

Seven Core Competencies of the Osteopathic Profession

Osteopathic Philosophy and Osteopathic Manipulative Medicine

Medical Knowledge

Patient Care

Interpersonal and Communication Skills

Professionalism

Practice-Based Learning and Improvement

Systems-Based Practice

Competency 1: OSTEOPATHIC PHILOSOPHY AND OSTEOPATHIC MANIPULATIVE MEDICINE

DEFINITION:

Residents are expected to demonstrate and apply knowledge of accepted standards in Osteopathic Manipulative Treatment (OMT) appropriate to their specialty. The educational 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.

REQUIRED ELEMENTS:

- 1. Demonstrate competency in the understanding and application of OMT appropriate to the medical specialty.**

Suggested Methodology to Achieve Compliance

- Provide opportunities for active participation for residents in hospital and ambulatory sites for OMT training.
- Teach residents to perform a critical appraisal of medical literature related to OMT.
- Observe and credential residents in the performance of OMT by assessing their diagnostic skills, medical knowledge, and problem-solving abilities.
- Computer educational modules

Suggested Methods for Evaluation

- Simulations and Models
- Objective Structured Clinical Examination (OSCE)
- Record Reviews
- Standardized Oral Examination
- Competency Cards
- Monthly Service Rotation Evaluations

- 2. Integrate Osteopathic Concepts and OMT into the medical care provided to patients as appropriate.**

Suggested Methodology to Achieve Compliance

- a. Have residents assume increasing responsibility for the incorporation of osteopathic concepts in patient management.
- b. Participate in activities that provide educational programs at the student and intern levels.
- c. Participate in CME programs provided by COMS, the AAO, and specialty colleges.
- d. Computer Teaching Modules

Suggested Methods for Evaluation

- a. Simulations and Models
- b. Procedures or Case Logs
- c. Global Rating of Live or Recorded Performance
- d. Standardized Patient Examination
- e. Monthly Service Evaluations

3. Understand and integrate Osteopathic Principles and Philosophy into all clinical and patient care activities.

Suggested Methodology to Achieve Compliance

- a. Utilize caring, compassionate behavior with patients.
- b. Demonstrate the treatment of people rather than symptoms.
- c. Demonstrate understanding of somato-visceral relationships and the role of the musculoskeletal system in disease.
- d. Demonstrate listening skills in interaction with patients.
- e. Demonstrate knowledge of and behavior in accordance with the Osteopathic Oath and AOA Code of Ethics.

Suggested methods for Evaluation

- a. Direct Observation
- b. Global Rating of Live or Recorded Performance
- c. 360-Degree Evaluation Instrument
- d. Standardized Patient Examination
- e. Peer Review
- f. Monthly Service Evaluations

Competency 2: MEDICAL KNOWLEDGE

DEFINITION:

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.

REQUIRED ELEMENTS:

1. Demonstrate competency in the understanding and application of clinical medicine to patient care.

Suggested Methodology to Achieve Compliance

- a. Performance on COMLEX Part III and In-Service Examinations
- b. Supervised observation of the clinical decision-making abilities of residents
- c. Attendance at seminars or CME, Grand Rounds, Lectures
- d. Participation in a directed readings program and journal club
- e. Periodic assessment of resident critical thinking and problem-solving abilities

Suggested Methods for Evaluation

- a. Chart Stimulated Recall Oral Examinations (CSR)
- b. Simulations and Model
- c. 360-Degree Evaluation Instrument
- d. Written Examinations (i.e., in-training examination)
- e. Month Service Evaluations

2. Know and apply the foundations of clinical and behavioral medicine appropriate to their discipline.

Suggested Methodology to Achieve Compliance

- a. Participate in research activities that critically evaluate current medical information and scientific evidence.
- b. Develop as a medical educator by having residents give presentations before peers, faculty, and participate in the instruction of medical students.
- c. Routinely assess the skill and outcomes of residents in their performance of medical procedures.
- d. Develop programmatic education in Life Long Learning
- e. Lectures, workshops and behavioral psycho-social multi-cultural issues in medical specialties as appropriate.

Suggested Methods for Evaluation

- a. Chart Stimulated Recall Oral Examinations (CSR)
- b. Written Examination
- c. 360-Degree Evaluation Instrument
- d. Direct Observation
- e. Simulations and Models
- f. Monthly Service Evaluations

Competency 3: PATIENT CARE

DEFINITION:

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.

REQUIRED ELEMENTS:

- 1. Gather accurate, essential information for all sources, including medical interviews, physical examinations, medical records, and diagnostic/therapeutic plans and treatments.**

Suggested Methodology to Achieve Compliance

- a. Supervise the performance of medical interviewing techniques to assess the resident's skill and ability.
- b. Provide instruction on the development and implementation of effective patient management plans.
- c. Teach residents the proper methods for requesting and sequencing diagnostic tests and consultative services.
- d. Instill in residents the need to provide a caring attitude that is mindful of cultural sensitivities, patient apprehensions, and accuracy of information.
- e. Bedside teaching rounds

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Standardized Patient Examination
- c. Objective Structured Clinical Examination (OSCE)
- d. Standardized Oral Examination
- e. Record Review
- f. 360-Degree Evaluation Instrument
- g. Month Service Evaluations

- 2. Validate competency in the performance of diagnosis, treatment and procedures appropriate to the medical specialty.**

Suggested Methodology to Achieve Compliance

- a. Provide instructional programs for the performance of medical procedures where appropriate.
- b. Develop a credentialing program for residents to validate their competency in the performance of medical procedures where appropriate.
- c. Instruct residents in the performance of a medical procedure, any potential complications and known risks to the patient (informed consent)
- d. Beside teaching rounds

Suggested Methods of Evaluation

- a. Checklist Evaluation

- b. Global Rating of Live or Recorded Performance
 - c. Simulations and Models
 - d. Procedure and Case Logs
 - e. Monthly Service Evaluations
3. **Provide health care services consistent with osteopathic philosophy, including preventative medicine and health promotion that are based on current scientific evidence.**

Suggested Methodology to Achieve Compliance

- a. Counsel patients and their families on health promotion and lifestyle activities related to good health maintenance.
- b. Refer patients to non-for-profit and community service organizations that support health promotion and behavioral modification programs.
- c. Work with professionals from varied disciplines as a team to provide effective medical care to patients that address their diverse healthcare needs.
- d. Bedside teaching rounds

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Global Rating of Live or Recorded Performance
- c. Simulations and Models
- d. Patient Surveys
- e. Objective Structured Clinical Examination (OSCE)
- f. Standardized Patient Examination (SP)
- g. Procedure or Case Logs
- h. Monthly Service Evaluations

Competency 4: INTERPERSONAL AND COMMUNICATION SKILLS

DEFINITION:

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

REQUIRED ELEMENTS:

1. **Demonstrate effectiveness in developing appropriate doctor-patient relationships.**

Suggested Methodology to Achieve Compliance

- a. Demonstrate patient interviewing techniques.
- b. Demonstrate ability to assess the health of non-English-speaking and deaf patients.
- c. Involve patients and families in decision-making.

- d. Illustrate the use of appropriate verbal and non-verbal skills when communicating with patients, families and faculty
- e. Demonstrate an understanding of cultural and religious issues and sensitivities in the doctor-patient relationship
- f. Videos, workshops, bedside and clinic/office teaching

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Standardized Patient Examination
- f. Videotaping
- g. Monthly Service Evaluation

2. Exhibit effective listening, written and oral communication skills in professional interactions with patients, families and other health professionals.

Suggested Methodology to Achieve Compliance

- a. Communicate medical problems and patient options at appropriate levels of understanding.
- b. Maintain comprehensive, timely, and legible medical records.
- c. Demonstrate respectful interactions with health practitioners, patients, and families of patients
- d. Elicit medical information in effective ways.
- e. Demonstrate an understanding of resources available to physicians to assist with appropriate assessment of communication-impaired patients.
- f. Work effectively with others as a member or leader of a healthcare team.
- g. Workshops, videos, bedside and clinic/office teaching.

Suggested Methods for Evaluation

- a. Standardized Patient Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Checklist Evaluation
- f. Case/Chart Review
- g. Monthly Service Evaluations

Competency 5: PROFESSIONALISM

DEFINITION:

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 effectively care for patients.

REQUIRED ELEMENTS:

1. Demonstrate respect for patients and families and advocate for the primacy of patient's welfare and autonomy.

Suggested Methodology to Achieve Compliance

- a. Present an honest representation of a patient's medical status and the implications of informed consent to medical treatment plans.
- b. Maintain a patient's confidentiality and demonstrate proper fulfillment of the physician's role in the doctor-patient relationship.
- c. Commitment to an appropriate and non-exploitive relationship with patients.
- d. Inform patients accurately of the risks associated with medical research projects, the potential consequences of treatment plans, and the realities of medical errors in medicine.
- e. Treat the terminally ill with compassion in the management of pain, palliative care, and preparation for death.
- f. Participate in course/program (compliance and end of life). Workshops, lectures, bedside and clinic/office teaching
- g. Role modeling behavior

Suggested Methods for Evaluation

- a. Checklist Evaluation
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Standardized Patient Examination
- f. Videotaping
- g. Monthly Service Evaluations

2. Adhere to ethical principles in the practice of medicine.

Suggested Methodology to Achieve Compliance

- a. Understand conflicts of interest inherent in medicine and the appropriate responses to societal, community, and healthcare industry pressures.
- b. Use limited medical resources effectively and avoid the utilization of unnecessary tests and procedures.
- c. Recognize the inherent vulnerability and trust accorded by patients to physicians and uphold the highest moral principles that avoid exploitation for sexual, financial, or other private gain.

- d. Pursue life-long learning goals in clinical medicine, humanism, ethics, and gain insight into the understanding of patient concerns and the proper relationship with the medical industry.
- e. Workshops, lectures, bedside and clinic/office teaching
- f. Role modeling behavior

Suggested Methods of Evaluation

- a. Standardized Patient Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Checklist Evaluation
- f. Monthly Service Evaluations

3. Demonstrate awareness and proper attention to issues of culture, religion, age, gender, sexual orientation, and mental and physical disabilities.

Suggested Methodology to Achieve Compliance

- a. Become knowledgeable and responsive to the special needs and cultural origins of patients.
- b. Advocate for continuous quality of care for all patients.
- c. Prevent the discrimination of patients based on defined characteristics.
- d. Understand the legal obligations of physicians in the care of patients.
- e. Lectures/workshops, role-modeling

Suggested Methods for Evaluation

- a. Standardized Oral Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. Checklist Evaluation
- d. 360-Degree Evaluation
- e. Portfolios
- f. Patient Surveys
- g. Competency Cards
- h. Sensitivity Seminars/Programs
- i. Monthly service evaluations

Competency 6: PRACTICE-BASED LEARNING AND IMPROVEMENT

DEFINITION:

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.

REQUIRED ELEMENTS:

- 1. Treat patients in a manner consistent with the most up-to-date information on diagnostic and therapeutic effectiveness.**

Suggested Methodology to Achieve Compliance

- a. Use reliable and current information in diagnosis and treatment.
- b. Understand how to use the medical library and electronically mediated resources to discover pertinent medical information.
- c. Demonstrate the ability to extract and apply evidence from scientific studies to patient care.
- d. Feedback on resident presentations
- e. Journal Clubs

Suggested Methods for Evaluation

- a. Written Examinations
- b. Objective Structured Clinical Examination (OSCE)
- c. Portfolios
- d. Record Review
- e. Standardized Patient Examination
- f. Chart Stimulated Recall Oral Examination (CSR)
- g. Monthly Service Evaluations

- 2. Perform self-evaluations of clinical practice patterns and practice-based improvement activities using a systematic methodology.**

Suggested Methodology to Achieve Compliance

- a. Understand and participate in *quality assurance* activities at the hospital and at ambulatory sites.
- b. Apply the principles of evidence-based medicine in the diagnosis and treatment of patients.
- c. Measure the effectiveness of resident practice patterns against results obtained with other population groups in terms of effectiveness and outcomes.

Suggested Methods of Evaluation

- a. Standardized Patient Examination
- b. Objective Structured Clinical Examination (OSCE)
- c. Record Reviews
- d. Chart Stimulated Recall Oral Examinations (CSR)

- e. Portfolios
- f. Self Study

3 Understand research methods, medical informatics, and the application of technology as applied to medicine.

Suggested Methodology to Achieve Compliance

- a. Participate in research activities as required by the respective specialty colleges.
- b. Demonstrate computer literacy, information retrieval skills, and an understanding of computer technology applied to patient care and hospital systems.
- c. Apply study designs and statistical methods to the appraisal of clinical studies.
- d. Journal Clubs, Evidenced-based medicine programs
- e. Feedback on resident presentations

Suggested Methods for Evaluation

- a. Objective Structured Clinical Examination (OSCE)
- b. Standardized Patient Examination
- c. Portfolios
- d. Procedure or Case Logs
- e. Resident Initiated Research
- f. Information Technology Research-Related Review/Development
- g. Self Study
- h. Monthly Service Evaluations

Competency 7: SYSTEMS-BASED PRACTICE

DEFINITION:

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.

REQUIRED ELEMENTS:

- 1. Understand national and local health care delivery systems and how they impact on patient care and professional practice.**

Suggested Methodology to Achieve Compliance

- a. Attend instruction in matters of health policy and structure.
- b. Understand business applications in a medical practice.
- d. Show operational knowledge of health care organizations, state and federal programs.
- e. Understand the role of the resident as member of the health care team in the hospital, ambulatory clinic, and community.

- f. Attend guest lectures/seminars with policy makers.
- g. Attend hospital utilization review, quality and other administrative and multi-disciplinary meetings

Suggested Methods for Evaluation

- a. Portfolios
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Chart Stimulated Recall Oral Examination (CSR)
- e. Monthly Service Evaluations

2. Advocate for quality health care on behalf of patients and assist them in their interactions with the complexities of the medical system.

Suggested Methodology to Achieve Compliance

- a. Understand local medical resources available to patients for treatment and referral.
- b. Participate in advocacy activities that enhance the quality of care provided to patients.
- c. Practice clinical decision-making in the context of cost, allocation of resources, and outcomes.

Suggested Methods for Evaluation

- a. Record Review
- b. Objective Structured Clinical Examination (OSCE)
- c. 360-Degree Evaluation
- d. Patient Surveys
- e. Checklist Evaluation
- f. Portfolios