

# King's PA Program Competencies

## 1. Knowledge for Practice

Knowledge for practice includes core knowledge about established and evolving biomedical and clinical sciences and the application of this knowledge to patient care. PAs should be able to:

- 1.1 Demonstrate an investigative and analytic thinking approach to clinical situations.
- 1.2 Access and interpret credible sources of medical knowledge.
- 1.3 Apply principles of clinical sciences to diagnose disease and utilize (1) therapeutic decision-making (distinguishing between normal and abnormal findings), (2) clinical problem-solving, and (3) other aspects of evidence-based health care.
- 1.4 Apply principles of epidemiological sciences to the identification of health problems, risk factors, treatment strategies, resources, and disease prevention/health promotion efforts for patients and populations.
- 1.5 Discern among acute, chronic, and emerging disease states.
- 1.6 Articulate and adhere to standards of care and including compliance with relevant laws, policies, and regulations that govern the delivery of care in the United States.
- 1.7 Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care.
- 1.8 Work effectively and efficiently in various health care delivery settings and systems relevant to the PA's clinical specialty.
- 1.9 Identify economic factors that affect access to care, including how to deliver high quality in a value-based system.
- 1.10 Participate in surveillance of community resources to determine their adequacy to sustain and improve health.

## 2. Interpersonal and Communication Skills

Competent interpersonal and communication skills result in the effective exchange of information and collaboration with patients, their families, and health professionals. PAs should be able to:

- 2.1 Establish meaningful, therapeutic relationships with patients and families that create space for exploration to ensure that patients' needs and goals are met in order to deliver culturally competent care.
- 2.2 Use effective communication skills to elicit and provide information.
- 2.3 Accurately and adequately document medical information regarding care for medical, legal, quality, and financial purposes.
- 2.4 Demonstrate sensitivity, honesty, and compassion in difficult conversations, including those about death, end of life, adverse events, bad news, disclosure of errors, and other sensitive topics.
- 2.5 Demonstrate emotional resilience and stability, as well as adaptability, flexibility, and tolerance of ambiguity.
- 2.6 Demonstrate understanding of emotions and human responses to them that allow for

effective interpersonal interactions.

2.7 Recognize barriers to communication and provide access to interpreters and other appropriate resources to patients and families.

2.8 Provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.

### **3. Patient-centered Care**

Patient-centered care includes patient- and setting-specific assessment, evaluation, and management. PAs must provide health care that is effective, safe, culturally competent, compassionate, and equitable. PAs should be able to:

3.1 Gather essential and accurate information about patients and their conditions through history-taking, physical examination, and the use of laboratory data, imaging, and other tests.

3.2 Elicit and acknowledge the story of the individual and apply the context of the individual's life, including environmental influences, culture, and disease.

3.3 Interpret data to make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, current scientific evidence, and clinical judgment.

3.4 Develop and implement patient management plans.

3.5 Perform medical, diagnostic, and surgical procedures considered essential for the practice specialty.

3.6 Counsel and educate patients and their families to empower them to participate in their care and enable shared decision-making.

3.7 Provide appropriate referral of patients, including ensuring continuity of care throughout transitions between providers or settings, and follow up on patient progress and outcomes.

3.8 Provide health care services to patients, families, and communities with the goal of preventing health problems and maintaining health.

### **4. Interprofessional Collaboration**

Interprofessional collaboration is the ability to engage with an interprofessional team in a manner that optimizes safe, effective, patient- and population-centered care. PAs should be able to:

4.1 Work effectively with other health professionals to provide collaborative, patient centered care while maintaining a climate of mutual respect, dignity, diversity, ethical integrity, and trust.

4.2 Communicate effectively with colleagues and other professionals as a member or leader of the health care team in order to develop and continuously enhance interprofessional teams.

4.3 Efficiently engage the abilities of all available health professionals, as well as associated resources, to complement the PA's professional expertise and develop optimal

strategies to enhance patient care.

4.4 Describe how professionals in health and other fields can collaborate and integrate clinical care and public health interventions.

4.5 Recognize when referrals are needed and effectively communicate these to the appropriate health care provider.

## **5. Professionalism and Ethics**

Professionalism is a commitment to practicing medicine in ethically and legally appropriate ways and emphasizing professional maturity and accountability for delivering safe and quality care to patients and populations. PAs should be able to:

5.1 Articulate standard of care practice as well as the appropriate role of the PA in the health care team.

5.2 Demonstrate compassion, integrity, and respect for others.

5.3 Demonstrate responsiveness to patient needs that supersedes self-interest.

5.4 Demonstrate respect for patient privacy and autonomy.

5.5 Demonstrate accountability to patients, society, and the profession.

5.6 Demonstrate cultural humility and responsiveness to a diverse patient population, including diversity in gender, age, culture, race, religion, disabilities, and sexual orientation.

5.7 Demonstrate a commitment to ethical principles pertaining to provision or withholding of care, confidentiality, patient autonomy, informed consent, and business practices, including compliance with relevant laws, policies, and regulations.

5.8 Demonstrate a commitment to lifelong learning and recognize the importance of educating students and other health care professionals.

5.9 Demonstrate a commitment to personal wellness, including coping mechanisms that support healthy partnerships and the provision of quality patient care.

5.10 Recognize that ambiguity is part of clinical health care and respond by utilizing appropriate resources while maintaining fiscal responsibility when dealing with uncertainty.

5.11 Demonstrate the ability to be flexible and mature when adapting to change.

## **6. Practice-based Learning and Quality Improvement**

Practice-based learning and quality improvement includes engaging in critical analysis of one's own practice experience, the medical literature, and other information resources for the purposes of self-evaluation, lifelong learning, and practice improvement. PAs should be able to:

6.1 Develop the ability to use self-awareness of knowledge, skills, and emotional limitations to identify strengths, deficiencies, and limits in their knowledge and expertise.

6.2 Continually identify, analyze, and implement new knowledge, guidelines, standards, technologies, products, or services that have been demonstrated to improve outcomes.

6.3 Identify improvement goals and perform learning activities that address gaps in knowledge, skills, or attitudes.

6.4 Recognize the characteristics of practice-based quality improvement activities.

6.5 Recognize the use and allocation of resources to ensure the practice of cost-effective

health care that does not compromise quality of care.

6.6 Demonstrate an understanding of how their practice decisions impact the finances of their organizations, while keeping the patient's needs foremost.

## **7. Society and Population Health**

PAs are able to recognize and understand that the influences of the larger community may affect the health of patients and integrate knowledge of social determinants of health into patient care decisions. PAs should be able to:

7.1 Apply principles of social-behavioral sciences to care, including assessing the impact of psychosocial and cultural influences on health, disease, care seeking, and compliance.

7.2 Recognize the impact of genetics, as well as socioeconomic, environmental, and other population-level determinants on the health of the individual and community.

7.3 Accept responsibility for improving the health of the patient populations they serve.

7.4 Demonstrate accountability and responsibility for removing barriers to health.

**Note:** The King's PA Program adapted these competencies which were drawn from three sources: the current Competencies for the PA Profession, PAEA's Core Competencies for New PA Graduates, and the Englander et al article "Toward a common taxonomy of competency domains for the health professions and competencies for physicians".