Sample Competency Assessment Tool

Introduction

This Sample Competency Tool serves as a corollary to the foundational document, *Competencies for the PA Profession*. Of note, there are significant similarities to the competencies required of physicians, as the education training of a PA mirrors that of the physician. Therefore, the competency assessment (FPPE/OPPE in Joint Commission accredited facilities) policy for PAs will often mirror that of the physicians in the same specialty.

Professional competencies for PAs include:

- the effective and appropriate application of medical knowledge,
- interpersonal and communication skills,
- patient care, professionalism,
- practice-based learning and improvement, and
- systems-based practice.

The first two pages of the attached Sample Tool can be considered "core competencies" for the profession, and will apply to all PAs regardless of specialty. The third page is drawn from the specialty/department specific privileges granted; these vary widely by specialty and setting. The competencies selected are determined by the department/department chair and approved by the Medical staff.

Additional Resources

Physician Assistants: Assessing Clinical Competence (PDF)
This is a useful guide for regulators, hospitals, employers and third-party payers.

FPPE and OPPE Are More than Just Acronyms (PDF)
This article, published in AAPA's magazine PA Professional, speaks to the Joint Commission requirements (and challenges) for Focused Professional Performance Evaluation and Ongoing Professional Performance Evaluation.

Physician Assistant Competency Measures

Competency Measure Note: A score of 1 or 2 requires comment in the space provided.	Unacceptable Clearly inadequate; requires remediation	Poor Many deficiencies	Satisfactory Adequate	Very Good Exceeds in many areas- top 20%	Excellent Superior in every way- top 10%
Patient Care (and Procedures)					
• History taking: accurate and complete	1	2	3	4	5
• Physical exam: required components present	1	2	3	4	5
• Complete assessment and plans	1	2	3	4	5
• Provides quality patient education	1	2	3	4	5
• Competently performs medical and surgical procedures delineated by medical staff privileges-overall evaluation (See page 3 for department specific privilege, focused evaluations.)	1	2	3	4	5
Medical Knowledge					
• Appropriate selection of diagnostic tests	1	2	3	4	5
• Appropriate interpretation/analysis of test results	1 1	2 2	3 3	4 4	5 5
• Appropriate integration of history and physical findings and diagnostic studies to formulate a differential diagnosis.	1	2	3	4	5
• Overall integration of clinical information into treatment planning	1	2	3	4	5
• Pharmacological knowledge/ appropriate ordering of therapeutics	1	2	3	4	5
Practice-Based Learning and Improvement					
• Applies evidence-based medicine to clinical decisions	1	2	3	4	5
• Awareness of quality improvement measures and application to clinical practice	1	2	3	4	5
• Facilitates the learning of students and other health care professionals	1	2	3	4	5

PA Name: _____   Date of Evaluation: _____

Physician Assistant Competency Measures

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Professionalism • Displays sensitivity and responsiveness to patients' culture, age, gender, and disabilities	1	2	3	4	5
• Understanding of the legal and regulatory requirements governing PA practice and the role of the PA.	1	2	3	4	5
• Commitment to personal excellence and ongoing professional development.	1	2	3	4	5
Interpersonal & Communication Skills • Communications and behaviors with patients are effective and appropriate.	1	2	3	4	5
• Communications and behaviors with physician supervisors are effective and appropriate.	1	2	3	4	5
• Demonstrates emotional resilience and stability, adaptability, flexibility and tolerance of ambiguity and anxiety	1	2	3	4	5
• Uses effective listening, nonverbal, explanatory, interviewing and writing skills to elicit and provide information.	1	2	3	4	5
Systems Based Practice • Uses information technology resources to support patient care decisions and patient education.	1	2	3	4	5
• Practices cost-effective health care and resources allocation that does not compromise quality of care.	1	2	3	4	5
• Applies medical information and clinical data systems to provide more effective, efficient patient care.	1	2	3	4	5

PA Name: _____   Date of Evaluation: _____

Physician Assistant Competency Measures

Competency Measure-Orthopaedics Note: A score of 1 or 2 requires comment in the space provided.	Unacceptable Clearly inadequate; requires remediation	Poor Many deficiencies	Satisfactory Adequate	Very Good Exceeds in many areas- top 20%	Excellent Superior in every way- top 10%
X-ray Interpretation:					
• Demonstrates accurate interpretation of findings	1	2	3	4	5
• Provides complete documentation	1	2	3	4	5
Fracture/dislocation reduction:					
• Demonstrates appropriate technique	1	2	3	4	5
• Achieves acceptable alignment	1	2	3	4	5
• Provides appropriate post-reduction management/immobilization	1	2	3	4	5
Cast/Splint Application					
• Demonstrates appropriate technique	1	2	3	4	5
• Applies appropriate splint type and selects appropriate materials	1	2	3	4	5
Assistant at Surgery					
• Maintains sterile technique	1	2	3	4	5
• Demonstrates appropriate patient positioning/draping	1	2	3	4	5
• Provides effective retraction/exposure	1	2	3	4	5
• Demonstrates acceptable wound closure techniques, including approximation of layers, selection of closure material, and dressing application	1	2	3	4	5
Medical Management					
• Antibiotics ordered appropriately (1 hour prior to surgery, stopped in 24 hours post-op, appropriate drug selected)	1	2	3	4	5
• DVT prophylaxis ordered appropriately	1	2	3	4	5
• Pain management appropriate	1	2	3	4	5

PA Name: _____   Date of Evaluation: _____

Physician Assistant Competency Measures

Evaluator Level of Interaction:

- ☐ **Minimum-occasional encounters**
- ☐ **Moderate-weekly encounters**
- ☐ **Extensive-daily encounters**

Evaluator

- ☐ **Physician (MD/DO)**
- ☐ **Peer (PA)**

Comments: (Required for any Rating of "1" or "2")

Evaluator Name: _____   Evaluator Signature: _____

PA Name: _____   Date of Evaluation: _____