



GENERAL PRACTICE RESIDENCY PROGRAM

## COMPETENCIES

RESIDENCY YEAR 2011-2012



SPECIAL CARE DENTISTRY™

# INFORMATION FOR THE GENERAL PRACTICE RESIDENTS

## Introduction:

The American Dental Association has asked us to create a list of “Competency statements” that we feel you should be able to perform by the time you finish our program. Competency statements also allow us to assess your progress and determine if you can perform the skills, or competencies, that we have determined you should.

In the SMC GPR program, we have a total of 96 competency statements, 3 of which are optional or include an optional component. In each of these areas, we will determine the skill level you have achieved, with the following descriptors:

- 1 - Novice: When the resident is completely or recently new to a particular knowledge, skill, or value; unable to perform without direct supervision, makes errors, is slow or hesitant, rule driven, and relies upon one method to complete the task.
- 2 - Beginner: A resident who can demonstrate knowledge, skill and value sufficiently to complete a task, but still is unable to do so completely independently. Errors are fewer than the novice, but may still be present.
- 3 - Competent: The level of knowledge, skills, and values required by residents to perform independently an aspect of dental practice after completing the program.
- 4 - Proficient: The level of knowledge, skills, and values attained when a particular activity is accomplished in more complex situations, with repeated quality, and with a more efficient utilization of time.
- 5 - Expert: The level of knowledge, skills, and values attained when execution is flawless, fast, fluid, easily modified, conformed to context, done with multiple methods, integrated.

## Completing the Program:

In order to receive a *Certificate of Completion* from the program, you must demonstrate a level of “Competent” or better in each statement by the time you finish. With reasonable effort and skill, you should meet these criteria with ease. We will continually assess your activity throughout the program, and will formally review your progress four times during the year (September, January, March and June). If you are progressing well, we will congratulate you. In areas that you are particularly doing a good job, you will receive “Proficient” or perhaps even “Expert” evaluations. Note that “Novice” and “Beginner” scores may be used as normal interim scores as you progress from July to June, and will be appropriately upgraded as your skills improve.

If we detect areas that you may fail to meet our minimum standards, we will provide remediation. If, by the end of the program we feel you still have been unable to master the basic skills to a level of “Competent”, we will be unable to award you a *Certificate of Completion*, and will issue a “Certificate of Participation” instead. Of course, we hope all residents will complete the program as intended.

## Rules:

Our Competency Statements are attached. Note that some competencies (such as pedo and anesthesia) can only be met on those rotations. It behooves you to revisit this list often to ensure you are on track and/or have time to obtain remediation. Similarly, our faculty will be monitoring you for appropriate progress and will attempt to intervene quickly if any difficulties are detected. If you have questions or concerns about your progress, please ask the faculty on your rotation or Dr. Bart Johnson. We’ll be happy to help.

## The Rewards

The benefit of using Competency statements is that you can document what you are capable of doing to future employers or advanced training programs. Proficient and Expert designations carry quite a bit of weight, and most residents achieve several of these scores in various areas. Plus, by only granting a *Certificate of Completion* to those residents who have truly mastered the entire battery of skills we have set forth, it ensures that our *Certificates* have worthy meaning behind them!

# Swedish Medical Center GPR

## Competency Statements



Our competencies are divided into 10 “Global” competencies that are evaluated by every rotation site, and then sets of site-specific competencies. In order for a resident to successfully complete the program, a rating of “Competent”, “Proficient” or “Expert” must be achieved in all competency statements by the end of the program, unless listed as optional.

### Competency/ Proficiency

#### Global Competencies Relative to All Sites/Rotations

##### Ethics / Self Discipline

- |   |                              |  |
|---|------------------------------|--|
| 1 | <b>Ethics</b>                | Practice and promote ethical principles in all aspects of the program. Show professional manner in relationships with colleagues, patients and their families.   |
| 2 | <b>Values and Motivation</b> | Self-assess abilities and limitations. Demonstrate motivation and interest to be an inquisitive, continuous student who strives for quality education and self-improvement. Demonstrate organization, responsibility and reliability. Attend all scheduled clinical and didactic sessions in a punctual way. |
| 3 | <b>Organization</b>          | Complete all paperwork/ patient records/ requested bureaucratic information in a timely and appropriate manner   |

##### Interpersonal Skills

- |   |                               |   |
|---|-------------------------------|---|
| 4 | <b>Interaction/ Diversity</b> | Interact sensitively and effectively with persons from diverse cultural, socio-economic, educational, and professional backgrounds, and with persons of all ages and lifestyle preferences. |
| 5 | <b>Colleagues</b>             | Interact effectively with attending, consulting, auxiliary, medical and other colleagues.   |

##### Delivery of Patient Care

- |    |                        |  |
|----|------------------------|--|
| 6  | <b>Overall Pt Care</b> | Apply “Best Care” principles to all patient care interaction.  |
| 7  | <b>Medical Workup</b>  | Obtain sufficient medical history, physical examination, supplemental studies (radiographs, labs, diagnostic exams, etc.) and any other appropriate information to render appropriate and safe care to each patient. |
| 8  | <b>Efficiency</b>      | Manage time and treat patients efficiently.  |
| 9  | <b>OSHA</b>            | Use and implement accepted sterilization, disinfection, universal precautions and occupational hazard prevention procedures.   |
| 10 | <b>Pt Records</b>      | Maintain complete and accurate patient records that facilitate the retrieval and analysis of patient treatment information in a timely manner.   |

## Didactic Competencies

### Academics

- |    |                          |  |
|----|--------------------------|--|
| 11 | <b>Lecture</b>           | Review the literature, prepare and present an informative formal (i.e., PowerPoint) lecture on a topic pertinent to dentistry or the practice thereof. |
| 12 | <b>Case presentation</b> | Prepare and present patient cases of interest to colleagues, both formally and informally.   |

### Medical Emergency Preparation

- |    |                  |   |
|----|------------------|---|
| 13 | <b>BLS/ACLS</b>  | Complete BLS and ACLS training.                       |
| 14 | <b>Scenarios</b> | Participate in simulated medical emergency scenarios. |

### Practice Management

- |    |                      |  |
|----|----------------------|--|
| 15 | <b>Financials</b>    | Use scheduling systems, insurance and financial arrangements to maximize production in dental practice.                |
| 16 | <b>Legal Issues</b>  | Understand DQAC/WACs and RCWs to appropriately follow good standards of practice.                                      |
| 17 | <b>Professionals</b> | Understand how to maximize the benefits of CPAs, Bankers, Attorneys, and Consultants with relation to dental practice. |

### Public Health

- |    |                            |  |
|----|----------------------------|--|
| 18 | <b>Influences</b>          | Understand the role of cultural, social, and behavioral influences in determining disease prevention, prevalence, and oral healthcare delivery.                                      |
| 19 | <b>Current Trends</b>      | Understand and evaluate current trends of oral healthcare delivery as they apply at the community, state and national levels.  |
| 20 | <b>Healthcare Policy</b>   | Recognize and understand the process of implementing change in dental healthcare policy on a community, state and/or national level.   |
| 21 | <b>Demographics Report</b> | Evaluate the demographics, health status, utilization of services, dental providers (specialty and GP), financing, and dental jurisprudence in a future practice community location. |

## Anesthesia Rotation Competencies

### Anesthesia

- |    |                                  |   |
|----|----------------------------------|---|
| 22 | <b>Evaluation</b>                | Evaluate the patient's physical status, relate it to the planned surgical procedure, and help determine choice of anesthesia.   |
| 23 | <b>Preparation</b>               | Appropriately prepare the equipment, monitors and operating room for MAC/GA.  |
| 24 | <b>Pharmacology</b>              | Understand basic pharmacology, pharmacokinetics, and interaction of commonly used anesthetic and sedative medications as well as secondary medications utilized during general anesthesia (e.g., muscle relaxants, analgesics, etc.). |
| 25 | <b>Fluids &amp; Electrolytes</b> | Understand the basic principles of fluid and electrolyte balance.   |
| 26 | <b>Airway</b>                    | Manage routine / non-complex airways using bag-valve-mask, LMA, nasal and oral intubation techniques.   |
| 27 | <b>Venipuncture</b>              | Perform routine / non-complex venipuncture and insertion of intravenous catheters for the infusion of fluid.  |
| 28 | <b>MAC</b>                       | Demonstrate proper monitoring technique during Monitored Care Anesthesia.   |
| 29 | <b>Recovery</b>                  | Participate in the management of patients during recovery from anesthesia.  |
| 30 | <b>Mini-Lectures</b>             | Actively participate in discussion sessions with the Anesthesia Faculty on various topics of their choosing   |
| 31 | <b>Reading</b>                   | Demonstrate self-directed learning and accountability of assigned reading topics.   |

## General Dental Rotation Competencies

### Hospital Dentistry

- 32 **Comp Oral Health provider** Function as the patient's primary and comprehensive oral health care provider. This includes patients with medically complex/special needs.
- 33 **GA cases** Perform preoperative History and Physical examinations, write orders, and provide general dental treatment for adults under GA, including appropriate perioperative activities and paperwork.
- 34 **Hosp Consults** Perform dental consultations and request medical consultations for hospitalized and other "complex/special needs" patients.
- 35 **Blood products** Become familiar with the various blood product components and indications for their use.

### Patient Evaluation and Plan of Care

- 36 **Med Hx** Obtain a quality medical history that consistently identifies and characterizes the patient's CC, HxPI, PMHx, Ops/Hosp, ROS/SI, medications, allergies and any other pertinent information that might impact the delivery of medical/dental care.
- 37 **Phys exam** Perform a proper physical examination appropriate to the needs of the patient. Understand a "classic" H&P examination.
- 38 **Diagnostics** Order/obtain and interpret appropriate imaging (radiographs, CT, MRI), laboratory data, diagnostic tests, and any other additional information necessary to make appropriate treatment decisions.
- 39 **Supplemental Information** Look up supplemental information about "unknowns" (medications, syndromes, diseases, conditions, therapies, tests, etc.) sufficient for making educated decisions about patient care.
- 40 **Experts** Utilize the services of medical doctors and other healthcare professionals as appropriate to make quality patient care decisions.
- 41 **Assess Risk** Establish an assessment of risk and differential / provisional / definitive diagnosis (es).
- 42 **Tx Plan** Integrate collected data and demonstrate sufficient understanding of the patient's condition to create an individually appropriate, comprehensive, phased and sequenced plan of care. Obtain informed consent as appropriate.

### Pharmacology/Pain control

- 43 **Pain control** Provide control of acute pain through the proper use of psychological interventions, behavior management techniques, local anesthesia, and oral or parenteral analgesics.
- 44 **Dental Rx** Prescribe appropriate local anesthetic, analgesic, sedative, antiemetic and antibiotic medications using advanced theory/techniques where possible.
- 45 **Advanced LA** Utilize advanced local anesthetic techniques such as Gow-Gates/Akinosi, V2 division blocks, intraosseous delivery.
- 46 **Chronic pain** (OPTIONAL) Diagnose and manage patients with uncomplicated chronic pain complaints.

### Sedation

- 47 **Pt selection** Select an appropriate sedation modality for patients who require or would otherwise benefit from the use of conscious sedation.
- 48 **Oral/N<sub>2</sub>O** Provide control of pain and/or anxiety through the proper use of oral, or oral and nitrous oxide conscious sedation techniques.
- 49 **IV Sed** Provide control of pain and/or anxiety through the proper use of intravenous conscious sedation techniques.
- 50 **Sed Emerg** Understand how to prevent, recognize and manage complications related to the use of conscious sedation.
- 51 **Sed Records** Demonstrate appropriate record keeping during conscious sedation.

### Restorative Dentistry

- 52 **Materials/Knowledge** Incorporate latest scientific knowledge/principles to prescribe which restorative material to use in a given situation.
- 53 **Technical quality** Restore single and multiple teeth (foundations and final restorations) utilizing amalgam, composite, gold, porcelain, or other accepted materials while demonstrating advanced skills (speed, efficiency, finesse, etc.), without sacrificing quality.

## Perio

- 54 **Prevention** Use accepted prevention strategies such as oral hygiene instruction, nutritional education, and pharmacologic intervention to help patients maintain or improve their oral and systemic health.
- 55 **Dx/ Tx** Diagnose and treat early and moderate periodontal disease using both nonsurgical and surgical procedures. Manage advanced disease where possible.
- 56 **Pharmacology** Understand the principles of various pharmacologic approaches to the treatment of periodontal disease.
- 57 **Maintenance** Evaluate the results of periodontal treatment, then establish and monitor a periodontal maintenance program.

## Endo

- 58 **Dx endo** Diagnose and treat pain of pulpal origin.
- 59 **Technical skill** Perform uncomplicated non-surgical anterior and posterior endodontic therapy utilizing conventional and rotary techniques.
- 60 **Complications** Understand how to treat minor to moderate endodontic complications.
- 61 **Surgical endo** Understand the principles of, and indications for, surgical endodontic therapy. Perform an apicoectomy if possible.

## Prosthetics / Implants

- 62 **Completes** Provide edentulous patients with properly designed and fitted removable complete dentures.
- 63 **RPDs** Provide partially edentulous patients with properly designed and fitted removable partial dentures (both metal framework and acrylic based).
- 64 **Bridges** (OPTIONAL) Provide partially edentulous patients with properly designed and fitted fixed prostheses, incorporating advanced design elements where possible.
- 65 **Lab interaction** Communicate case design with laboratory technicians and evaluate the resultant prostheses.
- 66 **Implant Tx plan** Evaluate patients for implants; then (with surgical colleagues), develop a plan prescribing what type of implant(s) should be placed, and in what location(s).
- 67 **Implant Restoration** Participate in the restorative reconstruction of implants.

## Oral Surgery

- 68 **Evaluation** Evaluate complexity of exodontia based upon clinical and radiographic data.
- 69 **Simple Ext's** Perform surgical and nonsurgical extraction of erupted teeth.
- 70 **Surgical Ext's** Extract uncomplicated soft-tissue and partial bony impacted teeth.
- 71 **Pre-Pros** Perform uncomplicated pre-prosthetic surgery (tori/exostosis removal, frenectomy, alveoloplasty, etc.).
- 72 **Advanced imaging** With assistance, utilize advanced imaging techniques (CT, MRI, PET) for diagnosis and treatment of oral and maxillofacial problems.
- 73 **Orthognathics** Participate in the management of orthognathic surgery patients to gain an understanding of the issues involved.
- 74 **Complications** Treat patients with complications related to intra-oral surgical procedures (examples: Infxn, bleeding, dry socket).
- 75 **Implants** Understand the basic principles and techniques involved in the surgical placement of implants. (OPTIONAL) Place endosseous implants.
- 76 **Biopsies** (OPTIONAL) Perform biopsies of oral tissues.

## Oral Medicine

- 77 **TMD** Understand basic TMD disorders. Manage conservatively using orthotics (nightguards, repositioning stents, etc.), physical therapy and medications where appropriate. Provide referral when appropriate.
- 78 **Oral Mucosal Diseases** Recognize and manage oral mucosal diseases (i.e., autoimmune conditions, cancer, mucositis, drug reactions). Use palliative care, biopsy, pharmacologic intervention, and/or referral as appropriate.

## Orthodontics / Occlusion

- 79 **Ortho and Occlusion** Evaluate patients for occlusal disorders including malocclusion, attrition, erosion, ruminant, occlusal interferences, etc. Provide appropriate intervention (direct vs. referral) as appropriate.

## Pediatric Rotation Competencies

### Pediatric Dentistry

- 80 **Eruption Theory** Understand and apply the following: eruption and exfoliation sequences, management of the developing dentition, infant oral health guidelines.
- 81 **Pharmacology for Kids** Appropriately modify pharmacologic interventions (local anesthesia, fluoride, antibiotics, and analgesics) for the pediatric patient.
- 82 **Tx plan** Provide age-appropriate treatment plans.
- 83 **Habits** Manage oral habits such as thumbsucking, bruxism, etc.
- 84 **Behavior Mgmt** Use pharmacologic (oral/N<sub>2</sub>O) and non-pharmacologic (including papoose) behavior management skills with the pediatric patient.
- 85 **Parent Control** Provide quality interaction and information for the parents of pediatric patients.
- 86 **Restorative** Restore intra / extra-coronal defects in the primary dentition (amalgam, composite, SSC's).
- 87 **Pedo Endo** Perform pediatric pulpal therapy.
- 88 **Surgery** Perform uncomplicated surgical procedures on pediatric patients.
- 89 **Ortho** Diagnose, prescribe and fit limited orthodontic and/or space maintenance appliances.
- 90 **GA** Provide general dental care under general anesthesia for pediatric patients.
- 91 **Emergency tx** Provide emergency treatment (toothache, infections, trauma) for pediatric patients.

## Emergency Department Rotation Competencies

### Dental Emergency Management

- 92 **Eval/triage** Appropriately evaluate and triage incoming emergent needs.
- 93 **Toothaches** Manage uncomplicated toothaches.
- 94 **Infxn** Manage minor to moderate infections using appropriate drains and medications.
- 95 **Luxation** Manage avulsed/luxated/subluxated teeth.
- 96 **Fx'd teeth** Manage fractured teeth.
- 97 **Fx'd Bone** Understand the diagnosis and treatment of common maxillofacial fractures.
- 98 **Lacerations** Manage lacerated intraoral and extraoral tissues.

### Medical Emergency Management

- 99 **Manage Medical Emerg** (OPTIONAL) Manage an actual medical emergency if one presents using appropriate decision making and therapeutic interventions