

# DVM Program Review

Update - Program Competencies and Process

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# Goal

Evaluate how well we are achieving our program competencies

1. Review the DVM Program objectives
2. Evaluate, review and align assessment instruments
3. Identify existing curricular innovations and gaps
4. Develop timelines to address identified gaps

# Draft Competency Definition

*The expected performance associated with knowledge, skills and attitudes essential to the practice of veterinary medicine.*

## A competency should:

- focus on performance throughout, and at the completion of the curriculum
- reflect the ability to apply what is learned in the programme
- be stated in terms of measurable behaviour
- use a standard for judging competence that is not dependent upon the performance of other learners
- inform learners and other stakeholders about the program expectations

# DVM Program Competency Framework

## 3 Veterinary Competency Domains

Planning &  
Analysis

Professionalism

Conducting  
Veterinary  
Activities

Each domain contains a description and program competency statements

# Planning & Analysis

## Domain Description

The ability to solve problems in a variety of circumstances, think critically and evaluate information, are fundamental attributes of a veterinarian. A new graduate of the Ontario Veterinary College will have the ability to identify and analyze a situation and devise a plan of action based primarily on current scientific evidence.

# Planning & Analysis

## Competency Statements

1. Obtain accurate and valid information about a situation in order to identify areas of veterinary responsibilities, and the expectations of parties involved.
2. Appropriately identify, validate and analyze a problem based on scientific methodology, in a manner that can be critically reviewed.
3. Formulate a timely, rational, and effective plan that clearly identifies the desired outcomes, and balances the needs and expectations of the profession, the parties involved, cost effectiveness, and the welfare of the animal.

# Professionalism

## Domain Description

Professional conduct embodies knowledge of ethical, moral, and scientific principles that are balanced to provide informed judgement and action in the workplace. This behaviour includes the ability to communicate effectively, listen, offer professional advice, and deliver instruction to a variety of audiences. In addition, a graduate of the DVM program must recognize the need for collaboration, supervision, and delegation where appropriate, and be prepared to adapt their knowledge, behaviour and skills to the evolving role of the veterinarian in society.

# Professionalism

## Competency Statements

1. Communicate clearly, appropriately and effectively, adapting the opinions and advice offered to meet the needs of varying audiences.
2. Comply with ethical principles, legislation and regulations for the licensed veterinarian, and any other contractual or legal arrangements.
3. Promote the welfare of animals by following established codes of practice and taking appropriate action in cases of suspected unethical behaviour.
4. Establish effective work teams, by identifying clear objectives, roles, responsibilities, and methods for resolving differences respectfully.
5. Participate in professional organizations and development activities that allow for the maintenance of veterinary standards, and the integration of new knowledge, skills and behaviours into the profession
6. Provide instruction for the delivery of veterinary care and the implementation of veterinary policies to co-workers and other involved parties
7. Understand roles and responsibilities related to animal and public health and safety



# Conducting Veterinary Activities

## Domain Description

The role of the OVC graduate in society requires the use of knowledge, skills and attitudes to examine aspects of health where animals, humans and the environment intersect. This requires the ability to perform, and integrate the outcomes of, a variety of veterinary medical procedures while managing situations, resources and personnel effectively and efficiently.

# Conducting Veterinary Activities

## Competency Statements

1. Perform a physical exam, and select and conduct diagnostic tests in order to reach/refine a diagnosis
2. Perform, evaluate and advise on therapeutic approaches/actions, and ensure treatment measures are consistent with the needs of the prevailing circumstance.
3. Select and perform appropriate veterinary medical procedures effectively, and provide the appropriate level of care in a humane and ethical manner
4. Maintain and promote health in individual animals and animal populations.

# DVM Program Competency Framework

## 3 Veterinary Competency Domains

Planning &  
Analysis

Professionalism

Conducting  
Veterinary  
Activities

*At the Program Level*

### At the Phase Level

Knowledge  
Skills &  
Attitudes

P4 graduate

P3 graduate

P2 graduate

P1 graduate

Learning  
Objectives  
(for each  
Phase)

# Draft Enabling Competency Definition

An enabling competency is the expected level of performance in terms of knowledge, skills, and attitudes, expected at the end of a phase of the DVM program.

## *An enabling competency should:*

1. demonstrate the level of accomplishment of knowledge, skills, and attitudes
2. relate to, the learning objectives of component courses and activities within a phase
3. be evaluated through the assessment procedures used in courses and activities within a phase

# DVM Program Competency Framework

Definition

Supporting  
Attributes

## 3 Domains

Planning &  
Analysis

Professionalism

Veterinary  
Activities

Core  
Competency  
Statements

Core  
Competency  
Statements

Core  
Competency  
Statements

Day 1 - On graduation a DVM graduate will be able to do

Phase 4/3/2/1 - At the end of a phase the DVM student will be able to do:

Skills

Knowledge

Attitudes

Phase  
Learning  
Objectives

**Course- Learning Objectives:** at the end of a course a student will be able to do:

# Process & Next Steps

Feedback on the Domain descriptions and the Competency Statements

## Phase Level Discussions

1. To identify the Knowledge, Skills and Attitudes that are presented in the courses of each Phase
2. Determine the enabling competencies at the end of each phase

## Between-Phase Discussions

1. To determine the relationships between the enabling competencies of each phase
2. To determine when knowledge, skills and attitude components of the curriculum are introduced, reinforced and mastered across the DVM program.