

EDUCATIONAL GOALS

Our Educational Goal is to form Family Physicians competent in the Six Competencies of Medical Education and the procedures commonly performed by Family Physicians in clinical practice.

To achieve this goal, we are basing our method of teaching and evaluation on Dreyfus' *Taxonomy of Learning*, developed in 1986. We are grateful to the University of Texas Health Center at Tyler for their original work in this area.

Dreyfus' Taxonomy has five stages:

- **Novice**
- **Advanced Beginner**
- **Competence**
- **Proficiency**
- **Expertise**

This Taxonomy was originally adapted to computer skill acquisition.

In applying this to medical knowledge acquisition, we are applying these terms to the following stages of medical and residency education:

First and Second Year Medical Student

Novice: Knowledge Acquisition

- Fundamental Knowledge of Disease Process.

Third and Fourth Year Medical Student

Advanced Beginner: Knowledge Application

- Ability to apply knowledge to assessment and plan.

First Year Family Medicine Resident

Competency: Ability to perform

- Competent in top disease processes in all first year rotations
- Competency in acute care management in the Family Medicine Center with experience in chronic disease management.
- Competency in non-critical care management on the Family Medicine Inpatient Rotation.

Second Year Family Medicine Resident

Proficiency: Advancement in knowledge or skill

- Proficient with increased demands and stress (night supervisor, continuity numbers)
- Competency in acute *and* chronic disease management in the Family Medicine Center.
- Competency in critical *and* non-critical care management on the Family Medicine Inpatient Rotation.

Third Year Family Medicine Resident

Expertise: Having, involving, displaying special skill and knowledge derived from training or experience.

- Innovator in Developing Projects to Improve Patient Care (Community Medicine, Practice Management)
- Competency in leadership skills while supervising the Family Medicine Inpatient Rotation.
- Expertise in integrating all aspects of Family Medicine independently and competently

In applying this to our curriculum, we have the following educational objectives:

FIRST YEAR FAMILY MEDICINE
Competency: Ability to perform a specific role

Educational Goals:

- Competent in top disease processes in all first year rotations
- Competency in acute care management in the Family Medicine Center with experience in chronic disease management.
- Competency in non-critical care management on the Family Medicine Inpatient Rotation.

Teaching:

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

Objectives:

Rotations Outside of Family Medicine

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes an accurate thorough/targeted exam.
- Develops a complete differential diagnosis.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Communicates effectively with all members of the healthcare team.

Medical Knowledge

- The Family Medicine resident will be able to describe the:

- *Pathophysiology*
- *Risk factors*
- *Signs and symptoms*
- *Differential diagnosis*
- *Proper labs and tests and their meaning in diagnosis*
- *Treatment plan*
- *Appropriate description to patient and family members*

Of the most common diagnoses of the rotation and, when appropriate, the procedures on on-line learning modules associated with the rotation.

- Performs procedures competently.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Elicits/provides information using effective and legible writing skills.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Punctual and available for required duties.

Family Medicine Inpatient Rotation:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*
 - *Appropriate description to patient and family members*
- Of non-critical care conditions resulting in hospitalization.
- Performs procedures competently.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.

- Punctual and available for required duties.

System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

Family Medicine Center Objectives:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*
 - *Appropriate description to patient and family members*

Of acute conditions seen in the Family Medicine Center.

- Performs procedures competently.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

Requirement for Advancement :

The Family Medicine Resident will advance to the second year of training upon satisfying the following requirements:

- 1) Passing all rotations (satisfies or exceeds expectations),

- 2) If under review or on probation, having the approval of the Advancement Committee to advance,
- 3) Completing all on-line modules required by the program,
- 4) Completing 150 continuity patient visits.

SECOND YEAR FAMILY MEDICINE ROTATIONS

Proficiency: Second Year Family Medicine Resident on the Family Medicine Inpatient Service and in the Family Medicine Center:

Educational Goals:

- Proficient with increased demands and stress (night supervisor, continuity numbers)
- Competency in acute *and* chronic disease management in the Family Medicine Center.
- Competency in critical *and* non-critical care management on the Family Medicine Inpatient Rotation.

Teaching:

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

Objectives:

Rotations Outside of Family Medicine

Same as PGY-1 Year

Family Medicine Inpatient Rotation:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.
- Provides preventive health care.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*
 - *Appropriate description to patient and family members*
- Of non-critical care conditions resulting in hospitalization.
- Performs procedures competently.

Practice Based Learning

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

Family Medicine Center Objectives:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*
 - *Appropriate description to patient and family members*

Of acute conditions seen in the Family Medicine Center.

- Performs procedures competently.

Practice Based Learning

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

System-Based Knowledge

- Understands coding documentation criteria for levels of care at the FMC.
- Practices cost-effective health care and resource allocation at the FMC.

Requirement for Advancement

The Family Medicine Resident will advance to the second year of training upon satisfying the following requirements:

- 1) Passing all rotations (satisfies or exceeds expectations),
- 2) If under review or on probation, having the approval of the Advancement Committee to advance,
- 3) Completing all on-line modules required by the program,
- 4) Completing 650 continuity patient visits.

THIRD YEAR FAMILY MEDICINE

Expertise: Third Year Family Medicine Resident on the Family Medicine Inpatient Service and in the Family Medicine Center.

Educational Goals:

- Innovator in Developing Projects to Improve Patient Care (Community Medicine, Practice Management).
- Competency in leadership skills while supervising the Family Medicine Inpatient Rotation.
- Expertise in integrating all aspects of Family Medicine independently and competently.

Teaching:

- Friday afternoon conferences.
- Focused medical knowledge objectives for each of the non-Family Medicine Rotations.
- Case-centered teaching rounds on the Inpatient Service.
- Case-centered teaching at the Family Medicine Center.
- On-line Teaching Modules on Competencies from AMA.
- On-line Teaching Modules on Procedures from AAFP.
- Learning activities for the Competencies.

Objectives:

Rotations Outside of Family Medicine

Same as PGY-1 Year.

Family Medicine Inpatient Rotation:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.
- Provides preventive health care.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*
 - *Appropriate description to patient and family members*

Of non-critical care conditions resulting in hospitalization.

- Effectively supervises the FM Inpatient Service, including fostering a team spirit.
- Performs procedures competently.

Practice Based Learning

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Returns pages in a timely manner.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

System-Based Knowledge

- Uses quality assurance data to improve health care at CUMC.

Family Medicine Center Objectives:

Patient Care

- Identifies pertinent positives and negatives when interviewing.
- Completes a thorough and targeted exam.
- Develops and presents an appropriate assessment and plan on assigned patients.
- Develops a complete differential diagnosis.
- Communicates effectively with all members of the healthcare team.

Medical Knowledge

- The Family Medicine resident will be able to describe the:
 - *Pathophysiology*
 - *Risk factors*
 - *Signs and symptoms*
 - *Differential diagnosis*
 - *Proper labs and tests and their meaning in diagnosis*
 - *Treatment plan*

- *Appropriate description to patient and family members*
- Of all conditions seen in the Family Medicine Center.
- Performs procedures competently.

Practice Based Learning

- Locates, appraises and assimilates evidence from scientific studies for patient care.
- Effectively teaches medical students and other health care professionals.

Interpersonal and Communication Skills

- Counsels and educates patients and their families on pertinent medical and psychosocial issues.
- Uses effective listening skills.
- Elicits/provides information using effective and legible writing skills.
- Completes medical records in the required time span.

Professionalism

- Demonstrates respect to nursing staff, medical students, residents, attendings, and other members of the healthcare team.
- Completes duties as expected.
- Respectful of patient's culture, age, gender, sexual orientation, and disability.
- Maintains patient confidentiality.
- Punctual and available for required duties.

System-Based Knowledge

- Understands coding documentation criteria for levels of care at the FMC.
- Practices cost-effective health care and resource allocation at the FMC.

Requirement for Advancement:

The Family Medicine Resident will graduation from the residency program upon satisfying the following requirements:

- 1) Passing all rotations (satisfies or exceeds expectations),
- 2) Not being under review or on probation,
- 3) Completing all on-line modules required by the program,
- 4) Completing the RRC requirements of seeing 1650 continuity patient visits, 2 home visits, and 15 ICU patients,
- 5) Demonstrating competency to practice independently.

Inpatient Service, including fostering team spirit								
- Of acute conditions seen in the FMC								
- Of chronic conditions seen in FMC (expected of second and third year residents)								
- Of all conditions in the FMC								
Performs procedures competently								
PRACTICE-BASED LEARNING AND IMPROVEMENT								
Locates, appraises, and assimilates evidence from scientific studies for patient care.								
Effectively teaches medical students and other health care professionals								
Analyzes practice experience and implement improvement through self-identified strengths and weakness, sets goals for year and identifies appropriate learning activities to achieve these goals								
Apply knowledge of study designs and statistical methods to appraise clinical studies to patient care								
Obtain and use information about own patients and community to improve patient care								
INTERPERSONAL AND COMMUNICATION SKILLS								
Elicits/provides information using effective and legible writing skills.								
Uses effective listening skills								
Completes medical records in the required time span								
Counsel and educate patients and their families on pertinent medical and psychosocial issues								
PROFESSIONALISM								
Demonstrates respect to nursing staff, residents, medical students, attendings and other members of the healthcare team								
Returns pages in a timely								

manner (responsiveness to patient needs that supersedes self-interest).								
Completes duties as expected (accountability to patients and the profession).								
Respectful of patient's culture, age, gender, sexual orientation and disability								
Punctual and available for required duties (accountability to patients and the profession).								
Maintains patient confidentiality (commitment to ethical principles pertaining to clinical care). <i>(Hippocratic Oath)</i>								
70% attendance at FM conferences (commitment to excellence and on-going professional development).								
SYSTEM-BASED KNOWLEDGE								
Uses quality assurance data to improve health care at CUMC								
Understands coding documentation criteria for levels of care at the FMC								
Practices cost-effective health care and resource allocation at the FMC								
Advocates for patients in dealing with system complexities at CUMC.								
Knows how types of medical practices and delivery systems differ.								

- Of critical care FM Patients			X	X								
Effectively supervises the FM Inpatient Service, including fostering team spirit				X								
- Of acute conditions seen in the FMC					X	X	X					
- Of chronic conditions seen in FMC (expected of second and third year residents)						X	X					
- Of all conditions in the FMC							X					
Performs procedures competently	X	X	X	X	X	X	X					X
PRACTICE-BASED LEARNING AND IMPROVEMENT												X
Locates, appraises, and assimilates evidence from scientific studies for patient care.			X	X		X	X				X	
Effectively teaches medical students and other health care professionals				X			X			X		
Analyzes practice experience and implement improvement through self-identified strengths and weakness, sets goals for year and identifies appropriate learning activities to achieve these goals								X	X			
Apply knowledge of study designs and statistical methods to appraise clinical studies to patient care											X	
Obtain and use information about own patients and community to improve patient care												X
INTERPERSONAL AND COMMUNICATION SKILLS												X
Counsel and educate patients and their families on pertinent medical and psychosocial issues	X	X	X	X	X	X	X					
Uses effective listening skills		X	X	X	X	X	X					
Elicits/provides information using effective and legible writing skills.	X	X	X	X	X	X	X			X		
Completes medical records in the required time span		X	X	X	X	X	X					X
PROFESSIONALISM												X
Demonstrates respect to nursing staff, residents, medical students, attendings and other members of the	X	X	X	X	X	X	X			X		

healthcare team													
Returns pages in a timely manner (responsiveness to patient needs that supersedes self-interest).	X	X	X	X						X			
Completes duties as expected (accountability to patients and the profession).	X	X	X	X	X	X	X			X			
Respectful of patient's culture, age, gender, sexual orientation and disability	X	X	X	X	X	X	X			X			
Maintains patient confidentiality (commitment to ethical principles pertaining to clinical care). <i>(Hippocratic Oath)</i>		X	X	X	X	X	X						
Punctual and available for required duties (accountability to patients and the profession).	X	X	X	X	X	X	X			X			
70% attendance at FM conferences (commitment to excellence and on-going professional development).													X
SYSTEM-BASED KNOWLEDGE													X
Uses quality assurance data to improve health care at CUMC		X	X	X									
Understands coding documentation criteria for levels of care at the FMC						X	X						
Practices cost-effective health care and resource allocation at the FMC							X		X	X			
Advocates for patients in dealing with system complexities at CUMC.										X		X	
Knows how types of medical practices and delivery systems differ.										X		X	