



*The Heart of a
Healthy Community*

**ATTACHMENT A
PROGRAM LETTER OF AGREEMENT**

This document serves as the required ACGME Program Letter of Agreement between *San Bernardino County on behalf of Arrowhead Regional Medical Center (ARMC)* and Kaiser Permanente Southern California Graduate Medical Education (representing Kaiser Foundation Hospitals (KFH) and Southern California Permanente Medical Group (SCPMG)). KFH and SCPMG are sometimes collectively referred to herein as “Kaiser Permanente”.

This document serves as an agreement between ARMC as Sponsoring Institution for Surgery Residency Program and Kaiser Permanente Fontana Medical Center (“**KP Fontana**”) as the Participating Site for residency education rotations in Trauma/Acute Care, Cardiothoracic, Colorectal Surgery, Endocrine Surgery, ENT Surgery, General Surgery, Pediatric Surgery, Thoracic Surgery, Vascular Surgery, and GI Surgery.

This Program Letter of Agreement (PLA) is contingent upon and effective upon full execution (“Effective Date”) by the parties of an Inter-Institutional Agreement for Residency Rotations (“Inter-Institutional Agreement”) between San Bernardino County on behalf of Arrowhead Regional Medical Center and Kaiser Foundation Hospitals, and Southern California Permanente Medical Group, and the term will run concurrently with the Inter-Institutional Agreement. This PLA may be terminated by either party for any reason with 30 days written advance notice.

1. Persons Responsible for Education and Supervision

At ARMC (Sponsoring Institution): Dr. Tommy Lee, M.D.

At (Participating Site): Deron Tessier, M.D., Associate Program Director/KP Fontana Site Director

The above-mentioned people are responsible for the education and supervision of the ARMC Surgery residents while on a rotation at KP Fontana.

2. Responsibilities

The faculty at KP Fontana must provide appropriate supervision of residents in patient care activities and maintain a learning environment conducive to educating the residents in the ACGME competency areas. The faculty must evaluate resident performance in a timely manner during each rotation or similar educational assignment and document this evaluation at completion of the assignment.

3. Content and Duration of the Educational Experiences

The content of the educational experiences has been developed according to the requirements and include the following goals and objectives:

BOARD OF SUPERVISORS

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Trauma/Acute Care Surgery Rotation

Medical Knowledge

- Describe the anatomy of the abdomen including its viscera and anatomic spaces.
- Outline the comprehensive evaluation and resuscitation of trauma patients using the Advanced Trauma Life Support (ATLS) protocol.
- Demonstrate an understanding of Advanced Trauma Life Support (ATLS) protocol and be able to discuss controversial topics like blood transfusion, non-operative management in penetrating injury.
- Demonstrate an understanding of Advanced Trauma Life Support (ATLS) protocol and be able to discuss controversial topics like blood transfusion, non-operative management in penetrating injury, and specialized studies like CT angio, MR angio, Angio-embolisation, and swallow studies
- Manage, teach, and discuss diagnosis and management of abdominal and extremity compartment syndrome.

Patient Care

- Coordinate pre- and post-surgical operative care for trauma and emergent surgical patients
- Know how to manage brain dead or near-brain dead patients for organ donation.
- Model to junior learners the role of Captain of the Trauma Team.

Professionalism

- Express receptive attitude to feedback on performance, be attentive to ethical issues and be involved in end-of-life discussions and decisions.
- Interact with other teams and become an effective part of rounds, attending staff conference, etc.

Systems-Based Practice

- Participate in ATLS clinical pathways.
- Understand the role of database management in the care of patients, particularly the Trauma Database, and its importance locally and nationally.
- Understand transfers for higher level of care and different hospital limitations.

Practice-Based Learning & Improvement

- Demonstrate receptiveness to criticism and demonstrate ability to identify errors made. Show improvement with delivery of care based on criticism and mistakes.
- Present and be able to defend positions in Morbidity and Mortality.
- Teach Junior Residents and Medical Students on performance improvement

Interpersonal & Communication Skills

- Understand the communicative roles of each member of the trauma team.
- Teach communication skills to juniors as the Captain in the Trauma team

Cardiothoracic Surgery Rotation

Medical Knowledge

- Demonstrate the basic physiology and advanced knowledge in caring for cardiac and thoracic surgical patients

Patient Care

- Develop skills in assessing cardiothoracic surgery patients and decision-making in such patients.
- Perform basic lower GI endoscopy: anoscopy, proctoscopy, flexible sigmoidoscopy, colonoscopy.

Professionalism

- Demonstrate respect, compassion, and integrity; a responsiveness to the needs of patients that supersedes self-interest.

Systems-Based Practice

- Practice cost-effective health care and demonstrate knowledge of resource allocation that does not compromise quality of care
- Advocate for quality patient care and assist patients in dealing with the complexities of the OR experience.

Practice-Based Learning & Improvement

- Effectively use technology to manage information for patient care and self-improvement.

Interpersonal & Communication Skills

- Use effective listening skills and elicit and provide information using effective nonverbal, explanatory, questioning, and writing skills.
- Work effectively with others as a member of the OR team

Colorectal Surgery Rotation

Medical Knowledge

- Demonstrate the ability to develop detailed understanding of colorectal anatomy/physiology.
- Demonstrate basic understanding of colon and rectal cancers, cancers of the anus, benign disorders, and IBD.

Patient Care

- Demonstrate the ability to develop advanced operative skills for most colorectal procedures.

Practice Based Learning and improvement

- Demonstrate the ability to improve patient care with evidence-based medicine.

Interpersonal and Communication Skills

- Demonstrate skills that result in effective communication with patients, families, staff, and colleagues.

Professionalism

- Demonstrate commitment to patient care with compassion, caring, sensitivity to diversity, and ethical principles.

Systems-Based Practice

- Demonstrate the ability to coordinate pre/post-op care, send appropriate consultations and referrals

Endocrine Surgery Rotation

Medical Knowledge

- Demonstrate the ability to develop detailed understanding of thyroid, parathyroid and adrenal anatomy/physiology.
- Demonstrate the ability to workup thyroid nodule, hypercalcemia and adrenal incidentalomas.

Patient Care

- Demonstrate the ability to develop operative skills for various endocrine surgical problems.

Practice Based Learning and improvement

- Demonstrate the ability to improve patient care with evidence-based medicine.

Interpersonal and Communication Skills

- Demonstrate skills that result in effective communication with patients, families, staff, and colleagues.

Professionalism

- Demonstrate commitment to patient care with compassion, caring, sensitivity to diversity, and ethical principles.

Systems-Based Practice

- Demonstrate the ability to coordinate pre/post-op care.

ENT Surgery Rotation

Medical Knowledge

- Describe embryological development of thyroid, parathyroid, trachea, esophagus, thymus, brachial clefts.

Patient Care

- Demonstrate an ability to perform some common as well as advanced procedures specific to head and neck surgery such as thyroidectomy, parathyroidectomy, neck dissections, acute and chronic management of airway.

Practice Based Learning & Improvement

- Facilitate learning of medical students and physician assistant students on the team.

Interpersonal & Communication Skills

- Work as effective team members.

Professionalism

- Accept feedback on performance, be attentive to ethical issues and be involved in end-of-life discussions and decisions

Systems-Based Practice

- Demonstrate an appreciation for the benefits of a multi-disciplinary approach to management of critically ill surgical patients.

General Surgery Rotation

Medical Knowledge

- Discuss the differential diagnosis and the work-up of abdominal pain.
- Demonstrate understanding of common surgical causes for abdominal pain.

Patient Care

- Demonstrate the ability to perform a complete history and physical examination.
- Establish basic proficiency in providing pre-operative and post-operative care.

Professionalism

- Express receptive attitude to feedback on performance.
- Demonstrate an understanding for the importance of honesty in the doctor-patient relationship and other medical interactions.

Systems-Based Practice

- Demonstrate understanding of the cost implications of medical decision-making
- Demonstrate an understanding of the clinical pathways.

Practice-Based Learning & Improvement

- Apply knowledge of scientific data and best practices to the care of the surgical patient
- Facilitate learning of medical students and physician assistant students on the team.
- Accept responsibility for all dimensions of routine patient management on the wards.

Interpersonal & Communication Skills

- Cultivate a culture of mutual respect with members of nursing and support staff
- Interact as an effective team member.

Pediatric Surgery Rotation

Medical Knowledge

- Explain the particular considerations in the preoperative, intra-operative, and postoperative period for both neonate and infant.

Patient Care

- Develop basic care plans for the neonate undergoing surgery
- Understand the nutritional needs of the pediatric and neonatal surgical patient

Practice Based Learning and Improvement

- Delineate limits of knowledge and address them in a constructive manner by seeking advice or guidance
- Participate in rounds, and weekly didactic conferences

Interpersonal and Communication Skills

- Cultivate a culture of mutual respect with members of nursing and support staff

- Develop patterns of frequent and accurate communication with team members and attending staff

Professionalism

- Work collegially with a multidisciplinary team

Systems-Based Practice

- Consider and discuss the impact of neonates and childhood surgical illnesses on the family and relevant social units
- Participate actively in discharge planning for those neonates/children with special post-discharge needs

Thoracic Surgery Rotation

Medical Knowledge

- Discuss the pathophysiology of common thoracic diseases.

Patient Care

- Demonstrate the ability to provide appropriate care in the preoperative and postoperative period.
- Demonstrate the ability to perform invasive diagnostic and therapeutic procedures (i.e., central lines, thoracostomy tube placement, and thoracentesis)

Practice-Based Learning and Improvement

- Present cases to Morbidity and Mortality conference and be prepared to critique performance of care with best evidence-based data.

Interpersonal and Communication Skills

- Work with other providers of patient care to the overall benefit of the patient.

Professionalism

- Demonstrate a caring, compassionate and empathetic attitude.

Systems-Based Practice

- Participate with physical, occupational and speech therapist in developing a post discharge care plan for the patient.
- Discuss with patients and families risk profiles and possible adjustments that may influence patient outcome.

Vascular Surgery Rotation

Medical Knowledge

- Demonstrate an understanding of Vascular Occlusive and Aneurysmal Disease, cardiovascular risk factors and their optimization, and preoperative evaluation for risk assessment.
- Demonstrate understanding of the most common causes of post-operative complications in vascular patients.

Patient Care

- Establish basic proficiency in providing pre-operative and post-operative care, such as orders and nursing calls.

Professionalism

- Express receptive attitude to feedback on performance.
- Treat each patient with the same degree of respect.
- Understand the importance of honesty in the doctor-patient relationship.

Systems-Based Practice

- Collaborate with health care teams to facilitate efficient utilization of the hospital resources.

Practice-Based Learning & Improvement

- Accept responsibility for all dimensions of routine patient management on the wards.

Interpersonal & Communication Skills

- Demonstrate consistent respectful interactions with members of nursing and support staff

Gastroenterology (GI) Rotation

Medical Knowledge

- Discuss the physiology/pathology of GERD, achalasia, and inflammatory bowel disease.
- Define differences between Crohn's disease and Ulcerative Colitis.

Patient Care

- Develop a proficiency in evaluation and interpretation of the different diagnostic modalities including: X-rays, ultrasounds, CT scans, Contrast studies and MRIs.
- Discuss treatment options, risks and potential complications of patients with G.I disease.

Practice-Based Learning & Improvement

- Apply knowledge of scientific data and best practices to the care of the GI patients.

Interpersonal & Communication Skills

- Create a culture of mutual respect with members of nursing and support staff.
- Demonstrate consistent, accurate and timely communication with members of the surgical team.

Professionalism

- Demonstrate a receptive attitude to feedback on performance, attentive to ethical issues and be involved in end-of-life discussions and decisions.
- Demonstrate an ability to lead by example to junior residents and students.

Systems-Based Practice

- Define and contribute to the refinement of clinical pathways.
- Apply multi-disciplinary approach to management of critically ill GI patients.

Dr. Tessier and the faculty at KP Fontana are responsible for the day-to-day activities of the Residents to ensure that the outlined goals and objectives are met during the course of the education experiences at KP Fontana.

The duration(s) of the assignment(s) to KP Fontana is as follows:

A maximum of 26 residents per academic year will be assigned to selected rotations at participating site for one to three months.

4. *Policies and Procedures that Govern Resident Education*

Residents will be under the general direction of ARMC's Graduate Medical Education Committee's and the ARMC-General Surgery Program's Policy and Procedure Manual, and Kaiser Permanente's policies. The Participating Site will comply with current ACGME Surgery Program Requirements and ACGME Common Program Requirements.

5. *Benefits, Salary, and Insurance Coverage*

Residents' salaries, benefits, and malpractice insurance coverage are provided in accordance with the Inter-Institutional Agreement.

6. *Counterparts and Electronic Signatures*

This PLA may be executed in any number of counterparts, each of which will be deemed to be an original and all of which together will be deemed to be one and the same instrument. An electronically generated or transmitted signature on this PLA will have the efficacy of an original.

The parties have caused this PLA to be executed by their respective duly authorized representatives, as specified by the ACGME, as of the Effective Date.

Sponsoring Institution
Arrowhead Regional Medical Center

Participating Site
Kaiser Permanente Fontana Medical Center

Name: Tommy Lee, MD
Title: Program Director

Name: Deron Tessier, MD
Title: Site and Associate Program Director

Name: Carie McVay, MD
Title: Chief of Service, Department of Surgery

Name: Dotun Ogunyemi, MD
Title: Designated Institutional Official

Name: J. Craig Collins, MD, MBA, FACS
Title: Designated Institutional Official