

EDUCATIONAL GOALS & OBJECTIVES FOR THE PALLIATIVE MEDICINE FELLOWSHIP TRAINING PROGRAM

GOALS: Fellows will become experts and leaders in the field of Palliative Medicine. Fellows will gain, in a wide variety of clinical training settings and experiences, the skills needed to provide excellent Palliative Care to patients and their families, as defined by the ACGME Core Competencies.

Competency 1: Patient and Family Care Objectives

- 1) Demonstrates ability to gather, synthesize, and apply comprehensive and accurate clinical information from all sources pertinent to patients' medical condition(s)
- 2) Demonstrates ability to assess and manage complex patient symptomatology including physical, psychosocial, and spiritual suffering utilizing an interdisciplinary approach
- 3) Understands and manages patients with the full spectrum of advanced, life-limiting, and life-threatening conditions including cancer and non-cancer diagnoses as well as patients with sudden acute illness
- 4) Assesses and effectively communicates prognosis
- 5) Coordinates, directs and facilitates key events in patient care such as family meetings, goals of care consultations, advance directive completion, conflict resolution, withdrawal of aggressive medical interventions, etc. utilizing an interdisciplinary approach
- 6) Demonstrates care that shows respectful attention to age, developmental stage, gender, sexual orientation, culture, belief system, physical disabilities as well as family dynamics
- 7) Seeks to maximize patients' level of function and quality of life as patient defines
- 8) Seeks to provide appropriate patient and family education
- 9) Recognizes signs and symptoms of impending death and provides appropriate care for the imminently dying patient and their care-givers
- 10) Recognizes appropriate needs for bereavement care and initiates treatment for complicated grief in patients and/or care-givers
- 11) Recognizes and refers patients and/or care-givers to other health care professionals to assess, treat, and manage complex issues outside the scope of palliative care practice
- 12) Collaborates effectively with other referring physicians on issues related directly to patient care

Competency 2: Medical Knowledge Objectives

- 1) Describes the scope and practice of hospice and palliative medicine
- 2) Recognizes and describes role of the interdisciplinary team and its individual members
- 3) Describes the appropriate strategies and instruments for assessing prognosis, disease trajectories, as well as strategies for effectively communicating these to patients and care-givers
- 4) Recognizes the presentation, management, disease patterns and trajectories and various treatment modalities for common cancers
- 5) Recognizes the presentation, management, disease patterns and trajectories and various treatment regimens and modalities for non-cancer advanced illnesses
- 6) Explains principles of assessing pain and other non-pain symptom complexes
- 7) Describes and understands the role of opioids in pain and non-pain symptom management

Medical Knowledge continued

- 8) Describes and understands the use of non-opioid analgesics, adjuvant analgesics, and other pharmacologic approaches to the management of both pain and non-pain symptom complexes
- 9) Describes and understands the pharmacologic and non-pharmacologic approaches to the management of common non-pain symptoms
- 10) Describes the etiology, pathophysiology, diagnosis, evaluation and management of common neuropsychiatric disorders encountered in palliative care practice such as depression, delirium, seizures, and brain injury
- 11) Recognizes, assesses and initiates treatment for common psychologic, spiritual or social stressors facing patients and care-givers with advanced, life-limiting, or life-threatening illness
- 12) Able to recognize, evaluate, and support diverse cultural values and customs of patients and care-givers in the development of the palliative care treatment plan
- 13) Recognizes the elements of appropriate care for the imminently dying and their care-givers including immediate and post death care
- 14) Describes the basic components, epidemiology, clinical features, natural course and management options for normal and pathologic grief and understands the interdisciplinary nature of treatment for grief
- 15) Describes ethical and legal issues in palliative care and their subsequent management in an interdisciplinary approach

Competency 3: Practice-Based Learning and Improvement Objectives

- 1) Maintains safe and competent practice, including self-evaluation and continuous learning
- 2) Accesses, analyzes, and applies the evidence base to the clinical practice of palliative care
- 3) Demonstrates competencies as an educator for other trainees
- 4) Demonstrates knowledge of the process and opportunities for research in palliative care
- 5) Demonstrates common approaches to quality and safety assurance

Competency 4: Interpersonal and Communication Skills Objectives

- 1) Initiates informed relationship-centered dialogues about care
- 2) Demonstrates empathy in relationships with patients, care-givers and staff
- 3) Demonstrates ability to recognize and respond to own emotions
- 4) Demonstrates ability to engage and educate families and care-givers about the various domains associated with advanced, life-limiting or life-threatening illness
- 5) Uses age, gender, and culturally appropriate concepts and language when communicating with patients and care-givers
- 6) Demonstrates above skill set in paradigmatic situations with patients, care-givers and other health care providers common to palliative medicine
- 7) Organizes and leads a family meeting
- 8) Collaborates effectively with others as member or leader of an interdisciplinary team
- 9) Develops effective relationships with referring physicians, consultants, and other health care providers
- 10) Maintains comprehensive, timely, and legible medical records

Competency 5: Professionalism Objectives

- 1) Achieves balance between needs of patients/family/team, while balancing one's own need for self care
- 2) Recognizes personal role and the role of the system in disclosure and prevention of medical error
- 3) Demonstrates accountability to patients, society, and the profession; and a commitment to excellence
- 4) Describes role of hospice medical director
- 5) Fulfills professional commitments

Professionalism continued

- 6) Demonstrates knowledge of ethics and law in the provision of care to patients and care-givers in situations common to palliative medicine practice
- 7) Demonstrates respect and compassion towards all patients, care-givers, and other health care providers
- 8) Demonstrates the capacity to reflect on personal attitudes, values, strengths, vulnerabilities, and experiences to optimize personal wellness and capacity to meet the needs of patients and care-givers

Competency 6: Systems-Based Practice Objectives

- 1) Demonstrates care that is cost-effective and represents best practices
- 2) Evaluates and implements systems improvement models or projects within various institutions
- 3) Integrates knowledge of health care system in developing plan of care
- 4) Demonstrates knowledge of the various settings and related structures for organizing, regulating, and financing care for patients at end of life
- 5) Collaborates with all elements of the palliative care continuum, including hospitals, palliative care units, nursing homes, home and inpatient hospice, and other community resources
- 6) Advocates for quality patient and care-giver care and assists patients and care-givers in dealing with system complexities
- 7) Partners with health care managers and health care providers to assess, coordinate, and improve patient safety and health care while understanding how these activities can affect system performance