

PA Competency Milestones

Competency / PLO 1: Clinical and Technical Skills (B4.03a): CTS Overall					
Level 1: Novice (new student)	Level 2 Advanced Beginner (ready for SCPEs)	Level 3: Competent (Graduate)	Level 4: Proficient (0-5 years)	Level 5: Expert (10+ years)	Assessment
<p>Basic Procedures: Understands the basic principles of common medical procedures.</p> <p>Clinical Skills: Demonstrates fundamental clinical skills such as taking vital signs, performing physical exams, and basic suturing.</p> <p>Technical Proficiency: Shows familiarity with basic medical instruments and equipment.</p> <p>Patient Interaction: Begins to develop rapport with patients and communicate effectively during clinical procedures.</p> <p>Safety and Hygiene: Adheres to basic safety protocols and hygiene practices.</p>	<p>Skill Application: Begins to apply basic clinical skills in supervised settings.</p> <p>Diagnostic Techniques: Develops proficiency in performing and interpreting basic diagnostic tests.</p> <p>Patient Care Procedures: Conducts common patient care procedures with supervision, such as wound care, phlebotomy, and administering injections.</p> <p>Medical Equipment: Gains confidence in the use of medical equipment and technologies.</p> <p>Documentation: Accurately documents clinical findings and procedures in patient records.</p>	<p>Independent Practice: Performs routine clinical procedures independently and efficiently.</p> <p>Advanced Diagnostic Skills: Conducts and interprets more complex diagnostic tests and procedures.</p> <p>Patient Management: Manages common clinical conditions and procedures with minimal supervision.</p> <p>Technical Mastery: Demonstrates technical mastery of medical devices and equipment.</p> <p>Clinical Decision-Making: Integrates clinical findings to make informed decisions and develop patient care plans.</p>	<p>Complex Procedures: Performs and manages complex clinical procedures and interventions.</p> <p>Specialty Skills: Demonstrates advanced skills in a chosen specialty or subspecialty.</p> <p>Technical Innovations: Adapts to and utilizes new medical technologies and innovations in practice.</p> <p>Patient Education: Educates patients and families about procedures, diagnostic tests, and treatment plans.</p> <p>Clinical Leadership: Leads clinical teams in the execution of complex procedures and patient care strategies.</p>	<p>Expert Practitioner: Recognized as an expert in performing and teaching complex clinical and technical skills.</p> <p>Innovation and Research: Contributes to the advancement of clinical and technical skills through research and innovation.</p> <p>Clinical Mentorship: Mentors and trains peers and junior colleagues in advanced clinical and technical skills.</p> <p>Technical Consultancy: Serves as a consultant on the use and implementation of advanced medical technologies.</p> <p>Quality Improvement: Leads quality improvement initiatives to enhance procedural outcomes and patient safety.</p>	<p>Direct Observation: Evaluation of skills during clinical rotations, simulations, and patient care activities.</p> <p>Skills Checklists: Use of standardized checklists to assess proficiency in specific procedures and techniques.</p> <p>Simulation Training: Participation in simulation exercises to practice and refine clinical skills.</p> <p>Peer and Supervisor Feedback: Continuous feedback from peers, supervisors, and other healthcare team members.</p> <p>Patient Outcomes: Monitoring and evaluating patient outcomes related to clinical procedures and interventions.</p>

Competency / PLO 2: Clinical Reasoning and Problem-Solving Abilities (B4.03b): CRPS Overall					
Level 1: Novice (new student)	Level 2 Advanced Beginner (ready for SCPEs)	Level 3: Competent (Graduate)	Level 4: Proficient (0-5 years)	Level 5: Expert (10+ years)	Assessment
<p>Basic Knowledge Application: Understands basic principles of clinical reasoning and problem-solving.</p> <p>Information Gathering: Collects patient history and basic clinical data systematically.</p> <p>Symptom Recognition: Recognizes common symptoms and signs of illnesses.</p> <p>Initial Hypotheses: Forms basic initial hypotheses based on patient data.</p> <p>Guideline Adherence: Follows clinical guidelines and protocols for common conditions.</p>	<p>Clinical Data Integration: Integrates patient history, physical examination, and basic diagnostic results.</p> <p>Differential Diagnosis Development: Begins to develop a differential diagnosis for common conditions.</p> <p>Problem-Solving Strategies: Applies structured problem-solving strategies to clinical scenarios.</p> <p>Diagnostic Reasoning: Utilizes diagnostic reasoning to narrow down differential diagnoses.</p> <p>Management Plan Formulation: Starts to formulate basic management plans under supervision.</p>	<p>Comprehensive Data Analysis: Analyzes comprehensive clinical data to inform decision-making.</p> <p>Advanced Differential Diagnosis: Develops a more sophisticated differential diagnosis for a range of conditions.</p> <p>Independent Problem Solving: Independently solves clinical problems for common and some complex conditions.</p> <p>Clinical Decision-Making: Makes informed clinical decisions based on evidence and patient data.</p> <p>Management and Treatment: Develops and implements effective management and treatment plans with minimal supervision.</p>	<p>Complex Case Management: Manages complex cases and multi-system conditions effectively.</p> <p>Advanced Diagnostic Skills: Utilizes advanced diagnostic tools and tests to aid clinical reasoning.</p> <p>Strategic Problem Solving: Applies advanced problem-solving strategies to unusual or challenging cases.</p> <p>Evidence-Based Practice: Integrates evidence-based practice consistently in clinical decision-making.</p> <p>Interdisciplinary Collaboration: Collaborates effectively with other specialists to manage complex cases.</p>	<p>Expert Case Analysis: Provides expert analysis and management of highly complex clinical cases.</p> <p>Innovative Problem Solving: Innovates new approaches to clinical reasoning and problem-solving.</p> <p>Teaching and Mentorship: Teaches and mentors peers and junior colleagues in clinical reasoning and problem-solving.</p> <p>Research and Development: Engages in research to advance clinical reasoning and problem-solving methodologies.</p> <p>System-Level Impact: Contributes to system-level improvements in clinical decision-making processes and patient care protocols.</p>	<p>Case-Based Discussions: Evaluation through discussions of clinical cases, focusing on reasoning and decision-making processes.</p> <p>Clinical Simulations: Participation in simulation exercises to assess problem-solving skills in controlled scenarios.</p> <p>Direct Observation: Observations during clinical rotations, focusing on data collection, diagnosis, and management plans.</p> <p>Written Examinations: Testing knowledge and application of clinical reasoning and problem-solving principles.</p> <p>Peer and Supervisor Feedback: Continuous feedback from peers, supervisors, and other healthcare professionals.</p>

Competency / PLO 3: Interpersonal and Communication Skills (B4.03c): COM Overall					
Level 1: Novice (new student)	Level 2 Advanced Beginner (ready for SCPEs)	Level 3: Competent (Graduate)	Level 4: Proficient (0-5 years)	Level 5: Expert (10+ years)	Assessment
<p>Basic Communication: Understands fundamental principles of effective communication.</p> <p>Listening Skills: Demonstrates basic listening skills and shows interest in patients' concerns.</p> <p>Respect and Empathy: Shows respect and empathy towards patients and their families.</p> <p>Team Interaction: Interacts respectfully with healthcare team members.</p> <p>Patient Rapport: Begins to establish rapport with patients.</p>	<p>Effective Communication: Communicates clearly and concisely with patients, families, and healthcare team members.</p> <p>Active Listening: Practices active listening and responds appropriately to patients' needs and concerns.</p> <p>Building Trust: Works on building trust and demonstrating empathy in patient interactions.</p> <p>Team Collaboration: Participates effectively in team discussions and collaborative care planning.</p> <p>Patient Education: Begins to educate patients and families about health conditions and treatments.</p>	<p>Patient-Centered Communication: Consistently uses patient-centered communication techniques to engage patients in their care.</p> <p>Conflict Resolution: Manages minor conflicts and misunderstandings with patients and team members.</p> <p>Cultural Sensitivity: Demonstrates cultural sensitivity and adapts communication styles to meet diverse patient needs.</p> <p>Interprofessional Collaboration: Collaborates effectively with a multidisciplinary healthcare team.</p> <p>Comprehensive Patient Education: Provides comprehensive education to patients and families, ensuring understanding and compliance with care plans.</p>	<p>Advanced Communication Skills: Handles complex and sensitive conversations with patients and families with skill and compassion.</p> <p>Leadership in Teams: Takes a leadership role in team communication and collaboration.</p> <p>Conflict Mediation: Effectively mediates and resolves conflicts within the healthcare team.</p> <p>Cultural Competence: Integrates cultural competence into all aspects of patient care and team interactions.</p> <p>Advanced Patient Education: Develops and implements advanced patient education programs to improve health outcomes.</p>	<p>Expert Communicator: Recognized as an expert in communication, often sought for advice and mentoring.</p> <p>Team Dynamics Leadership: Leads initiatives to improve team dynamics and interprofessional collaboration.</p> <p>Complex Conflict Resolution: Manages and resolves complex conflicts and ethical dilemmas with professionalism and sensitivity.</p> <p>Cultural Advocacy: Advocates for cultural competence and diversity within the healthcare system.</p> <p>Innovative Patient Education: Innovates and advances patient education practices through research and implementation of new strategies.</p>	<p>Direct Observation: Evaluation of communication and interpersonal interactions during clinical rotations and patient care activities.</p> <p>360-Degree Feedback: Collection of feedback from peers, supervisors, patients, and families.</p> <p>Patient Satisfaction Surveys: Use of patient satisfaction surveys to assess the quality of interactions and communication.</p> <p>Self-Reflection: Encouragement of self-reflection and self-assessment of interpersonal skills.</p> <p>Simulation Exercises: Participation in simulation exercises to practice and refine communication skills.</p>

Competency / PLO 4: Medical Knowledge (B4.03d): MK Overall					
Level 1: Novice (new student)	Level 2 Advanced Beginner (ready for SCPEs)	Level 3: Competent (Graduate)	Level 4: Proficient (0-5 years)	Level 5: Expert (10+ years)	Assessment
<p>Basic Sciences: Understands basic principles of anatomy, physiology, pharmacology, and microbiology.</p> <p>Medical Terminology: Demonstrates fundamental knowledge of medical terminology.</p> <p>Clinical Skills: Familiar with basic clinical skills and procedures.</p> <p>Information Gathering: Begins to gather clinical information from reliable sources.</p> <p>Clinical Reasoning: Recognizes common symptoms and basic pathophysiology of common conditions.</p>	<p>Integration of Basic Sciences: Applies basic science knowledge to clinical scenarios.</p> <p>Medical Histories and Physical Exams: Conducts thorough and accurate medical histories and physical examinations.</p> <p>Differential Diagnosis: Begins to develop differential diagnoses for common conditions.</p> <p>Evidence-Based Practice: Utilizes clinical guidelines and evidence-based resources to inform patient care.</p> <p>Pharmacology: Understands indications, contraindications, and side effects of common medications.</p>	<p>Clinical Decision-Making: Makes informed clinical decisions based on patient history, physical examination, and diagnostic findings.</p> <p>Diagnostic Tests: Orders and interprets appropriate diagnostic tests.</p> <p>Patient Management: Develops and implements effective patient management plans for common conditions.</p> <p>Therapeutic Interventions: Provides appropriate therapeutic interventions, including medications, lifestyle modifications, and procedural care.</p> <p>Interprofessional Collaboration: Collaborates effectively with other healthcare professionals to deliver comprehensive patient care.</p>	<p>Complex Clinical Scenarios: Manages complex clinical scenarios with multiple comorbidities.</p> <p>Advanced Diagnostic Skills: Utilizes advanced diagnostic techniques and interprets complex diagnostic data.</p> <p>Specialty Knowledge: Demonstrates in-depth knowledge in a chosen specialty or subspecialty.</p> <p>Patient Education: Educates patients and their families about disease processes, treatment options, and preventive care.</p> <p>Quality Improvement: Engages in quality improvement initiatives to enhance patient care outcomes.</p>	<p>Leadership in Patient Care: Leads healthcare teams in the management of complex patient cases.</p> <p>Innovative Practice: Contributes to the advancement of medical knowledge through research, innovation, and dissemination of findings.</p> <p>Expert Consultation: Serves as a consultant to peers and other healthcare professionals.</p> <p>Continuing Education: Actively engages in lifelong learning and professional development.</p> <p>Healthcare Advocacy: Advocates for policies and practices that improve patient care and public health.</p>	<p>Written Examinations: Testing knowledge of basic and clinical sciences.</p> <p>Clinical Evaluations: Observations and evaluations during clinical rotations and patient care activities.</p> <p>Objective Structured Clinical Examinations (OSCEs): Simulated patient encounters to assess clinical skills and decision-making.</p> <p>Case Presentations: Evaluation of case presentations and participation in clinical discussions.</p> <p>Peer and Supervisor Feedback: Continuous feedback from peers, supervisors, and other healthcare team members.</p>

Competency / PLO 5: Professional Behaviors (B4.03e): PB General					
Level 1: Novice (new student)	Level 2 Advanced Beginner (ready for SCPEs)	Level 3: Competent (Graduate)	Level 4: Proficient (0-5 years)	Level 5: Expert (10+ years)	Assessment
<p>Ethical Principles: Understands basic ethical principles and professional behaviors expected in healthcare.</p> <p>Professional Behavior: Demonstrates punctuality, proper attire, and respectful communication.</p> <p>Responsibility: Takes responsibility for personal actions and decisions.</p> <p>Confidentiality: Understands the importance of patient confidentiality and privacy.</p> <p>Respect: Shows respect for patients, families, and healthcare team members.</p>	<p>Ethical Decision-Making: Begins to apply ethical principles to clinical situations.</p> <p>Professional Interactions: Interacts professionally with patients, families, and colleagues.</p> <p>Accountability: Demonstrates accountability in fulfilling responsibilities and commitments.</p> <p>Cultural Competence: Shows awareness and sensitivity to cultural differences in patient care.</p> <p>Professional Development: Engages in self-assessment and seeks feedback for improvement.</p>	<p>Ethical Dilemmas: Recognizes and addresses ethical dilemmas in clinical practice.</p> <p>Professional Conduct: Consistently exhibits professional conduct in all interactions.</p> <p>Team Collaboration: Collaborates effectively with the healthcare team to provide patient-centered care.</p> <p>Advocacy: Advocates for the best interests of patients and their families.</p> <p>Lifelong Learning: Commits to continuous professional development and staying current with medical knowledge.</p>	<p>Ethical Leadership: Leads by example in ethical decision-making and professional behavior.</p> <p>Conflict Resolution: Effectively manages conflicts and difficult situations with professionalism and empathy.</p> <p>Mentorship: Provides mentorship and guidance to peers and junior colleagues.</p> <p>Patient Advocacy: Actively advocates for patient rights and access to healthcare.</p> <p>Professional Engagement: Participates in professional organizations and contributes to the advancement of the PA profession.</p>	<p>Ethical Expertise: Serves as a resource and role model for ethical practice within the healthcare community.</p> <p>Professionalism in Practice: Demonstrates exceptional professionalism in all aspects of practice, influencing the professional environment positively.</p> <p>Leadership in Professionalism: Leads initiatives to promote and enhance professionalism within the healthcare system.</p> <p>Policy Advocacy: Engages in advocacy at the policy level to improve healthcare delivery and patient outcomes.</p> <p>Scholarly Contributions: Contributes to the body of knowledge on professionalism through research, publications, and presentations.</p>	<p>Direct Observation: Evaluation of professional behavior during clinical rotations and patient interactions.</p> <p>Feedback from Peers and Supervisors: Continuous feedback from colleagues, supervisors, and other healthcare team members.</p> <p>Self-Assessment: Encouraging self-reflection and self-assessment of professional behavior and attitudes.</p> <p>Patient Feedback: Collecting feedback from patients and families regarding their interactions and experiences.</p> <p>Professional Development Activities: Participation in workshops, seminars, and courses focused on ethics and professionalism.</p>