

Competency Definitions and Recommended Practice Performance Tools

RECOMMENDED ASSESSMENT TOOLS: These assessment tools are intended to be ‘suggestions’; their use is not required by the Review Committee. Program directors should feel free to use them or not, and should modify them as appropriate to fit the needs of a program.

PATIENT CARE	
COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
<p>Provide patient care through safe, efficient, appropriately utilized, quality-controlled radiation therapy and effectively communicate with the referring physician and/or other appropriate individuals in a timely manner.</p>	<ol style="list-style-type: none"> 1. Global faculty evaluation (to include evaluation of knowledge about safety issues such as radiation dose, , correct-patient exam-site verification, use of standard abbreviations) 2. Case/procedure logs 3. Direct observation of select procedures ([OSCE - Objective Standardized Clinical Examination], simulation, treatment planning, and/or brachytherapy) and other critical processes such as obtaining informed consent 4. 360 degree evaluations

MEDICAL KNOWLEDGE	
COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
<p>Engage in continuous learning using up to date evidence and applying appropriate state of the art radiation therapy techniques to meet the needs of patients, referring physicians and the health care system.</p>	<ol style="list-style-type: none"> 1. Global faculty evaluation 2. Yearly objective test (e.g., mock oral boards, ACR in-service examination, ABR written examination) 3. Resident learning portfolio (including documentation of conferences attended, courses attended, self-assessment modules completed, etc.) 4. Journal club to evaluate skills in accessing, interpreting and applying best evidence in the literature to patient care

PRACTICE BASED LEARNING AND IMPROVEMENT

COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
Participation in the evaluation of one's personal practice utilizing scientific evidence, practice guidelines and standards as metrics, and self-assessment programs in order to optimize patient care through lifelong learning.	<ol style="list-style-type: none">1. Global faculty evaluation2. Resident learning portfolio (to include utilization of self assessment modules)3. Documentation of participation in personal and/or departmental QI/QA (e.g., M&M conferences) and regulatory activities4. Chart Rounds

INTERPERSONAL AND COMMUNICATION SKILLS

COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
<p>Communicate effectively with patients, colleagues, referring physicians and other members of the health care team concerning informed consent, safety issues, and the indications for and the benefits, risks, and side effects of radiation, as well as the integration with other treatment modalities and the proper work-up and follow-up of patients.</p> <p>Communicate effectively with all members of the health care team regarding specific patient management issues.</p>	<ol style="list-style-type: none">1. Global faculty evaluation2. 360 degree evaluations3. Evaluation of quality of reports4. OSCE or direct observation of communication issues (e.g., informed consent, speaking with patients and colleagues about adverse events or outcomes of radiation therapy)5. Patient surveys

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PROFESSIONALISM	
COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
<p>Commit to high standards of professional conduct, demonstrating altruism, compassion, honesty and integrity. Follow principles of ethics and confidentiality and consider religious, ethnic, gender, educational and other differences in interacting with patients and other members of the health care team</p>	<ol style="list-style-type: none"> 1. Global faculty evaluation 2. 360 degree evaluations 3. Verify status of medical license, if appropriate 4. Documentation of compliance with institutional and departmental policies (e.g., conference attendance, HIPPA, JCAHO, dress code) and ethical standards 5. Patient surveys

SYSTEM-BASED PRACTICE	
COMPETENCY DEFINITION	PRACTICE PERFORMANCE MEASUREMENTS
<p>Understand how the components of the local and national healthcare system function interdependently and how changes to improve the system involve group and individual efforts. Optimize coordination of patient care both within one's own practice and within the healthcare system. Consult with other healthcare professionals, and educate healthcare consumers, regarding the most appropriate utilization of radiation oncology resources.</p>	<ol style="list-style-type: none"> 1. Global faculty evaluation 2. Resident learning portfolio (to include documentation of active participation in multi-disciplinary conferences and tumor boards) 3. Documentation of resident participation in analysis of systems-based problems. (See Appendix)

RADIATION ONCOLOGY
COMPETENCY CHART
APPENDIX A: SYSTEM-BASED PRACTICE

1. Helping patients coordinate complexities of healthcare across multiple specialties
2. Proper referral of patients to other specialties
3. Making other resources available to patients
4. Participation in departmental QA – regular systematic reviews of departmental performance and quality measures
5. Knowledge of departmental systems and procedures in delivery of patient care and radiation safety
6. Departmental morbidity and mortality conferences
7. Understanding of financial insurance models
8. Analysis of a patient's bill
9. Awareness of billing and reimbursement for optimal value including cost-awareness and risk-benefit of other treatment options
10. Financial resources for uninsured patients
11. Knowledge of disease prevention

Posted: October 18, 2007