

# Benchmarks in Oral and Maxillofacial Surgery Education and Training



# Benchmarks in Oral and Maxillofacial Surgery Education and Training

These Benchmarks are offered for use in evaluation of oral and maxillofacial surgery residents in the context of their participation in a residency training program. These Benchmarks are intended as a basis for the assessment of a resident's progress in various practice domains specific to the specialty.

This project was initiated in response to the desire to increase the use of outcomes measurement in assessment of the oral and maxillofacial surgery residency educational process. There has also been a perceived need, in some institutions, to assess oral and maxillofacial surgery residents in a manner consistent with other graduate medical education programs.

This document was a collaborative effort between the AAOMS Committee on Residency Education and Training and the OMS Faculty Section Executive Committee and has been reviewed by the AAOMS Board of Trustees.

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A *general* interpretation of each level for oral and maxillofacial surgery is as follows; this may vary by Practice Domain:

**Critical Deficiencies:** These learner behaviors are not within the spectrum of developing competence. Instead, they demonstrate significant deficiencies in a resident's performance.

**Level 1:** Describes behaviors of an early learner.

Medical Knowledge:	Basic knowledge
Patient Care:	Participates

**Level 2:** Describes behaviors of a resident who is advancing and demonstrating improvement in performance related to benchmarks.

Medical Knowledge:	Intermediate knowledge
Patient Care:	Provides with supervision or assistance

**Level 3:** Describes behaviors of a resident who substantially demonstrates the benchmarks identified for an oral and maxillofacial surgeon who is ready for unsupervised, independent practice. This level is designed as the minimal graduation target, but a resident may achieve these benchmarks at any point during residency. In addition to the provided language, the *OMS Parameters of Care* may serve as additional guidelines for the medical knowledge and patient care outcomes expected of Level 3.

Medical Knowledge:	Advanced knowledge
Patient Care:	Provides independently

**Level 4:** Describes behaviors of a resident who has advanced beyond the minimal benchmarks that describe unsupervised independent practice. These benchmarks reflect the competence of a role model. It is expected that exceptional residents will demonstrate these benchmark behaviors.

Medical Knowledge:	Expert knowledge
Patient Care:	Provides complex care independently

### **Additional Notes**

**Level 4** is the aspirational goal of training, but does not represent the minimal requirements for graduation.

Decisions about readiness for graduation are the purview of the residency program director.

Some benchmark descriptions include statements about ability to perform independently. These activities must occur in conformity with institutional and program supervision policies and guidelines.

The diagram below presents an example set of Benchmarks for Practice Domain in the same format as the Benchmark evaluations. For each reporting period, a resident's performance on the benchmarks for each Practice Domain will be indicated by:

- selecting the benchmark level that best describes the resident's performance
- Or
- selecting the "Critical Deficiencies" response option

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
		Comments:				

The resident demonstrates the knowledge or behavior of the identified benchmarks of the preceding level and some, but not all, of the knowledge or behavior of the identified benchmarks of the subsequent Level.

The resident has demonstrated all of the knowledge or behavior of the identified benchmarks within this Level.

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
Anesthesia and Medicine	Medical Knowledge	<p>The resident lacks a basic understanding of medicine and anesthesia beyond that expected of a general dentist.</p>	<p>Demonstrates intermediate knowledge of anesthetic pharmacology</p> <p>Demonstrates intermediate knowledge of common medical conditions</p> <p>Demonstrates intermediate knowledge of difficult airway management</p> <p>Achieves ACLS certification</p>	<p>Demonstrates advanced knowledge of anesthetic pharmacology</p> <p>Demonstrates advanced knowledge common medical conditions</p> <p>Demonstrates advanced knowledge difficult airway management</p> <p>Demonstrates intermediate knowledge of complex and uncommon medical conditions</p>	<p>Demonstrates expert knowledge of anesthetic pharmacology</p> <p>Demonstrates expert knowledge of common medical conditions</p> <p>Demonstrates expert knowledge of difficult airway management</p> <p>Demonstrates advanced knowledge of complex and uncommon medical conditions</p> <p>Achieves PALS certification</p>	<p>Engages in outcomes based research</p>	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<p>Comments:</p>					

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Pre-anesthetic Assessment of Adult Patients</b></p>	<p><b>Patient Care</b></p>	<p>The resident obtains an inaccurate or incomplete medical history.</p> <p>The resident performs an inaccurate or incomplete physical examination.</p> <p>The resident fails to recognize critical components of the medical history or key findings in the physical examination.</p> <p>The resident fails to recognize patients that are inappropriate candidates for office based anesthesia.</p>	<p>Performs comprehensive medical history and physical examination of routine patients with assistance</p> <p>Performs targeted physical examination to assess a patient's airway with assistance</p> <p>Selects appropriate diagnostic studies and consultations with assistance</p>	<p>Independently performs comprehensive medical history and physical examination of routine patients</p> <p>Independently performs targeted physical examination to assess a patient's airway</p> <p>Independently obtains appropriate diagnostic studies and consultations</p>	<p>Independently performs comprehensive medical history and physical examination of complex patients</p> <p>Integrates information between medical history and physical examination</p> <p>Independently interprets diagnostic studies</p> <p>Independently recognizes need for pre-anesthetic optimization of patients, when appropriate</p>	<p>Models and teaches performance of comprehensive medical history and physical examination</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Pre-anesthetic Assessment of Pediatric Patients	Patient Care	<p>The resident obtains an inaccurate or incomplete medical history.</p> <p>The resident performs an inaccurate or incomplete physical examination.</p> <p>The resident fails to recognize critical components of the medical history or key findings in the physical examination.</p> <p>The resident fails to recognize patients that are inappropriate candidates for office based anesthesia.</p>	<p>Performs comprehensive medical history and physical examination of routine patients with assistance</p> <p>Performs targeted physical examination to assess a patient's airway with assistance</p> <p>Selects appropriate diagnostic studies and consultations with assistance</p>	<p>Independently performs comprehensive medical history and physical examination of routine patients</p> <p>Independently performs targeted physical examination to assess a patient's airway</p> <p>Independently obtains appropriate diagnostic studies and consultations</p>	<p>Independently performs comprehensive medical history and physical examination of complex patients</p> <p>Integrates information between medical history and physical examination</p> <p>Independently interprets diagnostic studies</p> <p>Independently recognizes need for pre-anesthetic optimization of patients, when appropriate</p>	<p>Models and teaches performance of comprehensive medical history and physical examination</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Anesthetic Plan and Administration for Adult Patients</b>	<b>Patient Care</b>	<p>The resident fails to complete a pre-anesthetic checklist of drugs, equipment or instrumentation.</p> <p>The resident fails to formulate or implement an appropriate anesthetic plan.</p> <p>The resident fails to recognize the need for pre-anesthetic optimization of patients and consultations, when necessary.</p> <p>The resident fails to recognize critical monitoring data.</p> <p>The resident fails to recognize patients that are inappropriate candidates for office based anesthesia.</p>	<p>Assembles and utilizes appropriate anesthetic armamentarium with assistance</p> <p>Formulates customized anesthetic plan with assistance</p> <p>Performs routine moderate sedation with supervision</p>	<p>Independently assembles and utilizes appropriate anesthetic armamentarium</p> <p>Independently formulates customized anesthetic plan for adult patients</p> <p>Performs all levels of routine anesthetics for adult and pediatric patients with supervision</p> <p>Independently recognizes anesthetic complications</p>	<p>Independently performs appropriate anesthetic for complex patients</p> <p>Independently interprets data from standard monitors</p> <p>Independently manages routine anesthetic complications</p> <p>Performs successfully in simulated crisis management</p>	<p>Engages in outcomes based research</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Anesthetic Plan and Administration for Pediatric Patients</b>	<b>Patient Care</b>	<p>The resident fails to complete a pre-anesthetic checklist of drugs, equipment or instrumentation.</p> <p>The resident fails to formulate or implement an appropriate anesthetic plan.</p> <p>The resident fails to recognize the need for pre-anesthetic optimization of patients and consultations, when necessary.</p> <p>The resident fails to recognize critical monitoring data.</p> <p>The resident fails to recognize patients that are inappropriate candidates for office based anesthesia.</p>	<p>Assembles and utilizes patient appropriate anesthetic armamentarium with assistance in pediatric patients</p> <p>Appropriately customizes monitor alarm limits for pediatric patients</p> <p>Determines appropriate weight based dosages of anesthetic agents in pediatric patients</p>	<p>Independently assembles and utilizes patient appropriate anesthetic armamentarium in pediatric patients</p> <p>Formulates customized anesthetic plan for pediatric patients with assistance</p> <p>Performs routine moderate sedation with supervision in pediatric patients</p>	<p>Independently formulates customized anesthetic plan for pediatric patients</p> <p>Independently interprets data from standard monitors for pediatric patients</p> <p>Performs all levels of routine anesthetics for pediatric patients with supervision</p> <p>Independently recognizes anesthetic complications in the pediatric patient</p> <p>Performs successfully in simulated crisis management</p>	<p>Independently performs all levels of routine anesthetics for pediatric patients</p> <p>Independently manages routine anesthetic complications in pediatric patients</p> <p>Engages in outcomes based research</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Anesthesia – Airway Skills and Parenteral Access in Patients</b>	<b>Patient Care</b>	<p>The resident fails to recognize airway obstruction.</p> <p>The resident fails to successfully ventilate the routine airway.</p> <p>The resident fails to assemble the appropriate airway armamentarium.</p> <p>The resident fails to recognize an infiltrated intravenous line</p>	<p>Independently places oropharyngeal and nasopharyngeal airways</p> <p>Performs laryngeal mask airway placement with supervision</p> <p>Performs placement of intravenous catheters in routine patients with supervision</p> <p>Independently prepares intravenous fluids for administration</p>	<p>Performs endotracheal intubation with supervision</p> <p>Independently performs laryngeal mask airway placement</p> <p>Independently performs placement of intravenous catheters</p>	<p>Independently performs endotracheal intubation</p> <p>Performs advanced airway techniques (e.g., fiberoptic intubation, awake intubation) with supervision</p> <p>Independently performs prolonged mask ventilation</p> <p>Performs advanced techniques to secure access to administer drugs (e.g., intraosseous)</p>	<p>Independently performs advanced airway techniques (e.g., fiberoptic intubation, awake intubation)</p>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Anesthesia – Airway Skills and Parenteral Access in Pediatric Patients</b>	<b>Patient Care</b>	<p>The resident fails to recognize anatomical airway differences in a pediatric patient.</p> <p>The resident fails to recognize airway obstruction.</p> <p>The resident fails to successfully ventilate the routine airway.</p> <p>The resident fails to assemble the patient appropriate airway armamentarium in the pediatric patient.</p> <p>The resident fails to recognize an infiltrated intravenous line</p>	<p>Independently places oropharyngeal and nasopharyngeal airways</p> <p>Performs laryngeal mask airway placement with supervision</p> <p>Performs placement of intravenous catheters in routine patients with supervision</p> <p>Independently prepares intravenous fluids for administration</p>	<p>Performs endotracheal intubation with supervision</p> <p>Independently performs laryngeal mask airway placement</p> <p>Independently performs placement of intravenous catheters</p> <p>Performs intramuscular injections with supervision</p>	<p>Independently performs endotracheal intubation</p> <p>Performs advanced airway techniques (e.g., fiberoptic intubation, awake intubation) with supervision</p> <p>Independently performs prolonged mask ventilation</p> <p>Independently performs intramuscular injections</p> <p>Performs advanced techniques to secure access to administer drugs (e.g., intraosseous)</p>	<p>Independently performs advanced airway techniques (e.g., fiberoptic intubation, awake intubation)</p>
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PGY Level:

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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
Pain Management	Medical Knowledge	The resident lacks a level of understanding of opioid and non-opioid analgesic pharmacology beyond that expected of a general dentist.	<p>Demonstrates intermediate knowledge of opioid and non-opioid analgesic pharmacology</p> <p>Demonstrates intermediate knowledge of the pathophysiology of acute and chronic pain</p>	<p>Demonstrates advanced knowledge of opioid and non-opioid analgesic pharmacology</p> <p>Demonstrates advanced knowledge of the pathophysiology of acute and chronic pain</p>	<p>Demonstrates expert knowledge of opioid and non-opioid analgesic pharmacology</p> <p>Demonstrates expert knowledge of the pathophysiology of acute and chronic pain</p>	<p>Demonstrates expert knowledge of medical and pharmacological management of chronic facial pain</p>	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Pain Management	Patient Care	<p>The resident fails to recognize or treat procedural pain.</p> <p>The resident fails to recognize impact of prescribing practices and substance use disorders.</p>	<p>Independently manages uncomplicated procedural pain.</p> <p>Recognizes substance seeking behavior</p>	<p>Manages complex procedural pain with assistance</p> <p>Recognizes chronic pain conditions</p>	<p>Independently manages complex procedural pain</p> <p>Independently manages uncomplicated chronic pain conditions</p> <p>Recognizes the need for consultation with pain management specialist</p>	<p>Independently manages complicated chronic pain conditions</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
<b>Dentoalveolar and Pre-Prosthetic Surgery</b>	<b>Medical Knowledge</b>	The resident lacks the level of understanding of dentoalveolar surgery, local anesthetics or radiographic interpretation beyond that expected of a general dentist.	Demonstrates basic knowledge of the pertinent head and neck anatomy	Demonstrates advanced knowledge of the common complications associated with dentoalveolar/pre-prosthetic surgery and the appropriate treatment options	Demonstrates expert knowledge of bone healing and complications associated with radiation and anti-resorptive medications	Educates colleagues and other professionals	
			Demonstrates basic knowledge of appropriate indications for antibiotic prophylaxis	Demonstrates advanced knowledge of pathologic radiographic anatomy (e.g., panoramic and periapical views)	Demonstrates expert knowledge of care of patients receiving radiation/chemotherapy	Engages in outcomes based research	
Demonstrates basic knowledge of normal radiographic anatomy (e.g., panoramic views, periapical views)	Demonstrates advanced knowledge of pathologic radiographic anatomy (e.g., panoramic and periapical views)	Demonstrates advanced knowledge of advanced hemostatic techniques (e.g., transfusion products)	Demonstrates basic knowledge of the pathophysiology of periapical pathology	Demonstrates advanced knowledge of the management of impacted teeth (including orthodontic management)	Demonstrates expert knowledge of provision of surgical care in patients with complex medical conditions		
Demonstrates advanced knowledge of the use of local hemostatic techniques (e.g., cellulose, fibrin sprays)	Demonstrates advanced knowledge of the management of impacted teeth (including orthodontic management)	Demonstrates expert knowledge of hard and soft tissue grafting techniques and wound healing					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Dentoalveolar and Pre-Prosthetic Surgery</b>	<b>Patient Care</b>	The resident lacks the level of skill in dentoalveolar surgery beyond that expected of a general dentist.	Independently performs routine dental extractions  Independently performs routine intraoral suturing  Provides routine post-operative care  Performs surgical extractions with assistance when indicated  Obtains appropriate routine radiographs  Recognizes common surgical complications	Independently performs routine procedures (e.g., biopsy, incision and drainage of abscess)  Independently performs hard tissue procedures (e.g., alveoplasty, tori removal)  Independently performs surgical extractions  Manages surgical complications with assistance	Independently formulates treatment plans and performs pre-prosthetic surgeries  Manages surgical complications  Formulates a treatment plan for patients with complex medical issues and collaborates care with other providers  Independently performs complex procedures (e.g., vestibuloplasty, gingival grafts)	Models and teaches dentoalveolar surgical skills.  Engages in outcomes based research
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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PGY Level:

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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Maxillofacial Infection	Medical Knowledge	The resident lacks an understanding of the pertinent anatomy, microbiology, immunology and pharmacology.	<p>Demonstrates basic knowledge of the signs and symptoms of serious maxillofacial infection</p> <p>Demonstrates basic knowledge of the principles of airway management in patients with serious odontogenic infections</p> <p>Appropriately interprets laboratory values</p>	<p>Demonstrates intermediate knowledge of the postoperative progress of patients with maxillofacial infection</p> <p>Demonstrates intermediate knowledge of the management of serious maxillofacial infection</p>	<p>Demonstrates advanced knowledge of the management of the critically ill infection patient</p> <p>Demonstrates advanced knowledge of the criteria for extubation of patients with serious maxillofacial infection</p> <p>Demonstrates advanced knowledge of the pathophysiology of sepsis</p>	<p>Demonstrates expert knowledge of the management of the critically ill infection patient</p>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Maxillofacial Infection</b></p>	<p><b>Patient Care</b></p>	<p>The resident is unable to recognize a potentially compromised airway or life threatening infection.</p> <p>The resident fails to seek higher level management, when indicated, in a timely manner.</p>	<p>Independently recognizes a potentially compromised airway or life threatening infection</p> <p>Selects appropriate antibiotic therapy</p> <p>Independently manages patients with simple infections</p> <p>Participates in the initial management of patients with serious maxillofacial infection</p>	<p>Manages acute airway compromise with assistance</p> <p>Utilizes anatomic knowledge and imaging to plan appropriate surgery</p> <p>Provides routine inpatient and outpatient care following incision and drainage procedures</p> <p>Independently and accurately assesses infection severity and initiates necessary level of care</p>	<p>Independently manages or coordinates interdisciplinary care of acute airway compromise</p> <p>Coordinates comprehensive multidisciplinary management of the serious maxillofacial infection</p> <p>Independently performs surgery for serious maxillofacial infections</p>	<p>Manages the critically ill maxillofacial infection patient (e.g., sepsis, ventilatory support, nutrition)</p>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p>						

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Maxillofacial Trauma</b></p>	<p><b>Medical Knowledge</b></p>	<p>The resident lacks a basic understanding of pertinent anatomy.</p> <p>The resident lacks an understanding of basic surgical principles of hard and soft tissue management.</p> <p>The resident lacks a basic understanding of wound healing.</p>	<p>Demonstrates basic knowledge of common facial fracture patterns and classification systems</p> <p>Demonstrates basic knowledge of the incidence and management implications of other concomitant injuries</p> <p>Demonstrates basic knowledge of the routine use of maxillomandibular fixation devices</p> <p>Demonstrates basic knowledge of the principles of the surgical treatment of hard and soft tissue injuries and osteosynthesis</p>	<p>Demonstrates intermediate knowledge of appropriate use of imaging modalities in maxillofacial trauma</p> <p>Demonstrates intermediate knowledge of the etiology and incidence of the late effects of maxillofacial injury</p> <p>Demonstrates intermediate knowledge of the trauma survey</p> <p>Demonstrates intermediate knowledge of the relevant anatomy of common approaches to the facial skeleton</p>	<p>Demonstrates advanced knowledge of the principles of treatment sequencing in panfacial trauma</p> <p>Demonstrates advanced knowledge of the surgical principles of complex procedures</p> <p>Achieves ATLS certification</p>	<p>Demonstrates advanced knowledge of the management of late sequelae and complications of facial trauma</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Comments:</p>						

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Maxillofacial Trauma</b></p>	<p><b>Patient Care</b></p>	<p>The resident is unable to perform an adequate history and physical examination.</p> <p>The resident fails to recognize concomitant injuries.</p> <p>The resident is unable to treat dentoalveolar or minor soft tissue injuries.</p> <p>The resident is unable to recognize airway compromise.</p> <p>The resident is unable to recognize common postoperative problems.</p>	<p>Orders appropriate diagnostic and imaging studies</p> <p>Accurately interprets imaging studies for minor maxillofacial trauma</p> <p>Requests appropriate consultation for concomitant injuries</p> <p>Provides routine post-operative care</p> <p>Participates in the surgical management of the complex maxillofacial trauma patient</p>	<p>Manages acute airway compromise with assistance</p> <p>Accurately interprets imaging studies</p> <p>Independently formulates a treatment plan for routine facial trauma</p> <p>Independently performs routine procedures (e.g., closed reduction)</p> <p>Manages complications with assistance</p>	<p>Independently manages or coordinates interdisciplinary care of acute airway compromise</p> <p>Independently performs complex procedures</p> <p>Independently manages complications</p> <p>Independently formulates a treatment plan for patients with complex injuries, polytrauma and comorbidities</p>	<p>Independently manages complex secondary deformities</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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PGY Level:

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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
<p><b>Skeletofacial Deformities and Obstructive Sleep Apnea</b></p>	<p><b>Medical Knowledge</b></p>	<p>The resident lacks a basic understanding of skeletofacial deformities or obstructive sleep apnea.</p> <p>The resident lacks a basic understanding of the pertinent anatomy.</p>	<p>Demonstrates basic knowledge of the growth and development of the craniofacial skeleton</p> <p>Demonstrates basic knowledge of the classification of skeletofacial deformities</p> <p>Demonstrates basic knowledge of the role of multidisciplinary treatment of skeletofacial deformities</p> <p>Demonstrates basic knowledge of essential cephalometric landmarks</p> <p>Demonstrates intermediate knowledge of the pathophysiology of obstructive sleep apnea</p>	<p>Demonstrates intermediate knowledge of cephalometric analysis</p> <p>Demonstrates intermediate knowledge of surgical concepts used to treat skeletofacial deformities</p> <p>Demonstrates intermediate knowledge of the principles of occlusion and treatment planning</p> <p>Demonstrates intermediate knowledge of common complications of the surgical correction of skeletofacial deformities</p> <p>Demonstrates advanced knowledge of the pathophysiology of obstructive sleep apnea</p>	<p>Demonstrates advanced knowledge of the vascular supply to the maxillofacial region and its implications for surgical treatment</p> <p>Demonstrates advanced knowledge of the management of complications of surgical correction of skeletofacial deformities</p> <p>Demonstrates expert knowledge of the pathophysiology of obstructive sleep apnea</p>	<p>Demonstrates advanced knowledge of maxillofacial anatomy and its implications for complex surgical treatment</p> <p>Demonstrates advanced knowledge of the role of multidisciplinary treatment of skeletofacial deformities and obstructive sleep apnea</p>	
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<p>Comments:</p>					

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Skeletofacial Deformities and Obstructive Sleep Apnea</b>	<b>Patient Care</b>	<p>The resident is unable to perform basic data-gathering techniques.</p> <p>The resident is unable to perform an accurate history and physical.</p> <p>The resident is unable to recognize common postoperative problems.</p>	<p>Performs an accurate facial analysis and evaluation</p> <p>Performs basic cephalometric analysis</p> <p>Performs model surgery or virtual surgical planning techniques with assistance</p> <p>Performs adequate clinical photography</p>	<p>Independently performs model surgery or virtual surgical planning techniques</p> <p>Performs surgical procedures with assistance</p> <p>Prescribes or refers for non-surgical management, obstructive sleep apnea patients, when appropriate</p>	<p>Integrates cephalometric and clinical analysis to formulate treatment plans</p> <p>Actively participates in multidisciplinary treatment planning of skeletofacial deformities and obstructive sleep apnea patients</p> <p>Independently manages and performs routine orthognathic procedures</p> <p>Independently manages postoperative complications</p>	<p>Formulates and implements surgical treatment plans for complex skeletofacial deformities</p> <p>Independently manages and performs complex orthognathic procedures</p>
<p>Comments:</p>						

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Cleft and Craniofacial Deformities</b></p>	<p><b>Medical Knowledge</b></p>	<p>The resident lacks a basic understanding of cleft and craniofacial syndromes.</p> <p>The resident lacks a basic understanding of the pertinent anatomy.</p>	<p>Demonstrates basic knowledge of craniofacial genetics and the growth and development of the craniofacial skeleton</p> <p>Demonstrates basic knowledge of the classification of cleft deformities</p> <p>Demonstrates basic knowledge of the role of multidisciplinary treatment of cleft and craniofacial deformities</p>	<p>Demonstrates basic knowledge of the broad rationale of treatment sequencing for cleft/craniofacial deformities</p> <p>Demonstrates intermediate knowledge of characteristics of common cleft/craniofacial syndromes</p>	<p>Demonstrates advanced knowledge of vascular supply to the maxillofacial region and its implications for surgical treatment</p> <p>Demonstrates advanced knowledge of surgical concepts and procedures used to treat cleft/craniofacial deformities</p>	<p>Demonstrates advanced knowledge of maxillofacial anatomy and its implications for complex surgical treatment</p> <p>Models and teaches the rationale of treatment sequencing for cleft/craniofacial deformities</p> <p>Demonstrates advanced knowledge of the role of multidisciplinary treatment of cleft/craniofacial deformities</p>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<p>Comments:</p>				

Name:

PGY Level:

Date:

Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Cleft and Craniofacial Deformities</b>	<b>Patient Care</b>	<p>The resident is unable to perform basic data-gathering techniques.</p> <p>The resident is unable to perform an accurate history and physical.</p> <p>The resident is unable to recognize common postoperative problems.</p>	<p>Performs an accurate craniofacial analysis and evaluation</p> <p>Performs adequate clinical photography</p>	<p>Independently performs model surgery or virtual surgical planning techniques</p> <p>Performs alveolar cleft grafting with assistance</p> <p>Manages complications with supervision</p> <p>Ensures multidisciplinary care of the cleft/craniofacial patient from birth to maturity</p>	<p>Integrates cephalometric and clinical analysis to formulate treatment plans</p> <p>Independently manages common postoperative complications</p> <p>Manages complex postoperative complications with assistance</p> <p>Actively participates in multidisciplinary treatment planning</p> <p>Independently performs alveolar cleft grafting</p>	<p>Formulates and implements surgical treatment plans for craniofacial deformities</p> <p>Independently manages patients and performs surgery for primary cleft and craniofacial procedures</p> <p>Independently manages complex postoperative complications</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
<p><b>Facial Cosmetic Surgery</b></p>	<p><b>Medical Knowledge</b></p>	<p>The resident lacks a basic understanding of facial aging and common facial cosmetic deformities.</p>	<p>Demonstrates basic knowledge of the pertinent anatomy</p> <p>Demonstrates basic knowledge of the effects of aging on the face</p> <p>Demonstrates basic knowledge of the use of clinical photography</p>	<p>Demonstrates intermediate knowledge of the concepts of facial aging and basic surgical and non-surgical treatments for the aging face</p> <p>Demonstrates intermediate knowledge of the normal relationships, and proportions in facial analysis</p> <p>Demonstrates intermediate knowledge of the impact of psychological factors and patient expectations on outcomes in facial cosmetic surgery</p>	<p>Demonstrates advanced knowledge of the indications for various treatment options for addressing the aging face</p> <p>Demonstrates advanced knowledge of the anatomy and principles of basic surgical and non-surgical facial cosmetic procedures</p> <p>Demonstrates advanced knowledge of the complications of facial cosmetic surgery</p>	<p>Demonstrates expert knowledge of the anatomy and principles of complex facial cosmetic procedures</p>	
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Facial Cosmetic Surgery</b>	<b>Patient Care</b>	The resident is unable to perform a focused cosmetic evaluation of the face or identify complications of facial cosmetic procedures.	Performs adequate clinical photography  Performs a focused cosmetic evaluation of the face with assistance  Identifies complications of facial cosmetic procedures with assistance	Formulates treatment plans with assistance  Manages common complications of facial cosmetic procedures with appropriate supervision  Assists with facial cosmetic procedures	Performs minimally invasive procedures with supervision  Independently assesses, diagnoses, and formulates treatment plans	Independently performs procedures and manages complex complications of facial cosmetic procedures
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Facial Pain and Temporomandibular Disorders</b>	<b>Medical Knowledge</b>	<p>The resident lacks a basic understanding of the pertinent anatomy.</p> <p>The resident lacks an understanding of the spectrum of temporomandibular disorders and facial pain.</p>	<p>Demonstrates basic knowledge of the pathophysiology of common facial pain disorders</p> <p>Demonstrates basic knowledge of the importance of multidisciplinary treatment of facial pain and temporomandibular disorders</p> <p>Demonstrates intermediate knowledge of surgical and non-surgical management of facial pain</p>	<p>Demonstrates basic knowledge of the indications for surgical and nonsurgical treatment</p> <p>Demonstrates intermediate knowledge of the relevant anatomy of common approaches to the TMJ</p> <p>Demonstrates basic knowledge of contraindications to surgical management and make appropriate referrals for further care</p>	<p>Demonstrates basic knowledge of the broad rationale of treatment planning and sequencing of TMJ total joint replacement</p> <p>Demonstrates advanced knowledge of non-surgical and surgical management of temporomandibular disorders and facial pain</p> <p>Demonstrates expert knowledge of maxillofacial anatomy and its implications for surgical treatment of temporomandibular disorders and facial pain</p>	<p>Demonstrates expert knowledge of medical and pharmacological management of chronic facial pain</p> <p>Demonstrates expert knowledge of non-surgical and surgical management of temporomandibular disorders and facial pain</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Facial Pain and Temporomandibular Disorders</b>	<b>Patient Care</b>	<p>The resident is unable to perform basic data-gathering techniques.</p> <p>The resident is unable to perform an accurate history and physical.</p> <p>The resident is unable to recognize common postoperative problems.</p>	<p>Performs temporomandibular joint evaluation and management with assistance</p> <p>Independently performs and documents sensory and motor examinations of the head, neck and face</p> <p>Independently performs and documents detailed TMD examination</p>	<p>Performs temporomandibular joint surgery with assistance</p> <p>Interprets sensory, motor and TMD examination of the head, neck and face with assistance</p> <p>Orders and interprets advanced imaging with assistance</p>	<p>Independently performs routine TMJ arthrotomy</p> <p>Independently interprets sensory, motor and TMD examination of the head, neck and face</p> <p>Refers facial pain patients for non-surgical management when appropriate</p> <p>Independently orders and interprets advanced imaging</p>	<p>Independently performs arthroplasties in complex cases (e.g., total joint replacement, ankylosis)</p> <p>Independently performs neuroablative procedures for facial pain</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
Pathology	Medical Knowledge	<p>The resident lacks a basic understanding of common pathologic conditions of the head and neck.</p> <p>The resident lacks an adequate understanding of the anatomy of the head and neck.</p>	<p>Demonstrates basic knowledge of common benign and malignant diseases and associated complications</p> <p>Demonstrates basic knowledge of the staging of head and neck cancer</p> <p>Demonstrates basic knowledge of basic diagnostic and imaging studies</p>	<p>Demonstrates intermediate knowledge of advanced diagnostic and imaging studies</p> <p>Demonstrates intermediate knowledge of surgical principles of ablative surgery</p> <p>Demonstrates intermediate knowledge of the role of adjunctive therapies</p>	<p>Demonstrates advanced knowledge of the indications for surgical and non-surgical treatments of benign and malignant disease</p> <p>Demonstrates basic knowledge of the management of regional metastases</p> <p>Demonstrates advanced knowledge of complex complications of benign disease</p>	<p>Demonstrates expert knowledge of the management of complex disease and regional and distant metastases</p> <p>Demonstrates advanced knowledge of complex complications of malignant disease</p>	
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Pathology	Patient Care	<p>The resident is unable to perform an accurate history and physical.</p> <p>The resident is unable to recognize common postoperative sequelae or complications.</p>	<p>Performs an accurate history and physical of an uncomplicated patient with head and neck pathologic conditions</p> <p>Recognizes common lesions of the hard and soft tissues of the head and neck</p> <p>Provides routine postoperative care</p>	<p>Recognizes common complications</p> <p>Appropriately prescribes postoperative rehabilitation</p> <p>Independently performs minor procedures (e.g., biopsy, fine needle aspiration)</p> <p>Independently interprets diagnostic studies</p>	<p>Independently formulates a treatment plan</p> <p>Independently performs excision and reconstruction of benign disease</p> <p>Manages complex complications</p>	<p>Independently manages patients with malignant disease</p> <p>Independently performs excision and reconstruction of malignant disease</p> <p>Actively participates in a multidisciplinary head and neck cancer team</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Reconstructive Surgery</b>	<b>Medical Knowledge</b>	<p>The resident lacks a basic understanding of common reconstructive surgery.</p> <p>The resident lacks an understanding of head and neck anatomy.</p>	<p>Demonstrates basic knowledge of the surgical anatomy of donor sites for hard and soft tissue flaps and grafts</p> <p>Demonstrates basic knowledge of hard and soft tissue wound and graft healing</p>	<p>Demonstrates intermediate knowledge of the surgical treatments for hard and soft tissue defects</p> <p>Demonstrates intermediate knowledge of the clinical and imaging assessment of patients for reconstructive surgery</p> <p>Demonstrates intermediate knowledge of prosthetic reconstructive options</p> <p>Demonstrates intermediate knowledge of the pathophysiology of nerve injury and regeneration</p>	<p>Demonstrates advanced knowledge of the surgical principles of hard and soft tissue reconstruction</p> <p>Demonstrates advanced knowledge of the effects of prior treatment modalities on reconstructive options</p> <p>Demonstrates advanced knowledge of the classification of nerve injuries</p>	<p>Demonstrates advanced knowledge of the management of complex head and neck defects with advanced techniques in hard and soft tissue flaps and grafts</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Reconstructive Surgery</b>	<b>Patient Care</b>	<p>The resident is unable to perform an accurate history and physical.</p> <p>The resident is unable to recognize common postoperative problems.</p>	<p>Provides routine postoperative care</p> <p>Requests and interprets appropriate imaging</p> <p>Able to discuss the indications, risks, benefits and alternatives of reconstructive surgical procedures</p>	<p>Performs routine reconstructive procedures with assistance</p> <p>Manages common postoperative complications of reconstructive surgery with assistance</p> <p>Independently performs a focused neurologic examination to diagnose nerve injury</p>	<p>Formulates a treatment plan for complex reconstructive surgery</p> <p>Independently performs routine reconstructive procedures</p> <p>Performs complex reconstructive procedures with assistance</p> <p>Independently manages common complications</p>	<p>Independently formulates complex treatment plans for reconstructive patients with comorbidities and prior treatments</p> <p>Independently performs complex reconstructive procedures</p> <p>Independently manages complex complications</p> <p>Independently performs nerve repair surgery</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<b>Dental and Craniomaxillofacial Implant Surgery</b>	<b>Medical Knowledge</b>	The resident lacks the level of understanding of implant surgery and anatomy beyond that expected of a general dentist.	Demonstrates basic knowledge of hard and soft tissue site preparation  Demonstrates basic knowledge of hard and soft tissue wound healing  Demonstrates basic knowledge of fundamentals of osseointegration, osteoinduction, osteoconduction and osteogenesis	Demonstrates intermediate knowledge of clinical and imaging assessment of patients for implant surgery  Demonstrates intermediate knowledge of restorative options  Demonstrates intermediate knowledge of the risk factors and complications associated with implant surgery	Demonstrates expert knowledge of the principles of implant surgery (e.g., immediate placement, immediate load and soft tissue management)  Demonstrates expert knowledge of esthetic principles as they relate to implant surgery	Engages in outcomes based research
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Dental and Craniomaxillofacial Implant Surgery	Patient Care	<p>The resident lacks the level of skill in implant surgery beyond that expected of a general dentist.</p>	<p>Performs history and focused evaluation of the implant candidate</p> <p>Participates in routine implant procedures</p> <p>Recognizes common postoperative problems</p>	<p>Performs routine implant procedures with supervision</p> <p>Recognizes and treats common postoperative complications of implant surgery with supervision.</p>	<p>Independently performs complex implant procedures</p> <p>Independently performs hard and soft tissue site preparation procedures</p> <p>Independently manages hard and soft tissue complications including peri-implantitis and failures</p>	<p>Independently performs craniomaxillofacial implant surgery</p> <p>Engages in outcomes based research</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Quality Improvement	Practice-Based Learning and Improvement	<p>The resident lacks interest or the ability to learn from the results of his or her practice.</p> <p>The resident fails to recognize the impact of errors and adverse events in patient care.</p> <p>The resident does not accept constructive criticism.</p>	<p>Participates in Morbidity and Mortality and/or other Quality Improvement conferences</p> <p>Acknowledges gaps in personal knowledge and expertise and frequently asks for feedback from teachers and colleagues</p> <p>Appropriately responds to feedback</p>	Continually seeks and incorporates feedback to improve performance	Accurately assesses areas of competencies and deficiencies and identifies areas for continued improvement	Applies self-assessment and life-long learning behaviors for practice improvement
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
<p><b>Research and Teaching</b></p>	<p><b>Practice-Based Learning and Improvement</b></p>	<p>The resident is unable to critically evaluate the literature.</p> <p>The resident does not communicate effectively as a teacher (e.g., is disorganized, is inattentive, uses language unsuitable for the level of the learner, discourages and disregards questions).</p>	<p>Describes basic concepts in clinical epidemiology, biostatistics, and clinical reasoning</p> <p>Accurately categorizes research study design</p> <p>Participates in the education of patients, families, residents and/or students</p>	<p>Critically evaluates research outcomes</p> <p>Teaches patients, families, residents and/or students</p>	<p>Formulates a valid research question and describes a plan to investigate it</p> <p>Teaches colleagues and other health professionals in both formal and informal settings</p> <p>Assesses and provides feedback to residents and/or students</p> <p>Demonstrates evidence of other scholarly activity</p>	<p>Executes a research project</p> <p>Develops and organizes educational activities at the programmatic level</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Communication with Patients and Families	Interpersonal and Communication Skills	<p>The resident is not able to clearly, accurately and respectfully communicate basic healthcare information with patients and families.</p> <p>The resident is unable to communicate effectively with other healthcare providers.</p>	Ensures that communication with patients, families and other healthcare providers is understandable and respectful	<p>Customizes communication to individual patient characteristics</p> <p>Provides timely updates to patients and families during hospitalizations and office visits</p>	<p>Demonstrates sensitivity towards patients and families</p> <p>Discusses complications and untoward events with patients and families</p> <p>Actively participates in interdisciplinary conferences</p>	<p>Capable of negotiating and managing conflict among patients and families</p> <p>Organizes, coordinates and facilitates family/healthcare team conferences</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4	
<p><b>Personal and Ethical Behavior</b></p>	<p><b>Professionalism</b></p>	<p>The resident displays undesirable or unethical behaviors, including being impolite or disrespectful, breaching patient confidentiality and privacy.</p> <p>The resident lacks integrity or fails to take responsibility for patient care activities or his or her actions.</p>	<p>Demonstrates polite and respectful behavior toward patients, their families, and other health care professionals</p> <p>Responds to pages and consultation requests promptly</p> <p>Honest and trustworthy</p> <p>Respects patient confidentiality and privacy</p>	<p>Maintains composure in accordance with ethical principles even in stressful situations</p> <p>Demonstrates a commitment to continuity of care by taking personal responsibility for patient care outcomes</p> <p>Exhibits compassion and empathy toward patients and their families</p> <p>Recognizes the limits of his or her knowledge and seeks assistance as appropriate</p>	<p>Ensures patient care responsibilities are performed and continuity of care is maintained</p> <p>Accepts responsibility for errors in patient care and initiates corrective actions</p> <p>Consistently demonstrates integrity in all aspects of care and professional relationships</p>	<p>Serves as a role model for ethical behavior</p> <p>Consistently places the interests of patients ahead of self-interests</p>	
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Coordination of Care	Systems Based Practice	<p>The resident lacks a basic understanding of the resources available for coordinating patient care.</p>	<p>Demonstrates intermediate knowledge of the resources available for coordinating patient care within the healthcare system</p>	<p>Actively participates in the coordination of care across multidisciplinary teams</p> <p>Utilizes the necessary resources to provide optimal patient care</p>	<p>Arranges, consistently and efficiently, disposition planning and interdisciplinary care</p> <p>Coordinates post-discharge ambulatory care</p>	<p>Coordinates complex disposition planning, (e.g., home healthcare, skilled nursing facility care etc.)</p>
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Practice Domain	Competency	Critical Deficiencies	Level 1	Level 2	Level 3	Level 4
Patient Safety	Systems Based Practice	<p>The resident lacks understanding of patient safety protocols.</p> <p>The resident fails to recognize adverse events.</p> <p>The resident fails to intervene in the management or prevention of an adverse event.</p>	<p>Demonstrates intermediate knowledge of patient safety protocols</p> <p>Demonstrates basic knowledge of common causes of medical errors</p> <p>Complies with department and institutional safety policies</p> <p>Demonstrates basic knowledge of team approach in preventing adverse events</p>	<p>Uses protocols to prevent adverse events (e.g., checklists, huddles and briefings)</p> <p>Describes the common system causes for errors</p>	<p>Reports problematic behaviors, processes, and devices (including errors and near misses)</p> <p>Actively participates in morbidity and mortality conferences to improve patient safety</p>	<p>Formally analyzes shared team experiences to prevent future errors using proven analysis techniques (e.g., root cause analysis, failure mode effects analysis)</p> <p>Leads team by promoting situational awareness and input by all team members</p>
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