	Junior Resident	Senior Resident/Fellow
Patient Care	Work up, document, and present a patient with spine problems	Make patient treatment decisions and possess a basic understanding
	specifying the working diagnosis, studies to confirm or change the	of indications for surgical procedures with various elective
	diagnosis, treatment alternatives and expected outcomes. (SBP, P);	pathologies as well as non-elective pathologies;
	Communicate compassionately and effectively with patients and	Possess an understanding of indications for surgical treatment of
	families regarding the above (IS);	idiopathic scoliosis, congenital scoliosis, congenital kyphosis, various types of spondylolisthesis, various types of fractures,
	Recognize and describe neurological deficits (including pathophysiology), resulting limitations, and accommodations for	various types of tumors, and infections of the spine;
	functional deficits (MK);	Perform a complete musculoskeletal and neurologic examination,
		including the cervical spine, thoracic spine and lumbar spine,
	Recognize and describe spinal deformity conditions, fractures, and	including neurologic examination of the upper and lower
	dislocations, including pathophysiology (MK);	extremities and be able to explain pathologies such as an absent reflex or long tract signs such as positive Hoffmann or positive
	Prescribe appropriate spinal orthoses and supervise their application;	Babinski and/or clonus;
	Trescribe appropriate spinar orthoses and supervise their approachon,	Baomski and of Cionas,
	Demonstrate preoperative readiness by specifying for each case:	Effectively participates in the decision-making process of issues on
	indications and goals, step by step description of approach and	in-hospital patients;
	procedure, three-dimensional considerations, expected difficulties and	
	risks, contingency plans and criteria for acceptable intraoperative	Display competency in performing a full office patient
	result (PBL);	examination, providing a differential diagnosis and treatment plan;
	Perform and assist essential surgical procedures: posterior cervical,	Exhibit competency in exposing the spine posteriorly, performing
	thoracic and lumbar exposure and arthrodesis, anterior cervical	straightforward decompressions with Kerrison posteriorly. Display
	approach and arthrodesis, discectomy;	basic familiarity with placing hooks, wires and pedicle screws in
		the spine. Achieve proficiency with first assisting on operative
	List all equipment, tables, imaging needs and demonstrate correct review of the completeness of surgical set up for all cases;	procedures;
	review of the completeness of surgical set up for all cases,	Effectively communicate and demonstrates care and respectful
	Demonstrate attention to detail in the pre- and postoperative care of	behavior when interacting with patients and families;
	patients;	
		Demonstrate the ability to practice culturally competent medicine;
	Demonstrate ability to recognize and initiate treatment of all	
	complications (PBL, MK);	Use information technology to support patient care decisions and
	Discuss and confirm or challenge diagnoses and treatment plans	patient education;
	based upon recent literature (PBL, MK).	Provide health care services aimed at preventing health problems or
	cases apon resont metatate (1 BB, 1/111).	maintaining health;
	(Additions as further specified by the Review Committee)	

	Work with other health care professionals from various disciplines to provide excellent patient-focused care.
	(Additions as further specified by the Review Committee)

	Junior Resident	Senior Resident/Fellow
Medical Knowledge	Apply literature and text obtained knowledge to the above and demonstrate basic science knowledge relevant to spine (PBL);  Prepare and present at least one spine topic in depth for departmental conference (PBL);  Complete reading list with review by attending staff.  (Additions as further specified by the Review Committee)	Present a reasonable classification system for all spinal pathologies including cervical disc herniation, lumbar disc herniation, thoracic disc herniation, spinal fractures, spinal tumors, idiopathic scoliosis, idiopathic kyphosis, congenital scoliosis, congenital kyphosis, spondylolisthesis, flaccid paralytic deformities, and spastic paralytic deformities;  Successfully accomplish basic radiographic measurements such as coronal Cobb measurements and sagittal Cobb angles;  Accurately define the difference between the anterior, posterior and middle columns;
		Accurately read a basic radiographic, MRI, and CT-myelogram study of the cervical, thoracic and lumbar spine.  (Additions as further specified by the Review Committee)
	Junior Resident	Senior Resident/Fellow
Practice-Based Learning & Improvement	Utilize resources to build medical knowledge relevant to cases seen;  Identify studies relevant to individual experience;	Attends Indication Conferences and demonstrates understanding of the surgical treatment and indications for anterior surgery <i>versus</i> posterior surgery <i>versus</i> combined surgery;
	Critical appraisal of literature relevant to patients seen;	Teach and mentor the PGY-1 resident on the service;
	Disseminates knowledge to others when relevant.	Locate, appraise and assimilate evidence from past and on-going scientific studies related to patient health issues;
	(Additions as further specified by the Review Committee)	Obtain and use information about his/her patient population and the larger population from which patients are drawn;
		Apply knowledge of study designs and statistical methods to the appraisal of clinical studies;
		Use information technology such as OVID or MEDLINE to manage information, access on-line medical information and support his/her own education.
		(Additions as further specified by the Review Committee)

	Junior Resident	Senior Resident/Fellow
Interpersonal & Communication Skills	Incorporate AAOS communication skills course techniques;  Work effectively with others as a member or leader of a health care team.	Create and sustain a therapeutic and ethically sound relationship with patients and their families;  Effectively use listening skills;
	(Additions as further specified by the Review Committee)	Effectively provide information via various methods;
		Work effectively with others as a member or leader of a health care team.
		(Additions as further specified by the Review Committee)
	Junior Resident	Senior Resident/Fellow
Professionalism	Behavior that supersedes self interest, demonstrates a commitment to excellence and improvement;	Interact in a professional manner with inpatients, outpatients, referring physicians, orthopaedic residents, attendings and all patients in the practice;
	Legible and timely documentation (PC);	
	Commitment to ethical behavior, confidentiality;	Interact effectively with both hospital patients and outpatients;
	Sensitivity and responsiveness to patient and team's culture and demographics.	Possess some competency in effectively managing hospital patients;
	(Additions as further specified by the Review Committee)	Demonstrate respect, compassion and integrity in response to the needs of patients and their families;
		Demonstrate ethical principles pertaining to patient confidentiality issues;
		Demonstrate sensitivity to the culture, age, gender and disabilities of patients and fellow health care professionals.
		(Additions as further specified by the Review Committee)

	Junior Resident	Senior Resident/Fellow
Systems-Based Practice	Demonstrate an understanding of health care systems and challenges;  Complete all records and paperwork (PC);	Demonstrate competency in coordinating all aspects of perioperative and postoperative rehabilitation and physical therapy at BJH, SLCH and Shriners Hospital;
	Demonstrates knowledge of cost effectiveness in health care (PC);	Demonstrate an understanding of how his/her patient care and other professional practices affect other health care professionals, the
	Advocates for patient when cost and quality issues present (PC, PBL);  Partners with administrative personnel when needed.	health care organization, and the larger society, and how these elements of the system affect his/her own practice;
	(Additions as further specified by the Review Committee)	Demonstrate knowledge of how the different types of medical practice and delivery systems (Shriners vs. SLCH vs. BJH vs. Wohl Clinic) differ from one another, including methods of controlling health care costs and allocating resources;
		Practice cost-effective health care and resource allocation that does not compromise quality of care;  Demonstrate an understanding the impact of correct coding during patient office visits;
		Acts as an advocate for quality patient care and assists patients in dealing with system complexities;
		Effectively partners with health care managers and health care providers to assess, coordinate and improve health care, and know how these activities can affect system performance.
		(Additions as further specified by the Review Committee)