

## **Pediatric Urology Goals and Objectives**

### **Program Goal**

The overall goal of the Pediatric Urology residency is to ensure the development of the knowledge and skills necessary for the resident to independently provide excellent care for children with all urologic disorders. In order to achieve this, the program provides for 12 continuous months of clinical activity. Throughout this year, the resident is actively involved in the management of various pediatric urological problems exhibiting increasing levels of responsibility within different clinical settings, including weekly outpatient clinic visits, Emergency Department patient encounters, inpatient consultation, inpatient post-operative care, and both inpatient and outpatient surgery. In these settings, the Pediatric Urology resident is carefully supervised, with increasing independence, by the Attending. The Pediatric Urology resident is also expected to assist General Urology residents in management of patients in these venues, fostering teaching skills. These clinical activities allow the Pediatric Urology resident to increase their patient care skills, as well as provide an opportunity for practice-based learning and improvement, enhance their interpersonal and communication skills, professionalism, and develop a systems-based practice. At the end of the residency program, each resident is expected to be able to function competently and independently as a Pediatric Urologist.

### **Pediatric Urology Objectives**

By the end of the 1 year Pediatric Urology residency program, all residents are expected to expand and cultivate skills and knowledge learned during previous training and to achieve the following objectives based on the six general competencies. The resident should exhibit an increasing level of responsibility and independency as he or she progresses throughout the year.

Competency	Required Skill(s)	Teaching Method(s)	Formative Evaluation Method(s)	Frequency of Evaluation
Patient Care	<b>GENERAL OBJECTIVES</b>			
	Provide patient care that is compassionate, appropriate, and effective for the treatment of pediatric urological problems and the promotion of health.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam  Global Rating Form  360 degree evaluation	Annual  Quarterly

		Journal Club	Focused observation with feedback	Quarterly
		Self-directed through case based modules	Portfolio	Daily
				Quarterly
Communicate effectively and demonstrate caring and respectful behaviors when interacting with pediatric urology patients and their families.		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
Gather essential and accurate information about their patients with urological diseases/disorders.		Self-directed through case based modules	Portfolio	Quarterly
		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
Journal Club	Focused observation with feedback	Daily		
Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgments.		Self-directed through case based modules	Portfolio	Quarterly
		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly

		Journal Club	Focused observation with feedback	Daily
		Self-directed through case based modules	Portfolio	Quarterly
Develop and carry out urological patient management plans.		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
Counsel and educate patients and their families about a variety of urological diseases and procedures.		Self-directed through case based modules	Portfolio	Quarterly
		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
Journal Club	Focused observation with feedback	Daily		
Use information technology to support patient care decisions and patient education.		Self-directed through case based modules	Portfolio	Quarterly
		Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
Journal Club	Focused observation			

		Self-directed through case based modules	with feedback Portfolio	Daily Quarterly
	Perform competently all medical and invasive procedures considered essential for pediatric urology.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Provide health care services aimed at preventing pediatric urological problems or maintaining health.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Work with health care professionals, including those from other disciplines, to provide patient-focused care.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback	Annual  Quarterly  Quarterly  Daily

		Self-directed through case based modules	Portfolio	Quarterly
	<b>SPECIALTY SPECIFIC OBJECTIVES</b>			
	Evaluate a child with a urological problem in the outpatient and emergency setting to include a review of history, complete physical examination, perform office uoltrasound as indicated and determine further urologic or radiologic testing required.	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>
	Evaluate a child with a urological trauma to include thorough history, physical exam and radiologic studies, and extent of urological injury.	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>
	<p>Diagnose and manage patients in the outpatient management and inpatient consultation services with the following pediatric urological diseases or disorders including but not limited to:</p> <ul style="list-style-type: none"> <li>• Myelomeningocele and other neuropathic bladder entities (e.g.</li> </ul>	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p>

	<p>neurogenic bladder, urinary and bowel incontinence, preservation of renal function)</p> <ul style="list-style-type: none"> <li>• Problems relating to sexual development and medical aspects of intersex states</li> <li>• Nephrological disease including hemodialysis, peritoneal dialysis, and transplant nephrology</li> <li>• Urologic tumors (i.e. genitourinary system or retroperitoneum)</li> <li>• Urologic traumas (e.g. blunt and penetrating trauma)</li> <li>• Hypospadias</li> <li>• Undescended testes</li> <li>• Fetal urology</li> <li>• Hydroceles and Hernia</li> <li>• Urinary tract dilation</li> <li>• Vesicoureteral reflux</li> <li>• Urinary tract infections</li> <li>• Fetal urology tract dilation</li> <li>• Urinary incontinence and voiding problems</li> <li>• Exstrophy and Epispadias</li> <li>• Hydronephrosis</li> <li>• Adrenogenital problems</li> </ul>	<p>Self-directed through case based modules</p>	<p>with feedback Portfolio</p>	<p>Daily Quarterly</p>
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Manage non-urologic cancer patients with urological problems (e.g. severe hemorrhagic cystitis in bone marrow transplant patients and ureteral calculi or other ureteral obstruction in immune-compromised patients).	Clinical Teaching	In-Service Exam	Annual
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
	Journal Club	360 degree evaluation	Quarterly
	Self-directed through case based modules	Focused observation with feedback	Daily
Perform, interpret and understand complex urodynamic studies including cystometrogram, EMG, uroflow and urethral pressure profile.	Clinical Teaching	In-Service Exam	Annual
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
	Journal Club	360 degree evaluation	Quarterly
	Self-directed through case based modules	Focused observation with feedback	Daily
Apply urodynamic testing to the child with a neurogenic bladder.	Clinical Teaching	In-Service Exam	Annual
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
	Journal Club	360 degree evaluation	Quarterly
	Self-directed through case based modules	Focused observation with feedback	Daily
Perform the following urological procedures	Clinical Teaching	In-Service Exam	Annual
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
	Journal Club	360 degree evaluation	Quarterly
	Self-directed through case based modules	Focused observation with feedback	Daily
		Portfolio	Quarterly

	<p>with increasing levels of responsibility:</p> <ul style="list-style-type: none"> <li>• Circumcision (neonatal and revisions)</li> <li>• Meatoplasty</li> <li>• Diagnostic &amp; therapeutic endoscopy</li> <li>• Percutaneous aspiration or tube insertion</li> <li>• Hypospadias: Snodgrass, duckett, MAGPI, GAP, 1<sup>st</sup> &amp; 2<sup>nd</sup> stage hypospadias repair</li> <li>• 1<sup>st</sup> stage urethroplasty</li> <li>• Penile Reconstruction: placcation for chordee, phalloplasty, urethrocutaneous fistula repair, byars flaps</li> <li>• Vesicoureteral Reimplantation: unilateral, bilateral, and duplicated reimplant (with/without tailoring)</li> <li>• Bladder Surgery: ureterocele excision, psoas hitch, diverticulectomy, cystorrhaphy</li> <li>• Hernia: unilateral and bilateral inguinal hernia repair, hydrocele repair</li> <li>• Orchiopexy: unilateral and bilater inguinal orchiopexy, lap and scrotal orchiopexy, one-stage fowler-stephens, transperitoneal orchiopexy, intra-abdominal exploration for UDT</li> <li>• Scrotal surgery: testicular biopsy, scrotal exploration, spermatocele</li> </ul>	<p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>
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	<p>excision, excision of scrotal condyloma</p> <ul style="list-style-type: none"> <li>• Cystoscopy: unilateral &amp; bilateral deflux, botox, stent placement, stent pull, internal urethrotomy, PUV fulguration, retrograde pyelogram, bladder biopsy, PIC cystogram, cystolitholopaxy</li> <li>• Ureteroscopy: with laser lithotrpsy &amp; basket stone extraction</li> <li>• Renal surgery: pyeloplasty, nephrectomy, heminephrectomy, open pyelolithotomy, partial and total nephrectomy</li> <li>• Urinary diversion: ureterostomy, vesicostomy, MACE, mitrofanoff, undiversion</li> <li>• Laparoscopy: diagnostic; lap exploration, nephroureterectomy, varicocelectomy, and orchiopexy</li> <li>• Incisional hernia repair</li> <li>• Umbilicoplasty</li> <li>• Abdominoplasty</li> <li>• Exploratory laparotomy</li> <li>• Lysis of labial adhesions</li> <li>• Ureterolysis</li> <li>• Excision of Penile nevus or sebaceous cyst</li> <li>• I &amp; D Penile Abscess and Wound Abscess</li> </ul>			
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	<ul style="list-style-type: none"> <li>• Urethroplasty for Female Prolapse</li> </ul>			
	Manage patients based on urodynamic findings, including intermittent catheterization, medical therapy and reconstructive surgery.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
	Self-directed through case based modules	Portfolio	Quarterly	
	Determine appropriate surgical management of congenital anomalies of the kidneys, ureters, bladder, urethra and genitalia.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
	Self-directed through case based modules	Portfolio	Quarterly	
	Manage the post-operative patient in an appropriate manner with emphasis on economy, patient safety, and outcomes.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
360 degree evaluation			Quarterly	
Journal Club		Focused observation with feedback	Daily	
Self-directed through case based modules	Portfolio	Quarterly		

	Perform genetic counseling for renal and genital anomalies.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Utilize and interpret the following imaging modalities: <ul style="list-style-type: none"> <li>• Plain film radiography</li> <li>• CT scan, MRI, and ultrasound</li> <li>• Fluoroscopy (including VCUG)</li> <li>• Nuclear Medicine</li> </ul>	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Educate and council patients and families about the ethical, psychological and social dilemmas of intersex states.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
Medical	<b>GENERAL OBJECTIVES</b>			

Knowledge	Demonstrate knowledge about established and evolving biomedical, clinical, and cognate sciences that are relevant to the treatment of urological diseases and apply this knowledge to patient care.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Demonstrate an investigatory and analytic thinking approach to clinical situations.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly
	Know and apply the basic and clinically supportive sciences which are appropriate to pediatric urology.	Clinical Teaching  Conferences (e.g. Surgical Indications, M&M, Ped. Urology)  Journal Club  Self-directed through case based modules	In-Service Exam  Global Rating Form  360 degree evaluation  Focused observation with feedback  Portfolio	Annual  Quarterly  Quarterly  Daily  Quarterly

<b>SPECIALTY SPECIFIC OBJECTIVES</b>				
	Demonstrate an understanding of the triage of patients to inpatient admission, emergent operation or radiologic evaluation or outpatient follow up.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
	Self-directed through case based modules	Portfolio	Quarterly	
	Demonstrate a familiarity with pediatric infectious disease and its treatment.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
	Self-directed through case based modules	Portfolio	Quarterly	
	Demonstrate mastery of key concepts and principles in the basic sciences and clinical disciplines that are the basis of current and future medical practice.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
360 degree evaluation			Quarterly	
Journal Club		Focused observation with feedback	Daily	
Self-directed through case based modules	Portfolio	Quarterly		

	<p>Demonstrate mastery of key concepts and principles of other sciences and humanities that apply to current and future medical practice, including epidemiology, biostatistics, healthcare delivery and finance, ethics, human behavior, nutrition, preventive medicine, and the cultural contexts of medical care.</p>	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>
	<p>Begin to individualize care through integration of knowledge from the basic sciences, clinical disciplines, evidence-based medicine, and population-based medicine with specific information about the patient and patient's life situation.</p>	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>
	<p>Demonstrate an understanding and a thorough knowledge of the following problems as they relate to the practice of urology:</p> <p><b>Congenital and Developmental Abnormalities</b></p> <ul style="list-style-type: none"> <li>• Kidney and Ureter <ul style="list-style-type: none"> <li>• Cystic Diseases of the Kidney</li> <li>• Horseshoe Kidney and other renal anomalies</li> <li>• Duplication, retrocaval ureter and</li> </ul> </li> </ul>	<p>Clinical Teaching</p> <p>Conferences (e.g. Surgical Indications, M&amp;M, Ped. Urology)</p> <p>Journal Club</p> <p>Self-directed through case based modules</p>	<p>In-Service Exam</p> <p>Global Rating Form</p> <p>360 degree evaluation</p> <p>Focused observation with feedback</p> <p>Portfolio</p>	<p>Annual</p> <p>Quarterly</p> <p>Quarterly</p> <p>Daily</p> <p>Quarterly</p>

	<p>other anomalies</p> <ul style="list-style-type: none"> <li>• Bladder and Urethra <ul style="list-style-type: none"> <li>• Vesicoureteral reflux</li> <li>• Epispadis and Extrophy</li> <li>• Hypospadias and chordee</li> </ul> </li> <li>• External Genital Anomalies <ul style="list-style-type: none"> <li>• Intersex</li> <li>• Undescended Testis</li> <li>• Scrotal and External Genital Anomalies</li> </ul> </li> </ul> <p>Obstructive Disease of the Upper Urinary Tract</p> <ul style="list-style-type: none"> <li>• Obstructive Uropathy, Hydronephrosis and Obstructive renal failure</li> <li>• Ureteropelvic Junction Obstruction</li> </ul> <p>Obstructive Disease of the Lower Urinary Tract</p> <ul style="list-style-type: none"> <li>• Posterior urethral valves</li> <li>• Functional Obstruction secondary to Neurological Disorders</li> </ul> <p>Pediatric Oncology</p> <ul style="list-style-type: none"> <li>• Wilm's Tumor</li> <li>• Neuroblastoma</li> <li>• Mesoblastic Nephroma</li> </ul>			

Practice Based Learning and Improvement	<b>GENERAL OBJECTIVES</b>			
	Investigate and evaluate their patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
	Self-reflection	Portfolio	Quarterly	
Analyze practice experience and perform practice-based improvement activities using a systematic methodology.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	
Self-reflection	Portfolio	Quarterly		
Locate, appraise, and assimilate evidence from scientific studies related to their patients' urological health problems.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation		

		Journal Club Research Project	Focused observation with feedback Portfolio	Quarterly Daily Quarterly
	Obtain and use information about their population of patients and the larger population of patients from which their patients are drawn.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology) Journal Club	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Apply knowledge of study designs and statistical methods to the appraisal of clinical studies and other information on diagnostic and therapeutic effectiveness.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology) Journal Club Research Project	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Use information technology to manage information, access on-line medical information; and support their education.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation	Annual Quarterly Quarterly

		Journal Club	Focused observation with feedback	Daily
			Portfolio	Quarterly
Facilitate the learning of students and other health care professionals.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	
		Portfolio	Quarterly	
<b>SPECIALTY SPECIFIC OBJECTIVES</b>				
Evaluate patient care practices, discuss how they meet standards, and develop ways to improve these practices.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	
	Self-reflection	Portfolio	Quarterly	
Compare clinical practice, patient safety, and quality of care with evidence based medicine.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation		

		Journal Club Self-reflection	Focused observation with feedback Portfolio	Quarterly Daily Quarterly
	Complete a QA/QI project under faculty direction.	Conferences (e.g. Surgical Indications, M&M, Ped. Urology) Quality Improvement Project	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Demonstrate improvement in clinical management and diagnostic assessment.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology) Journal Club	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Implement new scientific advances and clinical approaches from a variety of sources into current urological patient care practices.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation	Annual Quarterly Quarterly

		Journal Club	Focused observation with feedback	Daily
			Portfolio	Quarterly
Analyze and evaluate medical literature and examine alternate sources for information that pertains to their patient's urological problems.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	
	Self-directed through reading	Portfolio	Quarterly	
Take responsibility for lifelong learning.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Use information technology such as Up-To-Date, PubMed or Ovid to enhance patient care.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation		

			with feedback	Daily
			Portfolio	Quarterly
	Teach fellow residents, medical students, and interns.	Clinical Teaching	In-Service Exam	Annual
		Role modeling	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
			Focused observation with feedback	Daily
			Portfolio	Quarterly
	Maintain appropriate records documenting practice activities (such as procedure/case logs).	Clinical Teaching	In-Service Exam	Annual
			Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
			Focused observation with feedback	Daily
			Portfolio	Quarterly
Interpersonal and Communication Skills	<b>GENERAL OBJECTIVES</b>			
	Demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their patients' families, and professional associates.	Clinical Teaching	In-Service Exam	Annual
		Case based teaching	Global Rating Form	Quarterly
		Role modeling	360 degree evaluation	Quarterly
			Focused observation	

			with feedback	Daily
			Portfolio	Quarterly
Create and sustain a therapeutic and ethically sound relationship with patients.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Role modeling	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily
		Portfolio		Quarterly
Use effective listening skills and elicit and provide information using effective nonverbal, explanatory, questioning, and writing skills.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Role modeling	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily
		Portfolio		Quarterly
Work effectively with others as a member or leader of a health care team or other professional group.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Role modeling	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily

			Portfolio	Quarterly
	<b>SPECIALTY SPECIFIC OBJECTIVES</b>			
	Carefully listen to patients to assess the patient's health problems including their verbal and non-verbal communications.	Clinical Teaching Case based teaching Role modeling	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Demonstrating respectful and considerate attitudes, effectively communicate with patients, families, and other health care personnel, when addressing management plans, patient issues, and especially end-of-life decisions.	Clinical Teaching Case based teaching Role modeling	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Accurately present (verbally and written) a case to attending physicians, fellow residents, and other health care professionals.	Presentation at Conferences and Grand Rounds	In-Service Exam Global Rating Form 360 degree evaluation Focused observation	Annual Quarterly Quarterly

			with feedback	Daily
			Portfolio	Quarterly
	Provide timely, legible, and thorough medical record documentation - histories and physical examinations, admission notes, progress notes, procedure notes and discharge summaries.	Clinical Teaching	In-Service Exam	Annual
		Role modeling	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
			Focused observation with feedback	Daily
			Portfolio	Quarterly
	Provide education and counseling to patients, and families using non-technical and clear language. (Use non-verbal and verbal communication skills)	Clinical Teaching	In-Service Exam	Annual
		Case based teaching	Global Rating Form	Quarterly
		Role modeling	360 degree evaluation	Quarterly
			Focused observation with feedback	Daily
			Portfolio	Quarterly
	Demonstrate skill in handling all difficult patient care situations.	Clinical Teaching	In-Service Exam	Annual
		Case based teaching	Global Rating Form	Quarterly
		Role modeling	360 degree evaluation	Quarterly
			Focused observation with feedback	Daily

			Portfolio	Quarterly
Spend adequate time with patients addressing their questions and concerns.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Role modeling	360 degree evaluation	Quarterly	
		Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Work well within team consisting of students, residents, attending physicians, nurses, and patients.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Role modeling	360 degree evaluation	Quarterly	
		Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Function effectively as a consultant for specialty and subspecialty care.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Role modeling	360 degree evaluation	Quarterly	
		Focused observation with feedback	Daily	

			Portfolio	Quarterly
	Represent the Urology staff in interactions with patients and their families, acting with compassion and consideration at all times.	Clinical Teaching	In-Service Exam	Annual
		Case based teaching	Global Rating Form	Quarterly
		Role modeling	360 degree evaluation	Quarterly
			Focused observation with feedback	Daily
			Portfolio	Quarterly
Professionalism	<b>GENERAL OBJECTIVES</b>			
	Demonstrate a commitment to carrying our professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Case based teaching	Focused observation with feedback	Daily
			Portfolio	Quarterly
	Demonstrate respect, compassion, and integrity; a responsiveness to the needs of patients, society that supercedes self-interest; accountability to patients, society, and the profession; and a commitment to excellence and on-going professional development.	Clinical Teaching	In-Service Exam	Annual
		Case based teaching	Global Rating Form	Quarterly
		Mentoring	360 degree evaluation	Quarterly
			Focused observation with feedback	Daily

			Portfolio	Quarterly
	Demonstrate a commitment to ethical principles pertaining to provision or withholding of clinical care confidentiality of patient information, informed consent, and business practices.	Clinical Teaching Case based teaching Mentoring Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Demonstrate a sensitivity and responsiveness to patients' culture, age, gender, and disabilities.	Clinical Teaching Case based teaching Mentoring Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	<b>SPECIALTY SPECIFIC OBJECTIVES</b>			
	Demonstrate respect, compassion, integrity, punctuality, reliability, and honesty with regards to patients and colleagues.	Clinical Teaching Case based teaching Mentoring	In-Service Exam Global Rating Form 360 degree evaluation	Annual Quarterly Quarterly

			Focused observation with feedback	Daily
			Portfolio	Quarterly
Show regard for the opinions of others.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
		Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Display initiative and leadership.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
		Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Acknowledge errors, alert patients and appropriate health care providers about the errors, and create a plan of action to minimize them.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
		Focused observation		

			with feedback	Daily
			Portfolio	Quarterly
Demonstrate concern for the educational development of students and residents.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Mentoring	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily
		Portfolio		Quarterly
Volunteer for activities for the good of the institution and community.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Mentoring	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily
		Portfolio		Quarterly
Ask for help when needed and accept constructive feedback.	Clinical Teaching	In-Service Exam		Annual
	Case based teaching	Global Rating Form		Quarterly
	Mentoring	360 degree evaluation		Quarterly
		Focused observation with feedback		Daily

			Portfolio	Quarterly
Demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Maintain patient confidentiality.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Compassionately respond to issues of culture, age, gender, ethnicity, and disability in patient care.	Clinical Teaching	In-Service Exam	Annual	
	Case based teaching	Global Rating Form	Quarterly	
	Mentoring	360 degree evaluation	Quarterly	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Focused observation with feedback	Daily	

			Portfolio	Quarterly
Systems-Based Practice	<b>GENERAL OBJECTIVES</b>			
	Demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
			Portfolio	Quarterly
	Understand how their patient care and other professional practices affect other health care professionals, the health care organization, and the larger society and how these elements of the system affect their own practice.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
Journal Club		Focused observation with feedback	Daily	
		Portfolio	Quarterly	
Know how types of medical practice and delivery systems differ from one another, including methods of controlling health care costs and allocating resources.	Clinical Teaching	In-Service Exam	Annual	
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly	
		360 degree evaluation	Quarterly	
	Journal Club	Focused observation with feedback	Daily	

			Portfolio	Quarterly
	Practice cost-effective health care and resource allocation that does not compromise quality of care.	Clinical Teaching	In-Service Exam	Annual
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
		Journal Club	Focused observation with feedback	Daily
			Portfolio	Quarterly
		Advocate for quality patient care and assist patients in dealing with system complexities.	Clinical Teaching	In-Service Exam
	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)		Global Rating Form	Quarterly
			360 degree evaluation	Quarterly
	Journal Club		Focused observation with feedback	Daily
			Portfolio	Quarterly
	Know how to partner with health care managers and health care providers to assess, coordinate, and improve health care and know how these activities can affect system performance.		Clinical Teaching	In-Service Exam
		Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	Global Rating Form	Quarterly
360 degree evaluation			Quarterly	
Journal Club		Focused observation with feedback	Daily	
		Portfolio	Quarterly	

	<b>SPECIALTY SPECIFIC OBJECTIVES</b>			
	Demonstrate ability to deliver high-quality medical care in a private, government, and inner city hospital settings.	Clinical Teaching	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Demonstrate the knowledge of different types of medical practice and health care delivery systems and understand how this affects their patient care.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Demonstrate knowledge of business aspects of medical practice including coding, billing, and insurance.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback	Annual Quarterly Quarterly Daily

			Portfolio	Quarterly	
	Work with ancillary team members (discharge planners, case managers, and social workers) to provide high quality cost-effective care.	Clinical Teaching	In-Service Exam	Annual	
			Global Rating Form	Quarterly	
			360 degree evaluation	Quarterly	
			Focused observation with feedback	Daily	
			Portfolio	Quarterly	
	Use systematic approaches to reduce errors.	Clinical Teaching	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam	Annual
				Global Rating Form	Quarterly
				360 degree evaluation	Quarterly
				Focused observation with feedback	Daily
				Portfolio	Quarterly
	Practice effective allocation of health care resources to avoid compromising quality of care.	Clinical Teaching	Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam	Annual
				Global Rating Form	Quarterly
360 degree evaluation				Quarterly	
Focused observation with feedback				Daily	
Portfolio				Quarterly	

	Interact with patients, attending physicians and allied health care personnel as part of a health care team.	Clinical Teaching	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Serve as a patient advocate in the outpatient and inpatient setting.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly
	Direct care in inpatient and outpatient settings as a member of a multidisciplinary team.	Clinical Teaching Conferences (e.g. Surgical Indications, M&M, Ped. Urology)	In-Service Exam Global Rating Form 360 degree evaluation Focused observation with feedback Portfolio	Annual Quarterly Quarterly Daily Quarterly

