



## **ABEM KSAs & Standards:**

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## CS0 - COMMUNICATION & INTERPERSONAL SKILLS

- A. Identify and implement means by which to improve communication in ED-based and institutional healthcare teams.
- B. Use communication methods that minimize the potential for stress, conflict, and miscommunication.
- C. Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, families, and all other stakeholders.**
- D. Elicit patients' reasons for seeking healthcare and expectations from the visit, and listen effectively to patients, families, and all members of the healthcare team.

KSA Code	KSA Description	Level
CS1	Identify and implement means by which to improve communication in ED-based and institutional healthcare teams	A
CS7	Consider the expectations of those who provide or receive care in the ED and use communication methods that minimize the potential for stress, conflict, and miscommunication	A
CS8	Recognize and resolve interpersonal conflict in the emergency department including conflicts with patients and family	B
CS16	Negotiate effectively with staff, consultants, patients, families, and others to provide optimal patient care	B
CS2	Establish rapport with and demonstrate empathy toward patients and their families	C
CS5	Communicate information to patients and families using verbal, nonverbal, written, and technological skills, and confirm understanding	C
CS9	Use feedback provided from others to improve communication skills	C
CS10	Communicate pertinent information to healthcare colleagues in effective and safe transitions of care	C
CS11	Use flexible communication strategies and adjust them based on the clinical situation to resolve specific ED challenges, e.g., drug-seeking behavior, altered mental status, delivering bad news, etc.	C
CS12	Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, families, and all other stakeholders.	C
CS13	Adjust interactions with staff according to factors such as culture, gender, age, language, disability, discipline, staff standing, and professional training to avoid bias and discrimination	C
CS14	Communicate risks, benefits, and alternatives to therapeutic interventions to patients and/or appropriate surrogates, and obtain consent when indicated	C
CS15	Solicit patient participation in medical decision-making by discussing charges, risks, potential benefits of, and alternatives to care provided	C
CS3	Elicit patients' reasons for seeking health care and their expectations from the ED visit	D
CS4	Listen effectively to patients, families, and all members of the healthcare team	D
CS6	Elicit information from patients, families, and other healthcare members using verbal, nonverbal, written, and technological skills	D

## CO0 - CONSULTATION

- A. Evaluate and incorporate consultants' recommendations into the treatment plan, as appropriate.
- B. Formulate a plan for consultation and communicate effectively to establish a plan and timeline for consultation.
- C. Identify appropriate cases where expert consultation is indicated.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
CO2	Evaluate and incorporate consultant recommendations into the treatment plan, as appropriate	A
CO3	When working with an outside consultant, formulate and communicate a plan and timeline for consultation	B
CO1	Arrange necessary consultation with physicians and other professionals when needed	C
CO4	Ensure timely evaluation and treatment from consultants	C
CO99	Other	

## DX0 – DIAGNOSIS

- A. Identify obscure, occult, or rare patient conditions.
- B. Based on all of the available data, narrow and prioritize the list of weighted differential diagnoses to determine appropriate management.**
- C. Synthesize the chief complaint, history, physical examination, and available medical information to develop a list of weighted differential diagnoses including those with the greatest potential for morbidity or mortality.
- D. Construct a list of potential diagnoses based on the chief complaint.

KSA Code	KSA Description	Level
DX7	Identify obscure, occult, or rare patient conditions	A
DX5	Based on all of the available data, narrow and prioritize the list of weighted differential diagnoses to determine appropriate management	B
DX1	Synthesize chief complaint, history, physical examination, and available medical information to develop a differential diagnosis	C
DX2	Construct a list of potential diagnoses, based on the greatest likelihood of occurrence	C
DX4	Revise a differential diagnosis in response to changes in a patient's condition over time	C
DX6	Correctly identify acuity of emergency conditions	C
DX3	Construct a list of the diagnoses with the greatest potential for morbidity or mortality	D
DX8	Construct a list of potential diagnoses based on the chief complaint	D
DX99	Other	

**DS0 – DIAGNOSTIC STUDIES**

- A. Use diagnostic testing based on the pre-test probability of disease and the likelihood of test results altering management.**
- B. Interpret results of a diagnostic study based on pre-test probability, recognizing limitations and risks, seeking interpretive assistance when appropriate.
- C. Order and prioritize appropriate diagnostic studies using decision rules as appropriate. Perform appropriate bedside diagnostic studies and procedures.
- D. Determine necessity and urgency of diagnostic studies.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
DS3	Use diagnostic testing based on the pre-test probability of disease and the likelihood of test results altering management	A
DS4	Review risks, benefits, contraindications, cost-effectiveness, and alternatives to a diagnostic study or procedure	B
DS7	Interpret results of a diagnostic study, recognizing limitations, seeking interpretive assistance when appropriate	B
DS1	Prioritize essential testing	C
DS5	Order appropriate diagnostic studies using decision rules as appropriate	C
DS6	Perform appropriate bedside diagnostic studies and procedures	C
DS2	Determine necessity and urgency of diagnostic studies	D
DS99	Other	

## DM0 – DISASTER MANAGEMENT

- A. Develop and evaluate an ED plan for various disasters and crisis management.
- B. Manage the ED in response to a disaster.**
- C. Participate in ED response to a disaster.

KSA Code	KSA Description	Level
DM6	Develop and evaluate an emergency response plan for the ED in the setting of disasters	A
DM8	Develop and evaluate a continuity plan to manage a critical reduction in staffing of an ED due to an emergency situation	A
DM10	Develop and evaluate contingency strategies for crisis management, e.g., stress debriefing	A
DM3	Using established protocols, manage an ED multi-casualty incident, surge, and/or hospital evacuation	B
DM5	Prepare and decontaminate victims of HAZMAT incidents	B
DM7	Activate appropriate resources from local and federal agencies to respond to an ongoing disaster	B
DM1	Identify Hospital Emergency Incident Command System (HEICS) roles and responsibilities	C
DM11	Participate in a mass casualty drill or event in an ED involving multiple patients, prioritizing care, containing potential exposures, and appropriately assigning resources	C
DM99	Other	

## DO0 – DOCUMENTATION

- A. **Demonstrate clear, concise, and timely documentation that describes medical decision-making, ED course, and supports the development of the clinical impression, management plan, and level of care.**
- B. Demonstrate clear, concise, and timely documentation of history, physical exam, clinical impression, disposition, and ED course.
- C. Document the history, physical exam, clinical impression, and disposition appropriately.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
DO5	Demonstrate clear and concise documentation that describes medical decision-making, ED course, and supports the development of the clinical impression and management plan	A
DO6	Demonstrate clear and concise documentation that supports the level of care provided	A
DO1	Demonstrate clear, concise, and timely documentation of history, physical exam, clinical impression, disposition, and ED course	B
DO2	Document history, physical exam, clinical impression, and disposition in the medical record	C
DO7	Use an electronic medical record (EMR) system to enter and access information	C
DO99	Other	

## ES0 – EMERGENCY STABILIZATION

- A. Develop policies and protocols for the management and/or transfer of critically ill or injured patients.
- B. Prioritize critical initial stabilization actions in the resuscitation of a critically ill or injured patient and reassess after stabilizing intervention.**
- C. Develop a diagnostic impression and plan based on relevant data.
- D. Perform a primary assessment on a critically ill or injured patient.

KSA Code	KSA Description	Level
ES10	Develop policies and protocols for the management and/or transfer of critically ill or injured patients	A
ES6	Recognize in a timely fashion when further clinical intervention is futile	B
ES9	Integrate hospital support services into a management strategy for a problematic stabilization situation	B
ES11	Optimize resuscitation and stabilization for patients requiring transfer to a higher level of care	B
ES12	Elicit goals of care prior to initiating emergency stabilization	B
ES2	Prioritize vital critical initial stabilization actions in the resuscitation of a critically ill or injured patient, including transfer options	C
ES7	Evaluate the validity of a DNR order	C
ES13	Identify need for transfer of patients to higher level of care	C
ES1	Perform a primary assessment on a critically ill or injured patient	D
ES99	Other	



## FI0 – FINANCIAL ISSUES

- A. Develop, implement, and monitor financial benchmarks; billing, coding, and reimbursement strategies; and physician compensation and benefit plans to assure smooth financial operations and optimize the financial well-being of the department.
- B. Participate in periodic review of financial and practice metrics and use these to modify personal practices and resource utilization.**
- C. Use appropriate resources based on institutional policy and evidence-based guidelines to provide cost-effective care.

KSA Code	KSA Description	Level
F13	Participate in continuous monitoring, and evaluation of financial benchmarks, including departmental budgets, financial statements, and provider payroll	A
F16	Develop, implement, revise, or review equitable physician compensation and benefit plans	A
F14	Identify the reimbursement implications of medical record documentation	B
F17	Participate in periodic review of financial and practice metrics and use these to modify personal practices and resource utilization	B
F11	Use cost effective patient management strategies and adhere to institutional policy and evidence-based guidelines for resource utilization	C
FI99	Other	

## HP0 – HISTORY & PHYSICAL EXAM

- A. Identify relevant historical and physical findings to guide diagnosis and management of a patient's presenting complaint in the context of their baseline condition.
- B. Synthesize and prioritize essential data necessary for the correct management of patients.
- C. Perform a focused history and physical exam.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
HP6	Identify relevant historical and physical findings to guide diagnosis and management of a patient's presenting complaint in the context of their baseline condition	A
HP7	Abstract and compare current findings in the context of a patient's past medical history and prior physical findings, when available	A
HP2	Prioritize essential components of a history and physical examination given limited (e.g., altered mental status) or dynamic (e.g., acute coronary syndrome) situations	B
HP4	Synthesize essential data necessary for the correct management of patients	B
HP1	Perform a focused history and physical exam	C
HP99	Other	

## KT0 – KNOWLEDGE TRANSLATION

- A. Perform original research to answer a clinical question.
- B. Identify need for departmental improvements and develop evidence-based processes to improve ED patient care.
- C. Identify personal knowledge gaps and apply evidence to decision-making.**
- D. Access resources to answer a clinical question in the care of an individual patient.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
KT1	Perform original research to answer a clinical question	A
KT7	Identify need for departmental improvements and develop evidence-based processes to improve ED patient care	B
KT2	Apply the evidence to decision-making for individual patients	C
KT6	Identify personal knowledge gaps	C
KT4	Acquire the best evidence	D
KT5	Ask answerable questions for emerging information needs	D
KT99	Other	

## LI0 – LEGAL ISSUES

- A. Develop and implement department or hospital policy for legal issues.
- B. Apply key regulations governing the practice of EM.**
- C. Comply with regulatory policies regarding the care of an individual patient.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
LI3	Develop and implement department or hospital policy for legal issues	A
LI4	Follow appropriate hospital and EMTALA guidelines when transferring or accepting patients, including completion of all necessary communication and documentation	B
LI5	Maintain confidentiality of patient information, e.g., HIPAA	B
LI1	Adhere to all legal and ethical obligations when managing a victim of abuse or neglect, including child, spousal, or elder, whether sexual, physical, or both	C
LI6	When addressing consent and refusal of care/AMA, assess patient decision-making capacity and provide and document complete information about relevant risks, benefits, alternatives, and follow-up	C
LI99	Other	

**MF0 – MODIFYING FACTORS**

**A. Adjust evaluation and treatment of patients according to factors such as culture, gender, age, language, disability, and social status.**

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
MF1	Adjust treatment of patients according to factors such as culture, gender, age, language, disability, and social status	A
MF99	Other	

## MP0 – MULTIPLE PATIENT CARE

- A. Mobilize and manage necessary personnel and other hospital resources to meet patient care needs when normal ED operational capacity is exceeded.
- B. Simultaneously manage residents, mid-level providers, nursing staff, students, and other ED staff as necessary to run an efficient ED.**
- C. Triage, manage, and develop disposition for multiple patients.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
MP5	Mobilize necessary personnel and other hospital resources to meet ED needs, including consultants, back-up attending physicians and residents, and mid-level providers	A
MP4	Simultaneously manage residents, mid-level providers, nursing staff, students, and other ED staff as necessary to run an efficient ED	B
MP1	Triage, manage, and disposition multiple patients simultaneously	C
MP99	Other	

## OB – OBSERVATION

- A. Develop protocols for patients undergoing ED observation to ensure quality of care, and monitor clinical outcomes, admission rates, and other resource utilization.
- B. Re-evaluate patients undergoing ED observation and, using appropriate data and resources, determine differential diagnosis, treatment plan, and disposition.**
- C. Treat and reassess appropriate patients undergoing ED observation.
- D. Identify which patients are appropriate for ED observation.

KSA Code	KSA Description	Level
OB5	Identify and comply with federal and other regulatory requirements, including billing, which must be met for a patient who is under ED observation	A
OB6	Develop protocols for patients undergoing ED observation to ensure quality of care, and monitor clinical outcomes, admission rates, and other resource utilization	A
OB3	Evaluate effectiveness of therapies and treatments provided during ED observation	B
OB4	Consider additional diagnoses and therapies for a patient who is under ED observation and change treatment plan accordingly	B
OB2	Monitor a patient's clinical status at timely intervals during observation in the ED	C
OB1	Identify which patients are appropriate for observation in the ED	D
OB99	Other	

## OP0 – OPERATIONS

- A. Develop inter-departmental and departmental solutions to process/operational problems.
- B. Participate in solving departmental process/operational problems.**
- C. Employ processes that improve patient care satisfaction and flow.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
OP1	Develop inter-departmental and departmental solutions to process/operational problems	A
OP3	Perform departmental leadership responsibilities such as flow metrics, staffing, sentinel event identification, and ED design	A
OP4	Participate in solving departmental process/operational problems	B
OP2	Employ processes, personnel, and technologies that optimize safe, timely, efficient, effective, equitable, and patient-centered care	C
OP9	Use strategies to enhance patient satisfaction	C
OP99	Other	



## PI0 – PERFORMANCE IMPROVEMENT

- A. Develop and evaluate measures of professional performance and process improvement and implement them to improve departmental practice.
- B. Participate in performance improvement to optimize ED function.**
- C. Participate in a performance improvement evaluation for self-improvement.
- D. Adhere to department standards.

KSA Code	KSA Description	Level
PI8	Use analytical tools to assess healthcare quality and safety and reassess quality improvement programs for effectiveness	A
PI9	Develop and evaluate measures of professional performance and process improvement and implement them to improve departmental practice	A
PI7	Participate in departmental initiatives to optimize practice based on case reviews	B
PI10	Use core measures data to articulate a plan for process improvement	B
PI11	Participate in a process improvement plan to optimize ED practice	B
PI13	Measure physician performance using standard methods, including complaint responses	B
PI1	Participate in ongoing and focused professional practice evaluation and monitoring, such as lifelong learning, patient outcomes, and patient satisfaction	C
PI14	Participate in evaluation processes and use tools that assess communication and interpersonal skills, such as patient satisfaction surveys, staff surveys, etc.	C
PI15	Collect data to evaluate clinical care delivery, modify practice as needed, and evaluate the effectiveness of that modification	C
PI3	Compare clinical care delivery data to local or national standards of practice	D
PI6	Disclose errors via institutionally supported mechanisms	D
PI12	Adhere to standards for maintenance of a safe working environment	D
PI99	Other	

**PT0 – PHARMACOTHERAPY**

- A. Select the appropriate agent based on intended effect, possible adverse effects, patient preferences, financial considerations, institutional policies, and clinical guidelines, including patient’s age, weight, and other modifying factors.**
- B. Select and prescribe appropriate pharmaceutical agents based on intended effect, patient allergies, and potential drug-food and drug-drug interactions.
- C. Select and prescribe appropriate pharmaceutical agents based on intended effect and patient allergies.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
PT1	Select, prescribe, and be aware of adverse effects of appropriate pharmaceutical agents based upon relevant considerations such as intended effect, financial considerations, possible adverse effects, patient preferences, institutional policies, and clinical guidelines; and monitor and intervene in the advent of adverse effects in the ED.	A
PT5	Recognize and treat adverse effects of pharmacotherapy	A
PT2	Identify relative and absolute contraindications to specific pharmacotherapy	B
PT3	Identify the anticipated response of clinical conditions to specific therapies with consideration for alternative therapies if the desired response is not achieved	B
PT4	Conduct focused medication review and recognize and discontinue agents that may be causing an adverse effect	C
PT6	Select and prescribe appropriate pharmaceutical agents based on intended effect and patient allergies	C
PT99	Other	

## PH0 – PREHOSPITAL CARE

- A. Create standard operating procedure documents and prehospital medical protocols for EMS.
- B. Provide medical direction that requires EM physician level of experience that allows deviation from standard protocols to different levels of prehospital providers.**
- C. Follow prehospital medical protocols for EMS.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
PH1	Create standard operating procedure documents and prehospital medical protocols for EMS	A
PH3	Provide medical direction that requires EM physician level of experience beyond standard prehospital medical protocols for prehospital providers, when appropriate	B
PH4	Provide appropriate medical direction to different levels of prehospital providers	B
PH5	Remotely manage care on a continuous or intermittent basis for EMS patients who have prolonged transport times to the hospital	B
PH2	Follow standard operating procedure documents and prehospital medical protocols for EMS	C
PH99	Other	

## PE0 – PREVENTION & EDUCATION

- A. Lead or participate in programs that educate patients and the community about injury and illness prevention.
- B. Educate patients and families regarding presentation-specific risk prevention, healthy lifestyle, and the importance of the continuum of care.**
- C. Recognize risk factors and give appropriate education for a specific diagnosis.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
PE5	Lead or participate in programs that educate patients and the community about injury and illness prevention	A
PE2	Identify preventive measures to delay illness or prevent trauma	B
PE3	Educate patients regarding preventive measures to improve lifestyle, delay illness, or prevent trauma, and to optimize patient outcomes	B
PE1	Recognize risk factors for a specific medical or surgical diagnosis and provide appropriate education	C
PE99	Other	

## PR0 – PROCEDURES

- A. Perform the indicated procedure on all appropriate patients (including those who are uncooperative, at the extremes of age, hemodynamically unstable and those who have multiple comorbidities, poorly defined anatomy, high risk for pain or procedural complications, sedation requirement), and take steps to avoid potential complications, and recognize the outcome and/or complications resulting from the procedure.
- B. Perform the indicated procedure on a patient who has a moderate risk for complications, moderate need for pain control or anxiolysis, or moderate urgency, and recognize the outcome and/or complications resulting from the procedure.
- C. Perform the indicated procedure safely and effectively in ideal circumstances, including a cooperative patient with no comorbidities, normal anatomy, hemodynamically stable, low risk for pain or procedural complications, no sedation required, and low urgency, and recognize the outcome and/or complications resulting from the procedure.

KSA Code	KSA Description	Level
PR1	Perform the indicated procedure in any circumstance, take steps to avoid potential complications, and recognize the outcome and/or complications resulting from the procedure	A
PR2	Perform the indicated procedure on an uncooperative patient, patient at the extremes of age (pediatric, geriatric), multiple co-morbidities, poorly defined anatomy, hemodynamically unstable, high risk for pain or procedural complications, sedation required, or emergent indication to perform procedure, and recognize the outcome and/or complications resulting from the procedure	A
PR3	Perform the indicated procedure on a patient who has identifiable landmarks, moderate risk for complications, moderate pain control or anxiolysis required, or moderate urgency, and recognize the outcome and/or complications resulting from the procedure	B
PR4	Identify the pertinent anatomy and physiology for a specific procedure	C
PR5	Perform the appropriate procedures on the appropriate patient following institutional policies and guidelines	C
PR6	Use universal protocol prior to performing a procedure, e.g., timeout, site marking, patient identification, informed consent	C
PR7	Recognize the indications, contraindications, alternatives, and potential complications for a procedure	C
PR8	Ensure availability of the personnel, equipment, and/or medications necessary to perform a procedure	C
PR9	Obtain informed consent from the patient or surrogate when appropriate	C
PR10	Perform the indicated procedure competently	C
PR11	Identify and address any complications resulting from a procedure (29.8)	C
PR13	Determine a backup strategy if initial attempts to perform a procedure are unsuccessful (29.10)	C
PR99	Other	

## PF0 – PROFESSIONAL ISSUES

- A. Develop and implement department or hospital policy for professional resolution.
- B. Treat patients, families, staff, and consultants with respect, honesty, and dignity, demonstrate sensitivity to patients’ needs, and acknowledge and discuss medical errors with patients and colleagues.**
- C. Demonstrate professional behavior and adhere to ethical principles relevant to the practice of medicine.

KSA Code	KSA Description	Level
PF1	Recognize a hostile work environment, including sexual harassment, and implement department or hospital policy for resolution	A
PF21	Design and implement a plan to manage fatigue, impairment, and wellness issues for the ED staff	A
PF7	Recognize and formulate an appropriate plan to address impairment in a colleague in a professional and confidential manner	B
PF11	Acknowledge and discuss medical errors with patients and colleagues according to principles of responsibility and accountability	B
PF20	Assist others in the ED in managing fatigue, impairment, and wellness issues	B
PF25	Assist others in the ED in managing work dysphoria (burn-out) issues	B
PF30	Recognize how personal beliefs and values impact medical care	B
PF5	Demonstrate professional appearance and demeanor when dealing with patients, consultants, and peers	C
PF6	Recognize and report impairment in a colleague in a professional and confidential manner	C
PF9	Treat patient, family, staff, and consultants with respect, honesty, and dignity	C
PF12	Recognize a medical error that constitutes a sentinel event and ensure notification of the hospital quality improvement team	C
PF17	Recognize and disclose conflicts of interest	C
PF23	Ensure wellness and work/life balance in EM practice	C
PF29	Adhere to ethical principles relevant to the practice of medicine	C
PF99	Other	

## RA0 – REASSESSMENT

- A. Reassess patients at timely intervals to assist in making a diagnosis and identify need for additional studies or treatments and/or making a disposition.
- B. Identify appropriate intervals for reassessment of a patient based on their presentation and acuity.
- C. Reassess patients after pharmacologic or therapeutic interventions.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
RA1	Reassess patients at timely intervals to assist in making a diagnosis and identify need for additional studies or treatments, and/or making a disposition	A
RA2	Identify appropriate intervals for reassessment of patients based on their presentation and acuity	B
RA3	Identify patients appropriate for reassessment in the ED based on their presentation and acuity	B
RA4	Reassess patients after pharmacologic or therapeutic interventions	C

**SM0 – SYSTEMS-BASED MANAGEMENT**

- A. Develop and implement strategies to assess and improve healthcare delivery within the hospital system and community.
- B. Develop and implement strategies to assess and improve departmental healthcare delivery and flow.
- C. Participate in strategies to improve departmental healthcare delivery and flow.**
- D. Deliver safe, timely, effective, efficient, equitable, patient-centered care.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
SM6	Coordinate ED care among hospitals to prevent overcrowding	A
SM7	Lead or participate in programs that educate patients and the community about injury and illness prevention	A
SM10	Advocate for EM and patients in the hospital and the community	A
SM11	Address the differing customer needs of patients, hospital, medical staff, EMS, and the community	A
SM1	Develop and implement strategies to assess and improve departmental healthcare delivery and flow	B
SM3	Recommend strategies by which patients' access to care can be improved	C
SM5	Use mechanisms to institute ED and/or hospital diversion to ensure safe patient care	C
SM2	Assist patients in navigating the healthcare system	D
SM4	Ensure optimal patient support, both immediately and in follow-up, by interacting with community support resources	D
SM8	Mobilize institutional resources to assist patients with challenging social and ethical situations	D
SM9	Adhere to public health reporting requirements	D
SM12	Use alternative data management systems when electronic medical record systems are malfunctioning.	D
SM99	Other	



## TC0 – Transitions of Care

- A. Establish and implement a disposition plan for patients being admitted, discharged, observed, or transferred that uses appropriate consultation, patient education, treatment plan, medications, and follow-up.
- B. Implement a treatment plan that includes discharge instructions, prescriptions, and follow-up instructions as appropriate.
- C. Formulate a disposition plan.

KSA Code	KSA Description	Level
TC1	Summarize and verify comprehension of diagnosis, disposition plan, medications, and follow-up to patient or surrogate	A
TC2	Correctly assign admitted patients to an appropriate level of care	A
TC3	Ensure patient has resources and tools to comply with discharge plan	A
TC4	Communicate anticipated course, prognosis, and signs and symptoms for which to seek further care	A
TC5	Transfer patients to the appropriate facility, including documentation, patient education, consent, transportation, and transition of care	A
TC6	Ensure safe transitions of care for ED patients	A
TC7	Forecast the likely outcome of a medical disease or traumatic condition	A
TC8	Use appropriate tools for transitions of care, discharge instructions, prescriptions, follow-up instructions, and any pending diagnostic studies	B
TC9	Formulate a specific follow-up plan	C
TC99	Other	

**TM0 – TEAM MANAGEMENT**

- A. Lead inter- and intra-departmental groups in the patient care setting and in collaborative meetings outside of the patient care setting.
- B. Lead and evaluate departmental patient care teams and develop strategies to overcome team limitations.
- C. Lead patient-centered care teams and ensure effective communication and mutual respect among members of the team.**
- D. Participate as a member of a patient care team.

KSA Code	KSA Description	Level
TM8	Participate in and lead interdepartmental groups in the patient care setting and in collaborative meetings outside of the patient care setting	A
TM1	Organize patient care teams	B
TM2	Evaluate and provide feedback on team performance	B
TM3	Recognize team limitations and develop strategies to overcome them	C
TM4	Recommend changes in team performance as necessary for optimal efficiency	C
TM6	Ensure clear communication among team members	C
TM7	Ensure respect between all team members	C
TM10	Appropriately supervise care provided by advanced practice practitioners	C
TM9	Participate as a member of a patient care team	D
TM99	Other	

## T10 – THERAPEUTIC INTERVENTIONS

- A. Develop protocols to avoid potential complications of interventions.
- B. Employ strategies to ensure success and avoid complications of interventions.**
- C. Develop a strategy and perform therapeutic interventions using appropriate adjuncts.
- D. Recognize when a therapeutic intervention is indicated as part of a patient management plan.

<b>KSA Code</b>	<b>KSA Description</b>	<b>Level</b>
T16	Develop protocols to avoid potential complications of interventions	A
T17	Employ strategies to ensure success and avoid complications of interventions	B
T12	Develop a strategy for performing therapeutic interventions	C
T14	Use adjuncts to therapeutic interventions appropriately	C
T11	Recognize when a therapeutic intervention is indicated as part of a patient management plan	D
T15	Perform therapeutic interventions, such as rewarming, noninvasive airway management, transfusion, and hemostasis	D
TI99	Other	