

GOALS AND OBJECTIVES BY ROTATION PGY-5

The following G&O's are representative of the unique experience gained at the individual institutions and represent a subset of the overall G&O's for the PGY-5 year. Duplication of experience in certain areas is expected and may also be reflected in the G&O's below. The General Urology G&O's and Urologic Education Specific G&O's apply to all rotations and will not be further elaborated upon in this section.

Residents should review these G&O's prior to each rotation. Further they should discuss them with the local site director prior to, during and at the conclusion of the rotation to gain feedback and provide input into any revisions necessary.

General Urology & Oncology Focus (Chief-UH)

University Hospital

The University Hospital is also known as the Bexar County Hospital and as such serves as the main facility for care of the population of the county surrounding San Antonio. It has a level 1 trauma center and accepts a large number of otherwise unfunded or subsidized patients.

Urology Clinical Competency Specific Goals:

1. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans
2. Improve evaluation, management and clinic procedure skills and efficiency
3. Develop higher-level independent administrative skills including management of all aspects of the resident team and support personnel for the assigned hospital
4. Develop an appreciation of the complexity of the specific health care system for the rotation – especially Care-link intricacies.
5. Develop a thorough understanding of how the urologic care fits into the overall context of the patient's health
6. Further nurture an attitude of patient advocacy
7. Further build on skills that prevent and manage post-operative complications
8. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
9. Supervise (with faculty input) the junior residents in minor procedures

Objectives:

1. Demonstrate functionality in the specifics of scheduling cases, presenting at preoperative conferences, and presentations at M&M conferences
2. Demonstrate the ability to manage the resident staff in multiple roles and settings including the operating room, hospital ward and outpatient clinics.
3. Create ACGME compliant call and coverage schedules for the service
4. Demonstrate *professionalism* through team management to assure timely attendance at conferences, clinics and OR assignments
5. Demonstrate *leadership* by monitoring the junior residents, students and support personnel with respect to their educational, clinical and personal development

6. Demonstrate *leadership* by monitoring the team for signs of fatigue
7. Demonstrate understanding of *systems-based practice* by adjusting team activities to conform to healthcare system policies
8. Demonstrate an ability to use the health care system in creative ways in order to expedite patient diagnostics and care as indicated by their clinical needs
9. Demonstrate a clear understanding of the Care-Link system including the eligibility, process for enrollment and cost containment strategies for the system.
10. Demonstrate understanding of the bigger clinical picture for each patient through judicious use of consultants and open dialog with the patient's primary care team

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, on rotation experience, rounds with attendings.

Competency: Professionalism, Patient Care, Medical Knowledge, Interpersonal & Communication skills, Systems-based practice & improvement.

Documentation: Global Resident Competency Rating Form, Observed Patient Encounter Rating Form, Peer & staff 360 Degree Rating Form, Patient Evaluations, spot review of clinic notes.

Emergent, Consultation & Inpatient Care Goals:

1. Build on the knowledge base from the PGY-4 year.
2. Further develop confidence and leadership skills with the hospital team.
3. Further build on skills that prevent and manage post-operative complications
4. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
5. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans.

Objectives:

1. Demonstrate confidence and successful administration of the hospital team.
2. Demonstrate leadership by helping the more junior residents develop efficient, accurate and timely evaluation and management plans for patients in the urgent, consultative and inpatient settings
3. Demonstrate leadership and teaching skills by allowing the more junior residents to begin to function independently while carefully guiding them to ensure patient safety
4. Demonstrate clinical thoroughness that maximizes preoperative planning and minimizes post-operative complications and less than optimal outcomes
5. Demonstrate a thorough knowledge of the healthcare system in discharge planning

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, clinical experience, faculty teaching rounds

Competency: Medical Knowledge, Patient Care, Interpersonal & Communication skills, Professionalism

Documentation: Global Resident Competency Rating Form, Observation on rounds, Peer & Staff 360 Degree Rating Form, Patient evaluations, M&M reports

Urology Specific Surgical Skills Goals:

1. Develop the atmosphere around the 'operation' that promotes communication among

- providers with emphasis on patient and staff safety
2. Improve skill level to allow independent completion of more complex cases in open, laparoscopic and endoscopic surgery.
 3. Develop more efficiency in all types of cases through careful planning, knowledge of operative steps and efficient use of assistants
 4. Use experience to develop new surgical approaches to urologic problems

Objectives:

1. Demonstrate mastery of surgical skills including:
 - a. Understanding of anatomy
 - b. Knowledge of indications for surgical intervention
 - c. Benefits and risks of procedures
 - d. Alternative treatments available including non-surgical alternatives
 - e. Facile use of laparoscopic, robotic, open and endoscopic instrumentation
 - f. Accuracy, safety and efficiency in operative performance
 - g. Preparation, patience and attention to detail to minimize complications
 - h. Dealing with unexpected events during surgery
2. Demonstrate the ability to communicate well with the operative team (anesthesia, nursing, technicians, etc.) to maintain an environment conducive to patient safety
3. Demonstrate the ability to utilize equipment in a safe manner
4. Demonstrate clear understanding of the operative steps in all previously learned operations and procedures including alternate positioning, incisions, dissection and closures
5. Demonstrate the ability to handle unexpected problems during surgery including methods of:
 - a. Bleeding control
 - b. Repair of consequential injuries to organs,
 - c. Safely aborting a procedure with appropriate steps taken to allow later completion
 - d. Judicious use of intra-operative consultations
 - e. Other steps as needed

Mechanism of learning: Reading, Mentoring by upper level residents/faculty, conferences, OR experience, Skills lab.

Competency: Patient Care, Medical Knowledge, Interpersonal and Communication Skills, Practice-Based Learning, Surgical skills, Professionalism.

Documentation: Global Resident Competency Rating Form, Operative evaluation forms, peer and staff 360 rating forms.

General & Oncology Focus (Chief-VA)

VA Hospital

The Audie L. Murphy Memorial VA Hospital is a tertiary referral center for veterans throughout south Texas. Though demographics are changing slowly, the patient population is largely older males from various socioeconomic strata.

Urology Clinical Competency Specific Goals:

1. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans

2. Improve evaluation, management and clinic procedure skills and efficiency
3. Develop higher-level independent administrative skills including management of all aspects of the resident team and support personnel for the assigned hospital
4. Develop an appreciation of the complexity of the specific health care system for the rotation
5. Develop a thorough understanding of how the urologic care fits into the overall context of the patient's health
6. Further nurture an attitude of patient advocacy
7. Further build on skills that prevent and manage post-operative complications
8. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
9. Supervise (with faculty input) the junior residents in minor procedures

Objectives:

1. Demonstrate functionality in the specifics of scheduling cases, presenting at preoperative conferences, and presentations at M&M conferences
2. Create ACGME compliant call and coverage schedules for the service
3. Demonstrate *professionalism* through team management to assure timely attendance at conferences, clinics and OR assignments
4. Demonstrate *leadership* by monitoring the junior residents, students and support personnel with respect to their educational, clinical and personal development
5. Demonstrate *leadership* by monitoring the team for signs of fatigue
6. Demonstrate understanding of *systems-based practice* by adjusting team activities to conform to healthcare system policies
7. Develop an appreciation of the complexity of the specific health care system for the rotation – especially VA HCS intricacies.
8. Demonstrate an ability to use the health care system in creative ways in order to expedite patient diagnostics and care as indicated by their clinical needs
9. Demonstrate understanding of the bigger clinical picture for each patient through judicious use of consultants and open dialog with the patient's primary care team

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, on rotation experience, rounds with attendings

Competency: Professionalism, Patient Care, Medical Knowledge, Interpersonal & Communication skills, Systems-based practice & improvement.

Documentation: Global Resident Competency Rating Form, Observed Patient Encounter Rating Form, Peer & staff 360 Degree Rating Form, Patient Evaluations, spot review of clinic notes

Emergent, Consultation & Inpatient Care Goals:

1. Build on the knowledge base from the PGY-4 year.
2. Further develop confidence and leadership skills with the hospital team.
3. Further build on skills that prevent and manage post-operative complications
4. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
5. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans.

Objectives:

1. Demonstrate confidence and successful administration of the hospital team.
2. Demonstrate leadership by helping the more junior residents develop efficient, accurate and timely evaluation and management plans for patients in the urgent, consultative and inpatient settings
3. Demonstrate leadership and teaching skills by allowing the more junior residents to begin to function independently while carefully guiding them to ensure patient safety
4. Demonstrate clinical thoroughness that maximizes preoperative planning and minimizes post-operative complications and less than optimal outcomes
5. Demonstrate a thorough knowledge of the healthcare system in discharge planning

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, clinical experience, faculty teaching rounds

Competency: Medical Knowledge, Patient Care, Interpersonal & Communication skills, Professionalism

Documentation: Global Resident Competency Rating Form, Observation on rounds, Peer & Staff 360 Degree Rating Form, Patient evaluations, M&M reports

Urology Specific Surgical Skills Goals:

1. Develop the atmosphere around the ‘operation’ that promotes communication among providers with emphasis on patient and staff safety
2. Improve skill level to allow independent completion of more complex cases in open, laparoscopic and endoscopic surgery.
3. Develop more efficiency in all types of cases through careful planning, knowledge of operative steps and efficient use of assistants
4. Use experience to develop new surgical approaches to urologic problems

Objectives:

1. Demonstrate mastery of surgical skills including:
 - a. Understanding of anatomy
 - b. Knowledge of indications for surgical intervention
 - c. Benefits and risks of procedures
 - d. Alternative treatments available including non-surgical alternatives
 - e. Facile use of laparoscopic, open and endoscopic instrumentation
 - f. Accuracy, safety and efficiency in operative performance
 - g. Preparation, patience and attention to detail to minimize complications
 - h. Dealing with unexpected events during surgery
2. Demonstrate the ability to communicate well with the operative team (anesthesia, nursing, technicians, etc.) to maintain an environment conducive to patient safety
3. Demonstrate the ability to utilize equipment in a safe manner
4. Demonstrate clear understanding of the operative steps in all previously learned operations and procedures including alternate positioning, incisions, dissection and closures
5. Demonstrate the ability to handle unexpected problems during surgery including methods of:
 - a. Bleeding control
 - b. Repair of consequential injuries to organs,

- c. Safely aborting a procedure with appropriate steps taken to allow later completion
- d. Judicious use of intra-operative consultations
- e. Other steps as needed

Mechanism of learning: Reading, Mentoring by upper level residents/faculty, conferences, OR experience, Skills lab.

Competency: Patient Care, Medical Knowledge, Interpersonal and Communication Skills, Practice-Based Learning, Surgical skills.

Documentation: Global Resident Competency Rating Form, Operative evaluation forms, peer and staff 360 rating forms.

Oncology Focus (Chief-SR)

Santa Rosa Medical Center

Santa Rosa Medical Center facility is the major center for GU oncology and Female Urology for the UT staff physicians. Patient population has mixed socioeconomic strata.

Urology Clinical Competency Specific Goals:

1. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans
2. Improve evaluation, management and clinic procedure skills and efficiency
3. Develop higher-level independent administrative skills including management of all aspects of the resident team and support personnel for the assigned hospital
4. Develop an appreciation of the complexity of the specific health care system for the rotation
5. Develop a thorough understanding of how the urologic care fits into the overall context of the patient's health
6. Further nurture an attitude of patient advocacy
7. Further build on skills that prevent and manage post-operative complications
8. Further build on teaching skills to assist the more junior residents, students and support personnel on the service.
9. Supervise (with faculty input) the junior residents in minor procedures

Objectives:

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2. Create ACGME compliant call and coverage schedules for the service
3. Demonstrate *professionalism* through team management to assure timely attendance at conferences, clinics and OR assignments
4. Demonstrate *leadership* by monitoring the junior residents, students and support personnel with respect to their educational, clinical and personal development
5. Demonstrate *leadership* by monitoring the team for signs of fatigue
6. Demonstrate understanding of *systems-based practice* by adjusting team activities to conform to healthcare system policies
7. Demonstrate an ability to use the health care system in creative ways in order to expedite patient diagnostics and care as indicated by their clinical needs
8. Develop an appreciation of the complexity of the specific health care system for the rotation

– especially the management of unfunded patients including Care-link intricacies.

9. Demonstrate understanding of the bigger clinical picture for each patient through judicious use of consultants and open dialog with the patient's primary care team

Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, on rotation experience, rounds with attendings.

Competency: Professionalism, Patient Care, Medical Knowledge, Interpersonal & Communication skills, Systems-based practice & improvement.

Documentation: Global Resident Competency Rating Form, Observed Patient Encounter Rating Form, Peer & staff 360 Degree Rating Form, Patient Evaluations, spot review of clinic notes.

Emergent, Consultation & Inpatient Care Goals:

1. Build on the knowledge base from the PGY-4 year.
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5. Improve communication skills to accurately communicate with patients, their families and other health care professionals regarding patient care issues and treatment plans.

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Mechanism of learning: Reading, mentoring by fellows/faculty, conferences, clinical experience, faculty teaching rounds.

Competency: Medical Knowledge, Patient Care, Interpersonal & Communication skills, Professionalism.

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3. Develop more efficiency in all types of cases through careful planning, knowledge of operative steps and efficient use of assistants.
4. Use experience to develop new surgical approaches to urologic problems.

Objectives:

1. Demonstrate mastery of surgical skills including:
 - a. Understanding of anatomy
 - b. Knowledge of indications for surgical intervention
 - c. Benefits and risks of procedures
 - d. Alternative treatments available including non-surgical alternatives
 - e. Facile use of laparoscopic, robotic, open and endoscopic instrumentation
 - f. Laparoscopic and Robotic-assisted laparoscopic port placement
 - g. Intricacies of robotic docking with the patient
 - h. Handling of laparoscopic instrumentation
 - i. Manipulation of robotic assist instrumentation
 - j. Proficiency with camera manipulation, instrumentation changing and troubleshooting the devices
 - k. Accuracy, safety and efficiency in operative performance
 - l. Preparation, patience and attention to detail to minimize complications
 - m. Dealing with unexpected events during surgery
2. Demonstrate the ability to communicate well with the operative team (anesthesia, nursing, technicians, etc.) to maintain an environment conducive to patient safety
3. Demonstrate the ability to utilize equipment in a safe manner
4. Demonstrate clear understanding of the operative steps in all previously learned operations and procedures including alternate positioning, incisions, dissection and closures
5. Demonstrate the ability to handle unexpected problems during surgery including methods of:
 - a. Bleeding control
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Documentation: Global Resident Competency Rating Form, Operative evaluation forms, peer and staff 360 rating forms.

Administrative Chief – Education Focus (Admin)

The PGY-5 on this service will be designated as administrative chief and stationed for most clinical activity at the VA facility. This resident may cover the vacations and other leave of the senior residents (PGY-4, PGY-5) throughout the year. This will allow the residents to take advantage of all index cases that would otherwise go uncovered at the various services.

Residents in this rotation are encouraged to complete Research, QI and other projects as well as to complete submission of abstracts and papers started in prior years. Additionally, this resident will assume responsibility for MS-3 and MS-4 educational activities throughout the year including helping the students through the AUA medical student curriculum (see section below).

The residents often pursue other surgical interests as part of the VA team during this time. The focused learning should also include Quality Improvement projects that can be implemented at several sites.

During the times when the administrative chief is not actively covering a PGY-4 or PGY-5 service, this resident will have one clinic day assignment per week that will usually be at the VAH clinics. Additionally, the resident may be called upon to assist with other cases as needed. If no project requires attention, the resident should seek out opportunities to participate in educational activities such as OR time, specialty clinics, teaching medical students, developing suturing skills, reading, etc. This is not additional leave time. Call should be assigned for this resident only from the services being covered and only during the time of coverage.

Goals and Objectives vary and are to be designed in consultation with the program director and other faculty and departments prior to starting the rotation. These must be clearly stated and documented in the resident's portfolio with assessment mechanisms and a plan for evaluation periodically. There must be clinical activity described & associated with these rotations even if there is a focus on research.

Mechanism of learning: Reading, mentoring by upper level residents/faculty, conferences, OR experience.

Competency: Patient Care, Medical Knowledge, Interpersonal and Communication Skills, Practice-Based Learning, Surgical skills.

Documentation: Attendance record of conferences, Global Resident Competency Rating Form, Operative evaluation forms, peer and staff 360 rating forms.