

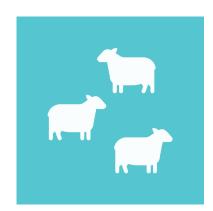


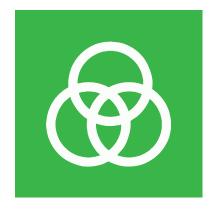
Competency-Based Veterinary Education:

Competency Framework



















CBVE: Competency Framework

The CBVE Competency Framework consists of nine domains of competence, each representing a group of related abilities necessary for veterinary graduates.

Associated with each domain is a list of competencies, all of which are considered core for veterinary graduates. The CBVE Competency Framework consists of 32 competencies, some of which lend themselves to assessment in the clinical context, while others may be best assessed in the pre-clinical curriculum.

To better describe each competency, illustrative subcompetencies are provided, which may be modified or refined by individual programs. Subcompetencies are more granular than

competencies and can be used to develop course or rotation objectives and assessments or used to highlight specific areas of focus that align with a program's mission, context, or culture (see Implementation Strategies, page 82).

The competency framework should be the scaffold on which the curriculum and assessments are built. Learners should be assessed longitudinally across the program for each competency to ensure that graduates have achieved the necessary outcomes by the time of graduation. The CBVE Competency Framework guides teaching and learning to prepare graduates for successful careers in the veterinary profession.

CBVE: Domains of Competence

1	***	Clinical Reasoning and Decision-making
2	₩.	Individual Animal Care and Management
3		Animal Population Care and Management
4	8	Public Health
5		Communication
6		Collaboration
7	\$	Professionalism and Professional Identity
8	\$1	Financial and Practice Management
9	Q	Scholarship



Clinical Reasoning and Decision-making

The graduate demonstrates critical thinking and problem solving to arrive at evidence-based decisions that consider animal and client needs, available resources, and social context.

CON	MPETENCIES	ILLUSTRATIVE SUBCOMPETENCIES	
1.1	Gathers and assimilates relevant information about animals	 Collects history Performs physical examination Interprets diagnostic test results Performs necropsy examination 	
1.2	Synthesizes and prioritizes problems to arrive at differential diagnoses	 Identifies problems Creates refined problem list Prioritizes differential diagnoses 	
1.3	Creates and adjusts a diagnostic and/or treatment plan based on available evidence	 Appraises available clinical information and acts accordingly despite uncertainty Explains justification for plan Re-evaluates animal or population in a timely manner to adjust plan Uses critical thinking to determine appropriate action when unexpected outcomes occur (e.g., complications, changed diagnosis) 	
1.4	Incorporates animal welfare, client expectations, and economic considerations into the diagnostic or treatment plan	 Considers disease in context of the whole animal and client Presents a range of options to the client Considers euthanasia as a management option when appropriate 	
1.5	Prioritizes situational urgency and allocates resources	 Triages cases to address most urgent and important problems first Recognizes emergent situation and directs action 	
1.6	Adapts knowledge to varied scenarios and contexts	 Extrapolates knowledge to novel species or situations Adjusts existing protocol or procedure when standard measures are unavailable 	
1.7	Recognizes limitations of knowledge, skills and resources and consults as needed	 Identifies situations in which referral is warranted Consults experts both within and outside the veterinary profession 	



Individual Animal Care and Management

The graduate performs preventive, diagnostic, medical and surgical procedures for the health, wellness and treatment of animals, appropriate to the context and life stage.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES		
2.1	Performs veterinary procedures and post-procedural care	 Performs diagnostic procedures Performs routine therapeutic procedures (e.g., administer fluids) Performs elective procedures (e.g., castration) Performs emergency procedures (e.g., establish an airway; perform cardiopulmonary cerebral resuscitation [CPCR]) Provides analgesia and postoperative care Anesthetizes and recovers patients Manages patient comfort 		
2.2	Promotes comprehensive wellness and preventive care	 Recommends disease prevention measures Provides nutritional counseling appropriate to life stage and health status Advises clients regarding routine dental care Educates clients on prevention of common behavioral problems Counsels clients about husbandry and welfare needs 		



Animal Population Care and Management

The graduate designs and implements programs in herd/flock health, disease prevention and control to improve the health, welfare and productivity of animal populations.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES	
3.1	Applies population management principles in compliance with legal regulations and economic realities	 Recommends disease prevention measures Advises on nutritional management Recommends housing and husbandry protocols Designs therapeutic plans for disease management 	
3.2	Recommends and evaluates protocols for biosecurity	 Develops isolation protocols Selects disinfection protocols Recommends protocols for animal movement 	
3.3	Advises stakeholders on practices that promote animal welfare	 Advocates for animal welfare through communication of the physical, affective, and natural needs of the animal Explains ethical and welfare-related aspects of production processes and slaughter Recognizes proper handling and/or adequate facilities by interpretation of animal behaviors Advises on animal husbandry and transport 	



The graduate responds to issues at the interface of animals, humans, and the environment, utilizing a global perspective and sensitivity to local cultures.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES	
4.1	Recognizes zoonotic, transboundary, and emerging diseases and responds accordingly	 Identifies the clinical signs, clinical course, transmission potential and pathogen(s) associated with zoonotic, transboundary, and emerging diseases Responds to disease diagnosis through owner education, reporting, quarantine, and disinfection 	
4.2	Promotes the health and safety of people and the environment	 Makes recommendations for management of animal waste, carcasses, and by-products Implements safety and infection control practices Advises on disaster/emergency preparedness and response Practices responsible use of antimicrobial agents Describes the role of the veterinarian in food safety 	



Communication

The graduate communicates effectively with diverse clients, colleagues, other healthcare professionals and the public to promote animal, human and environmental health and wellbeing.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES	
5.1	Listens attentively and communicates professionally	 Uses appropriate terminology and approach for audience Utilizes a variety of communication platforms to ensure effective communication and accessibility (e.g., email, talk to text) 	
5.2	Adapts communication style to diverse audiences	 Demonstrates audience-centered communication Elicits goals, expectations, perspectives and constraints, considering the human-animal bond Engages in difficult conversations such as financial decisions and end-of-life care (e.g., palliative care and euthanasia) 	
5.3	Prepares documentation/forms appropriate for the intended audience	 Records patient care information and communication using professional terminology Ensures documentation fulfills professional and legal requirements 	



Collaboration

The graduate collaborates with diverse colleagues, clients and other stakeholders and demonstrates skills as a leader and interprofessional team member to improve outcomes and reduce error.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES		
6.1	Solicits, respects and integrates contributions from others	 Invites input from others irrespective of role, hierarchy or background Acknowledges input and incorporates into ongoing plan of action Leverages own role and roles of others to achieve shared goals Engages colleagues to foster a culture of patient safety and error reduction 		
6.2	Functions as leader or team member based on experience, skills and context	 Applies principles of teamwork Bases action on collaborative input Manages conflict 		
6.3	Maintains ongoing relationships to provide continuity of collaborative effort	 Organizes documentation and communicates with collaborator in preparation for transfer or discharge Follows up with collaborator to ensure implementation of care plan Provides support through encouragement, education, or redirection to refine the plan of action 		
6.4	Demonstrates inclusivity and cultural competence	 Demonstrates respect for diversity Encourages diverse contributions within the workplace 		



Professionalism and Professional Identity

The graduate demonstrates behaviors expected of the veterinarian, including ethical reasoning, reflective practice, self-regulation, professional development, and personal wellbeing.

CON	MPETENCIES	ILLUSTRATIVE SUBCOMPETENCIES	
7.1	Adopts an ethical approach to meeting professional obligations	 Applies an ethical approach to professional decision-making Recognizes and responds to evidence of neglect and abuse 	
7.2	Practices time management	 Recognizes impact of time management on stakeholders Prioritizes and completes tasks according to importance and urgency 	
7.3	Reflects on personal actions and uses feedback to plan improvement	 Practices self-reflection Invites and responds to constructive feedback on performance Critiques decision-making process and its outcomes 	
7.4	Engages in self-directed learning	 Engages in self-directed learning as a foundation for life-long learning Identifies and undertakes professional development to meet learning needs Uses appropriate resources for learning and decision-making (e.g., information technology, consultation with colleagues) 	
7.5	Attends to wellbeing of self and others	 Recognizes sources of workplace stress and acts to remedy adverse situations Recognizes signs of stress in self and colleagues, engages in self-care and recognizes when professional support is appropriate for self or others Manages expectations of client and self 	
7.6	Engages in career planning	Compares career paths and weighs professional and personal rewards (e.g., financial implications)	



Financial and Practice Management

The graduate utilizes business acumen to manage professional and personal decisions, complies with legal and regulatory requirements and ensures safety of the workplace.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES	
8.1	Weighs financial factors in personal and business decision-making	 Applies financial principles to personal and professional decisions (e.g., debt repayment plan) Explains work-related insurance (e.g., personal, professional, patient) Describes relationship between revenue generation, expense categories, and compensation including benefits 	
8.2	Delivers veterinary services compliant with legal and regulatory requirements	 Acts in accordance with codes of professional practice, veterinary practice acts and licensing board regulations (e.g., veterinarian-client-patient relationship) Acts in accordance with legal and regulatory requirements (e.g., reportable diseases, animal cruelty, waste disposal) Selects drugs in accordance with regulatory and legal requirements (e.g., controlled substances, extra-label drug use) 	
8.3	Advocates for the health and safety of patients, clients, and members of the team within the workplace	 Complies with workplace health and safety regulations (e.g., radiation safety, infection control) Applies safe practices for handling hazardous materials (e.g., administration of chemotherapeutic agents) Identifies and addresses sources of medical error/adverse events 	



The graduate demonstrates the systematic identification, evaluation, integration and adaptation of evidence and experience to formulate questions and solutions, and educate others.

COMPETENCIES		ILLUSTRATIVE SUBCOMPETENCIES	
9.1	Practices evidence-based veterinary medicine (EBVM)	 Formulates questions and customizes solutions, drawing on personal experience and available evidence Retrieves, evaluates, and applies information to solve clinical or scientific problems Applies creativity to develop innovative solutions 	
9.2	Disseminates knowledge and practices to stakeholders	 Develops and disseminates educational materials Explains evidence-based recommendations 	

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