competencies with comparison to actual performance assessment by others

PG3

1. Teach interns, students, and other residents effectively
2. Analyze own practice for needed improvement
3. Complete a QA/QI project under faculty direction

Assessment: portfolio (scholarly activity, critical reading skills test, QA/QI Activity), monthly global rating forms, peer and student evaluations, semi-annual self assessment in the competencies with comparison to actual performance assessment by

others

Systems - Based Practice

PG1

1. Recognize the systematic complexities that affect patient outcomes
2. Demonstrate ability to effectively sign out with maintenance of quality sign out sheets
3. Function as a physician within a multidisciplinary team
4. Serve as a patient advocate in the outpatient and inpatient setting
5. Work with ancillary team members (discharge planners, case managers, and social workers) to provide high quality, non-redundant and cost-effective care
6. Develop a working knowledge of various care systems and the most appropriate disposition for certain patients dependent on patient needs and system allowances

Assessment: monthly global rating forms, 360 degree evaluations, patient surveys

PG2

1. Direct care in inpatient and outpatient settings as a member of a multi-disciplinary team
2. Direct subspecialty, surgical, nutritional, podiatric and social service Consultations
3. Demonstrate effective utilization of transitioning patients between systems of care for their benefit
3. Use systematic approaches to reduce errors and effectively transition patients between care settings
4. Strive to optimize patient follow-up by effective discharge planning
5. Promote medication reconciliation

Assessment: monthly global rating forms, 360 degree evaluations, patient surveys

PG3

1. Demonstrate knowledge of types of medical practice and health delivery systems
2. Practice effective allocation of health care resources to avoid compromising quality of care. Reduce unnecessary testing.
3. Demonstrate knowledge of business aspects of medical practice including coding and insurance
4. Recognize system deficiencies/complexities and strive for system improvement

Assessment: monthly global rating forms, 360 degree evaluations, patient surveys, portfolio (QA/QI project)

Interpersonal and Communication Skills

PG1

1. Present a case accurately and succinctly on rounds
2. Later in the first year, with supervision, present a case accurately and succinctly while on call to attendings
3. Provide timely, legible, thorough, succinct medical record documentation – histories and physical examinations, progress notes, and discharge summaries
4. Document all clinical responses to patient care needs legibly in the chart
5. Work well within team context relating to students, attendings, other housestaff, nurses, and patients
6. Communicate and establish a therapeutic relationship with patients and families
7. Develop skills to address frustration with our current healthcare system, residency scheduling or programmatic issues in a productive and constructive manner

Assessment: monthly global rating forms (with chart audits), mini-CEXes, 360 degree evaluations including patient and student surveys

PG2

1. Provide timely, legible, thorough and succinct resident admit and progress notes
2. Work effectively as a leader of the health care team
3. Establish the hierarchy of communication for the service team for the month
4. Demonstrate effective listening skills and reliable responsiveness to the needs of students and interns as well as the opinions and requests of multidisciplinary team members
5. Provide education and counseling to patients, families, and colleagues
6. Demonstrate skill in delivering end-of-life counseling to patients
5. Communicate effectively with consultants and primary care doctors to coordinate patient care and follow-up
6. Develop skills to address noncompliance and the frustrations of displeased patients

Assessment: monthly global rating forms (with chart audits), 360 degree evaluations including patient, peer, nurse and student surveys

PG3

1. Work effectively as a leader of the health care team including a team with potential dysfunction
2. Demonstrate skill in handling all difficult patient care situations
3. Promote involvement of necessary consultants, social services and patient advocacy teams
3. Communicate near misses or mismanagement issues with the healthcare providers involved in an educational and blameless manner

4. Function effectively as a consultant for specialty and subspecialty care
5. Demonstrate the ability to provide documentation of IM consultation and appropriate level of consultative billing

Assessment: monthly global rating forms, 360 degree evaluations

Professionalism

PG1

1. Establish trust with patients and staff
2. Demonstrate respect, compassion, and integrity
3. Demonstrate punctuality, reliability, and honesty
4. Recognize self limitations and ask for help
5. Recognize personal strengths and offer help
6. Show regard for the opinions of others
7. Accept and seek out constructive criticism
8. Maintain patient confidentiality
9. Compassionately respond to issues of culture, age, gender, ethnicity, and disability in patient care
10. Complete medical record documentation in a timely fashion
11. Return student, peer and rotation evaluation in a timely fashion
12. Complete all necessary employee health mandates as directed

Assessment: monthly global rating forms, 360 degree evaluations, mini-CEXes

PG2

1. Display initiative and leadership
2. Demonstrate responsiveness to the needs of patients, interns and peers
3. Recognize the limitations and fears of interns and peers, offering help
2. Delegate responsibility to others effectively
3. Acknowledge errors and work to minimize them
4. Demonstrate commitment to life long learning and self-improvement
5. Commit and contribute to system improvement
6. Avoid engagement in non-constructive endeavors and lead positive system change
7. Promote professional accountability and enhance professional development and professionalism in peers and other healthcare providers

Assessment: monthly global rating forms, 360 degree evaluations

PG3

1. Demonstrate concern for educational development of students and residents
2. Remain responsive to patients, students, interns and peers
3. Stay wholeheartedly involved in daily program activities

4. Volunteer for activities for the good of the institution and community
5. Assume professional responsibility for our healthcare system and demonstrate commitment to system improvement
6. Demonstrate understanding of the ethical concerns about pharmaceutical and patient gifts

Assessment: monthly global rating forms, 360 degree evaluations