

CMH ACGME Competency Initiative (UCI) Needs Assessment (Name, Title, email and telephone number of Program Director completing survey:				
ACGME Competency	Required Skill	What specific LEARNING OBJECTIVE(S) addresses this required skill?	What LEARNING OPPORTUNITIES does this learning objective apply to?	How is this skill ASSESSED? (Goal: Include at least 1 method in addition to 360 eval)
Patient Care	Interviews patients accurately and effectively	The Fellow will be able to obtain an accurate and thorough medical history from the patient/patient's family in the inpatient/outpatient settings under the direct supervision of an attending Pediatric ENT surgeon.	Inpatient Service: Patient clinical rounds and direct observation  Outpatient Service: Presentation of patients to attending physicians and direct clinical observation.	Attending evaluation of fellow  Biannual Structured review of Computerized Procedure log with Program Director
	Performs routine physical exams effectively	The Fellow will be able to perform an accurate and thorough physical examination on the patient in the inpatient/outpatient settings, including a comprehensive Head and Neck evaluation under the direct supervision of an attending Pediatric ENT surgeon.	Inpatient Service: Patient clinical rounds and direct observation  Outpatient Service: Presentation of patients to attending physicians and direct clinical observation.	Attending evaluation of fellow  Biannual Structured review of Computerized Procedure log with Program Director
	Performs medical procedures effectively	The Fellow will be able to perform the following procedures with an acceptable level of skill and complication rates under the direct supervision of an attending Pediatric ENT surgeon, with minimal direction. These procedures include: <b>Head and Neck :</b> 1. Congenital lesions (e.g. lymphangioma, hemangioma, branchial cleft/fistula, thyroglossal duct cyst) 2. Neoplastic lesions (e.g. thyroidectomy, malignancies of	Direct hands-on teaching of operative procedures by Pediatric ENT Faculty  Bronchoscopy Simulation Laboratory  Anatomy course	Representative Case Operative assessment Checklist (under development)  Rigid Bronchoscopy Task assessment Checklist

		<p>the neck, skull base tumors)  3. Salivary duct diseases (e.g. excision of salivary glands, parotid duct ligation, submandibular duct rerouting)  <b>Bronchoesophagology :</b>  1. Endoscopy (e.g. endoscopy under 2 years of age, foreign body removal, laryngeal or tracheal endoscopic treatment including the use of lasers and balloon dilators)  2. Closed laryngeal/tracheal procedure (e.g. tracheotomy under 2 years of age, excision of tracheo-cutaneous fistula)  3. Open laryngeal/tracheal procedures (e.g. cricoid split, laryngotracheal reconstruction, tracheal resection)  <b>Otology:</b>  1. Infectious process (e.g. acute complications of otitis media)  2. Hearing loss (e.g. ossiculoplasty, BAHA, cochlear implantation)  3. Others (e.g. acquired cholesteatoma, congenital cholesteatoma)  <b>Rhinology :</b>  1. Infectious process (e.g. complications of acute sinusitis)  2. Revision endoscopic sinus surgery  3. Congenital malformation (e.g. choanal atresis/stenosis, pyriform aperture stenosis, nasal lacrimal duct cyst, nasal dermoid)  <b>Plastic/Reconstructive Surgery</b>  1. Ear (otoplasty, all congenital anomalies of the auricles)  2. Nose (rhinoplasty)  3. VPI surgery  5. Others (complex scar revision, complex wound closure requiring local flaps)</p>		Biannual Structured review of Computerized Procedure log with Program Director
	Makes informed diagnostic	The Fellow will be able to accurately and efficiently synthesize all clinical information to diagnoses common	Inpatient Service: Patient clinical rounds and discussions of case	Attending evaluation of fellow

	decisions	and uncommon Pediatric ENT diagnoses in complex patients with minimal input from an attending Pediatric ENT surgeon.	with the attending Pediatric ENT surgeon.  Assigned Reading from the Fellowship Requirements  Case Conference discussions and mock oral boards including complex pediatric otolaryngology patients.	Attending assessment of Mock Oral Boards  Biannual Structured review of Computerized Procedure log with Program Director
	Develops and carries out patient management plans	The Fellow will be able to generate an evidence-based, comprehensive patient management plan in the inpatient/outpatient setting both as a primary physician and as a consultant in conjunction with an attending Pediatric ENT surgeon.  The Fellow will be able to generate an evidence-based, comprehensive patient management plan during case conferences (e.g., M & M conference, Pathology conference)	Inpatient Service: Patient clinical rounds and discussions of case with the attending Pediatric ENT surgeon.  Case presentations at Pathology Conference, Radiology Conference, Case conference, and M& M conference.	Attending evaluation of fellow  Biannual Structured review of Computerized Procedure log with Program Director
<b>Medical Knowledge</b>	Thinks in an investigatory and analytical way	The fellow will design a research project with assistance from a research advisor that they will complete during their fellowship year.	KU Research Class  Required Research Project and discussion with Research Advisor	KUMC and CMH Human subjects research modules and tests  KU alumni day presentation evaluations  Structured assessment of completed research project
	Has knowledge of	The fellow will be able to demonstrate facility with research	KU Research Class	KU Research Class

	and applies basic sciences	design, IRB approval, research data gathering and synthesis, presentation of a research project and preparation of a scholarly paper.	<p>Required Research Project and discussion with Research Advisor</p> <p>Presentation of research at Annual KU Otolaryngology Alumni Day Conference</p>	<p>Exams</p> <p>KU alumni day presentation evaluations</p> <p>Structured assessment of completed research project</p>
	Has knowledge of and applies clinical knowledge	The Fellow will be able to demonstrate facility with a broad range of Pediatric ENT relevant knowledge of anatomy, pathophysiology, and therapeutic options in complex Pediatric ENT cases.	<p>Assigned Reading from the Fellowship Requirements</p> <p>Required Clinical Conferences</p> <p>Clinical discussions with attending Pediatric ENT attending</p>	<p>Attending and resident assessment of the fellow</p> <p>Mock Oral Boards exam</p>

ACGME Competency	Required Skill	What specific LEARNING OBJECTIVE(S) addresses this required skill?	What LEARNING OPPORTUNITIES does this learning objective apply to?	How is this skill ASSESSED? (Goal: Include at least 1 method in addition to 360 eval)
<b>Practice-Based Learning &amp; Improvement</b>	Identifies strengths, deficiencies, and limitations in their own knowledge and expertise	The Fellow will be able to comprehensively review their own cases and analyze them for strengths, limitations, and deficiencies in the management performed and be able to propose concrete solutions on how to improve the care/outcomes of similar patients in the future.	Case discussion in M & M conference	Attending assessment of the fellow  Program Director assessment of the Fellow's analysis of their cases during biannual review
	Sets learning and improvement goals and identify and performs appropriate learning activities to achieve them	The Fellow will be able to perform a structured self-evaluation prior to the biannual performance review in which they are able to identify specific strengths and weaknesses in their own practice and propose concrete strategies to improve performance.	Structured self-assessment procedure	Program director assessment of self-assessment form and discussion during biannual review.
	Systematically analyses practice using quality improvement methods and implements changes with the goal of practice improvement	The Fellow will be able to recognize the need for quality improvement within the department and is able to design and implement an effective quality improvement project during their fellowship.	Participation in department-based QI Projects (e.g., developing intra-operative digital photograph archives)	Measured improvement of outcomes after QI project implemented.
	Incorporates formative evaluation feedback into daily practice	The fellow will be able to integrate feedback from faculty and colleagues to improve patient care.	Attending discussion during rounds.	Attending assessment of fellow  Program director

				assessment of the Fellow's self assessment form during biannual review.
	Locates, appraises, and assimilates evidence from scientific studies related to their patients' health problems	The fellow will be able to analyze literature on pediatric otolaryngology topics and apply the literature to diagnose and treat patient disease processes.	Journal Club Assignments , Otolaryngology Resident Conference Bailey's Chapter Review, Pathology ENT Conference, Radiology ENT Conference, Otolaryngology Grand Rounds, Otolaryngology Morbidity and Mortality Conference	Conference evaluations  Attending assessment of fellow
	Uses information technology to optimize learning	The fellow will demonstrate computer skills to obtain and relay information in the areas of research and patient care.	Literature Searches for supportive literature when managing specific patients  Journal Club Assignments  Required Research Project  Use of computerized references and patient information during clinical activities  KU Research Class  CMH Fellowship Core Curriculum lectures	Journal Club conference and evaluations  Bibliography for research project  Fellowship orientation skills assessment
	Participates in the education of patients, families, students, residents, and other health professionals	The fellow will explain appropriate information to patients and patient's family's about their disease process and treatments.  The fellow will demonstrate effective educational	Preparation of didactic teaching to ENT residents and General Pediatric Residents with input by attending Pediatric ENT surgeon	360 Evaluation  Educational conference evaluations

		techniques through bedside teaching and formal lectures to students, residents, and other health care professionals about pediatric otolaryngology disease processes.	Direct observation of attending Pediatric ENT surgeon when they educate patient families	
--	--	---	--	--

ACGME Competency	Required Skill	What specific LEARNING OBJECTIVE(S) addresses this required skill?	What LEARNING OPPORTUNITIES does this learning objective apply to?	How is this skill ASSESSED? (Goal: Include at least 1 method in addition to 360 eval)
<b>Interpersonal &amp; Communication Skills</b>	Communicates effectively with patients, families, and the public across a broad range of SES and cultural backgrounds	The fellow will demonstrate effective communication techniques with patients, families and the public across a broad range of socioeconomic and cultural backgrounds.	Attending discussion during rounds  CMH Diversity training  CMH Fellowship Core Curriculum conference  Communication workshop at Winter competency meeting	360 Evaluation  Diversity training quiz  Empathy questionnaire at KU Winter Competency Conference
	Communicates effectively with physicians, other health professionals and health related agencies	The fellow will demonstrate effective communication with other pediatric services as a primary and consulting physician. The physician will also demonstrate effective communication with other health care professionals within the clinic and hospital setting.	Dictating consult note and recommendations while consulting on Pediatric ENT patients for other services.	360 Evaluation  Structured assessment of sample of fellow's consult notes by attending Pediatric ENT surgeon
	Works effectively as a member or leader of a health care team or other professional group	The fellow will demonstrate effective leadership skills as the physician in charge of the Pediatric Otolaryngology inpatient service.	Direct observation during inpatient rounds by attending physicians.  CMH Fellowship Core Curriculum Conference	360 Evaluation  Program director assessment during biannual review.
	Acts in consultative role to other physicians and health professionals, as appropriate	The fellow demonstrates effective communication skills while acting in the consultant role to other physician and health care professionals.	Dictating consult note and recommendations while consulting on Pediatric ENT patients for other services.	Structured assessment of sample of fellow's consult notes by



				attending Pediatric ENT surgeon
	Maintains comprehensive, timely, and legible medical records	The fellow will practice timely and accurate verbal dictations or type written notes for all aspects of patient record keeping.	Dictating/writing patient consult notes, daily progress notes, operative notes, clinic notes and letters to referring physicians.	Structured assessment of sample of fellow's consult notes by attending Pediatric ENT surgeon
<b>Professionalism</b>	Is compassionate, respectful, and shows integrity towards others	The fellow will demonstrate respectful behavior towards patients, patient's families, and other health care team members. The fellow will demonstrate compassionate care towards patients and their families.	Direct observation during clinics, inpatient rounds, care of patients in the operating room and interactions with other health team members by attending Pediatric Otolaryngology attendings.  CMH Fellowship Core Curriculum conference  Emotional Intelligence and Empathy discussion KU Winter competency Meeting.	360 Evaluations  Program director assessment of self-assessment form and discussion during biannual review.  Emotional Intelligence and Empathy surveys
	Is responsive to patient needs that supersedes self-interest	The fellow will demonstrate punctual behavior for inpatient rounds, surgeries and clinics and will answer calls and pages promptly from other health care team members while on call.	Direct observation during clinics, inpatient rounds, care of patients in the operating room and interactions with other health team members by attending Pediatric Otolaryngology attendings.  CMH Core Curriculum Conference Emotional Intelligence and Empathy discussion KU Winter competency Meeting.	360 Evaluations  Program director assessment of self-assessment form and discussion during biannual review.  Emotional Intelligence and Empathy surveys
	Is respectful of patient	The fellow will recognize patient privacy and	Mandatory HIPPA training at CMH	Computerized post-

	privacy and autonomy	autonomy rules as mandated by HIPPA.		training examinations
--	----------------------	--------------------------------------	--	-----------------------

ACGME Competency	Required Skill	What specific LEARNING OBJECTIVE(S) addresses this required skill?	What LEARNING OPPORTUNITIES does this learning objective apply to?	How is this skill ASSESSED? (Goal: Include at least 1 method in addition to 360 eval)
	Is accountable to patients, society, and the medical profession	The fellow will volunteer their time through a medical mission opportunity or through another project of their choice.	Participation in international medical mission to Guatemala  Reflective writing on the international medical mission to Guatemala	Attending assessment of performance  Program director structured assessment of reflective writing assignment
	Is sensitive and responsive to gender, age, culture, race, religious, disability, and sexual orientation issues	The fellow will demonstrate communication skills and professional behavior in the work setting that are sensitive and responsive to all people.	Inpatient Rounds, clinic setting, operating room experiences with attending otolaryngologist.  CMH Fellowship Core Curriculum Didactics  Diversity training	360 Assessment  Diversity training quiz
<b>Systems-Based Practice</b>	Works effectively in various health care delivery settings and systems	The fellow will manage patient care in a cost effective manner for the appropriate clinical setting. The fellow will treat the families and fellow health care workers with respect despite the socioeconomic conditions.	CMH Fellowship Core Curriculum Didactics  Guatemala mission trip	360 Assessment  Program director structure assessment of reflective writing assignment
	Coordinates patient care within the health care system relevant to their clinical specialty	The fellow will manage pediatric otolaryngology patient's recommendations for care between our service, the primary physicians and other specialty consultants.	Inpatient rounds with a pediatric otolaryngologist  Inpatient case management conferences with other services	360 evaluation  Program director assessment during biannual review

			and the patient's family  Outpatient clinic with an attending otolaryngologist	
	Incorporates considerations of cost awareness and risk-benefit analysis in patient and/or population-based care	The fellow will detect cost limitations of patients for medications and surgical care and provide the patient and family appropriate information to help them make informed decisions about their choices.	Medication Cost department didactics  Winter meeting activity	Assessment of cost expenditures per resident or fellow
	Advocates for quality patient care and optimal patient care systems	The Fellow is able to coordinate various services (i.e. Home Health Nursing, Social Work, Medical equipment providers) when creating appropriate discharge planning for patients.	CMH Fellow orientation	360 evaluation  Program director assessment during biannual review
	Works in interprofessional teams to enhance patient safety	The Fellow is able to function effectively in interprofessional teams when creating appropriate discharge planning for patients.  The Fellow knows the appropriate steps to follow to arrange provision of necessary medical apparatus for discharged patients to use at home.	Inpatient rounds with attending otolaryngologist.  Inpatient rounds with Nurse Practitioners responsible for trach patients.	360 evaluation  Program director assessment during biannual review
	Participates in identifying system errors and implementing potential systems solutions	The fellow will design and complete a practice based learning and improvement project during their fellowship year. The fellow will distinguish system errors with pediatric otolaryngology patients and discuss and apply potential solutions during morbidity and mortality conference.	Case discussion in morbidity and mortality conference  Practice based learning and improvement project.	Program director assessment during biannual review  Practice based learning and improvement project Checklist

