

Harvard University Department of Dermatology
 Example GME Core Competency Evaluation Forms: 2003-2004

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
1. Patient Care	Caring and respectful behavior	Provide care that is sensitive to each patient's age, gender, cultural, economic, and social circumstances		360 Global rating evaluations*		
	Interviewing	Gather essential and accurate information about the patient	Weekly grand rounds presentations, Monthly rounds	360 Global rating evaluations*	Chart stimulated recall	
	Informed decision-making	Synthesize clinical history, physical examination findings, laboratory results and current scientific evidence to arrive at a correct diagnosis and treatment plan	Continuity clinic, PLC	Ongoing faculty feedback.	Chart stimulated recall OR Record review	
	Develop and carry out patient care management plans	Provide a written action plan for management of acute and chronic cutaneous problems		360 Global rating evaluation*		
	Counsel and educate patient and families	Provide information necessary to understand illness and treatment		360 Global rating evaluation*, Procedural evaluation form, and/or Procedure logs; Ongoing faculty feedback.	Checklist evaluation of live/recorded performances	
	Perform medical procedures	Perform routine physical examination, especially the critical visual examination of the patient's skin				

Harvard University Department of Dermatology
 Example GME Core Competency Evaluation Forms: 2003-2004

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
1. Patient Care (cont)		Perform appropriate diagnostic and therapeutic procedures	PLC, CTCL clinic, contact dermatitis clinic	360 Global rating evaluation*, Procedural evaluation form, and/or Procedure logs, Ongoing faculty feedback.	Checklist evaluation of live/recorded performances PLC Record review	
	Preventative health services	Provide information about skin cancer and melanoma, heritable, occupational and infectious disorders and other conditions in which prophylactic measures are appropriate		360 Global rating evaluation*		
	Work within a team	Make appropriate referrals to other medical or surgical specialists		360 Global rating evaluation*		
2. Medical Knowledge	Investigatory and analytic thinking	Know, critically evaluate, and use medical knowledge obtained through teaching conferences (i.e., Didactic program) to educate fellow residents and enhance patient care.		360 Global rating evaluation* and Multiple-choice question exam		

Harvard University Department of Dermatology
 Example GME Core Competency Evaluation Forms: 2003-2004

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
2. Medical Knowledge (cont)	Knowledge and application of basic sciences	Know, critically evaluate and use current medical information and scientific evidence for patient care		360 Global rating evaluation* and Multiple-choice Question exam		
3. Practice-based Learning and Improvement	Analyze own practice for needed improvement	Analyze one's practice experience to recognize strengths, deficiencies, and limits in knowledge and expertise	Ethics (y1,1; y1, 2; y1,3)	Bi-annual meetings w/Program Director		
	Use of evidence from scientific studies	Locating, appraising and assimilating evidence from scientific studies related to patient's health problems	Journal club, Weekly Grand Rounds	Multiple-choice question exam and Mock Board exam		
	Application of research and statistical methods	Critically review published medical literature related to patient problems	Journal club	Multiple-choice question exam and Mock board exam		
	Use of information technology	Use information technology to manage information, access on-line medical information and support their own education	Bigby journal club (initial meeting, overview)	Multiple-choice question exam		From Order to Follow up: Tracking lab tests and studies through our system" (2 hour interactive presentation/quiz, July 2004, risk management/ IT)

Harvard University Department of Dermatology
 Example GME Core Competency Evaluation Forms: 2003-2004

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
3. Practice-based Learning and Improvement (cont)	Facilitate learning of others	Actively participate in the education of patients, families, students, residents and other health professionals	Didactic lectures, Hospital rounds, gang clinics	360 Global rating evaluation*		
4. Interpersonal & Communication Skills	Creation of an appropriate professional relationship with patients	Communicate effectively with patients and families to create and sustain an appropriate professional relationship	Clinical rotations Ethics (y3, 2)	360 Global rating evaluation*		Consider incorporating the GME "Patient survey of physician" (overlap with 360)
	Listening skills	Enabling patients to be comfortable asking questions about their disease or treatment		360 Global rating evaluation*		GME evaluation-professionalism and teamwork assessment
5. Professionalism	Respectful, altruistic	Demonstrate respect, compassion, and integrity; a responsiveness to the needs of patients and society that supercede self-interest	Clinics, Ethics (y3,2; y1,3)	360 Global rating evaluation*		

Harvard University Department of Dermatology
 Example GME Core Competency Evaluation Forms: 2003-2004

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
5. Professionalism (cont)	Ethically sound practice	Demonstrate a commitment to ethical principles pertaining to patient privacy and autonomy, the provision or withholding of clinical care, confidentiality of patient information, informed consent, conflict of interest and business practices	Please see ethics curriculum	360 Global rating evaluation*		Add an ethics set of questions to the didactic quiz schedule
	Sensitive to cultural, age, gender and disability issues	Demonstrate respect for the dignity of patients and colleagues as persons including their culture, age, gender and disabilities		360 Global rating evaluation*		Consider incorporating the GME "Patient survey of physician" (overlap with 360)
6. Systems-based Practice	Understand interaction of their practices with the larger system	Work effectively in various health care delivery settings and systems	Ethics (y2,2, y3,3) Partners-wide retreat	360 Global rating evaluation*		Consider having a health-care delivery lecture (incorporating the material into the multiple choice lectures)

Competency	Required Skill	Example Components	Current Curriculum Content	Current Evaluation Method	Planned Evaluation Method(s)	Additions to the Curriculum
6. Systems-based Practice (cont)	Knowledge of practice and delivery systems	Know how types of medical practice and delivery systems differ from one another, including methods of controlling health care costs and allocating resources	Please see above		Multiple-choice question examination	Please see above
	Practice cost-effective care	Know the relative costs of procedures and treatments; ask patients how they pay for medications		360 Global rating evaluation*		Consider a lecture by the pharmacy dept re drug costs/ full free care/ Medicaid vs medicare
	Advocate for patients within the health care system	Advocate for quality patient care and assist patients in dealing with system complexities	Ethics (y3, 1)	360 Global rating evaluation*		Consider once yearly, having the resident provide a report of a difficult social work case