



Terms and Definitions to Support Understanding of ACCME’s Updated Accreditation Criteria

Competence

“Knowing how to do something”

Miller, G. The assessment of clinical skills/competence/performance. *Academic Medicine*, 65(9):S63-7, 1990

...is a combination of knowledge, skills and performance...the ability to apply knowledge, skills and judgment in practice.

Sanford, B. (Ed.). *Strategies for maintaining professional competence: A manual for professional associations and faculty*. Toronto, Canada: Canadian Scholars Press, Inc, 1989

The simultaneous integration of knowledge, skills, and attitudes required for performance in a designated role and setting.

Spencer, L.M., McClelland, D.C., & Spencer, S.M. (1994). *Competency assessment methods: History and state of the art*. Hay/McBer Research Press.

Competency

An underlying characteristic... causally related to effective or superior performance in a job.

Spencer, L.M., McClelland, D.C., & Spencer, S.M. (1994). *Competency assessment methods: History and state of the art*. Hay/McBer Research Press
Boyatzis, R.E. (1982). *The competent manager: A model for effective performance*. New York: Wiley-INTERSCIENCE

Performance

What one actually does, in practice. Performance is based on one’s competence but is modified by system factors and the circumstances.

Professional Practice Gap

The difference between actual and ideal performance and/or patient outcomes.

In patient care, the quality gap is “the difference between present treatment success rates and those thought to be achievable using best practice guidelines.”

Closing the Quality Gap: A Critical Analysis of Quality Improvement Strategies. Fact Sheet. AHRQ Publication No. 04-P014, March 2004. Agency for Healthcare Research and Quality, Rockville, MD. <http://www.ahrq.gov/clinic/epc/qgapfact.htm>

As CME content goes beyond issues of direct patient care the ACCME is using professional practice gap to refer to a quality gap in areas that include but also can go beyond patient care (e.g., systems’ base practice, informatics, leadership and administration)

Scope of Practice

The range or breadth of a physician's actions, procedures, and processes.

“...those health care services a physician or other health care practitioner is authorized to perform by virtue of professional license, registration, or certification.”

Assessing Scope of Practice in Health Care Delivery: Critical Questions in Assuring Public Access and Safety, Federation of State Medical Boards, 2005.

“Scope of practice: Definition of the rules, the regulations, and the boundaries within which a fully qualified practitioner, with substantial and appropriate training, knowledge, and experience may practice in a field of medicine or surgery, or other specifically defined field. Such practice is also governed by requirements for continuing education and professional accountability.”

Assessing Scope of Practice in Health Care Delivery: Critical Questions in Assuring Public Access and Safety, Federation of State Medical Boards, 2005.

References for definitions:

Agency for Healthcare Research and Quality. www.ahrq.gov

Boyatzis, R.E. (1982). *The competent manager: A model for effective performance*. New York: Wiley-INTERSCIENCE

Miller, G. (1990). The assessment of clinical skills/competence/performance. *Academic Medicine*, 65(9):S63-7.

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Spencer, L.M., McClelland, D.C., & Spencer, S.M. (1994). *Competency assessment methods: History and state of the art*. Hay/McBer Research Press.

The American Heritage® Stedman's Medical Dictionary, (2002), Houghton Mifflin Company.

Assessing Scope of Practice in Health Care Delivery: Critical Questions in Assuring Public Access and Safety, Federation of State Medical Boards, 2005.