



Council on Licensure,
Enforcement and Regulation




2010 Annual Educational Conference • September 23-25

Continuing Competency: Multiple Perspectives


Presenters: **Grady Colson Barnhill**
Commission on Dietetic Registration
Richard Morales
Colorado Department of
Regulatory Agencies

Promoting Regulatory Excellence

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

Why change renewal/recertification requirements?

- Rate of Technological change
- 1995 Pew Commission Report
- 1999 IOM Report on Medical Errors
- Citizen's Advocacy Center recommendations
- CME Research

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

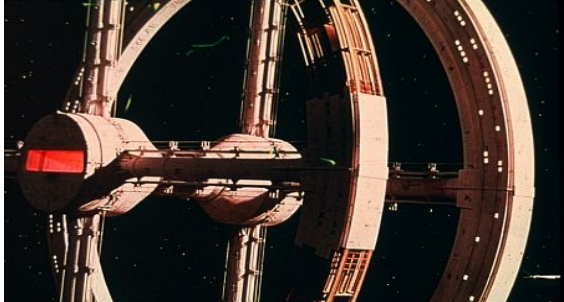
Components of a Continuing Competence System (CAC)

1. Routine Periodic Assessment
2. Development of a Personal Improvement Plan
3. Implementation of the Improvement Plan
4. Documentation
5. Demonstration of Competence, based on steps 1 through 4 above

3

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

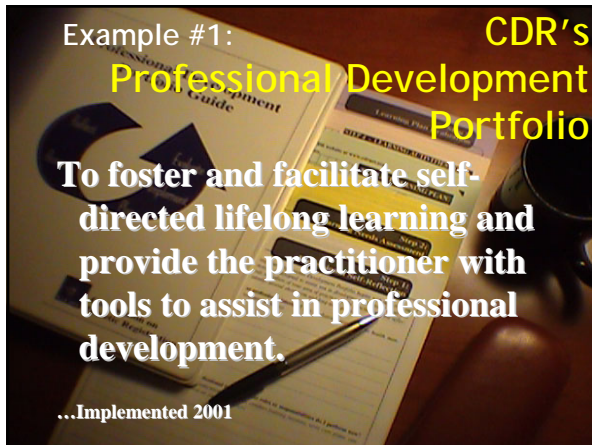
3 Efforts to Build a Continuing Competence System

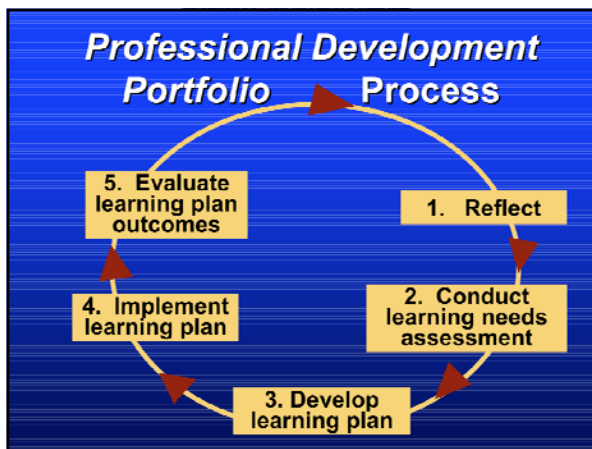


Example #1: **CDR's Professional Development Portfolio**

To foster and facilitate self-directed lifelong learning and provide the practitioner with tools to assist in professional development.

...Implemented 2001





CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Step One: Reflective practice Environmental Scan

- What is/are my current practice areas and/or professional interests?
 - What do I enjoy?
 - work setting-What external factors or trends are affecting my professional practice?
 - practice area
 - professional interests
 - what do I want to add?

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Step Two: Conduct a Learning Needs Assessment

1) Select one of your goals
 2) Identify the major heading(s) most appropriate for the goal
 3) Darken the circle next to your learning needs
 4) Darken a circle to indicate your desired level of CPE

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Step Three: Learning Planning

CLEAR 2010 Annual Conference September 23-25
Nashville, Tennessee

Step Four: Learning Activities Log
Add PDP Activity

ID / Name: 1234 Test User
Selected Credential: REGISTERED DIETITIAN

Recertification Cycle from 6/01/2008 through 5/31/2011

Select Learning Need Code: [dropdown]

Select Activity Type: [dropdown]

Activity Title & Provider: [dropdown]

CPE Units: [input type="text" value="0.0"]

Date Completed: [input type="text" value="6/00/00"] (enter as MM/DD/YY)

How did you use the knowledge or skill acquired from this learning activity?: [dropdown]

Drop-down menus

↑ Then, click "Add Activity" button.

CLEAR 2010 Annual Conference September 23-25
Nashville, Tennessee

Step Five: Evaluation

- How did the process work during the last five years?
- What learning goals were completed and which do I want to use in the next recertification cycle?

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Lessons Learned

- CC Program structure followed - some parts better than others
- Use of Delegates to publicize
- PDP Help Centers
- Profession acceptance follows Grief Model- push-back/time&money
- Computerization makes life easier for all
- Learning need summaries valued by CE providers, and others

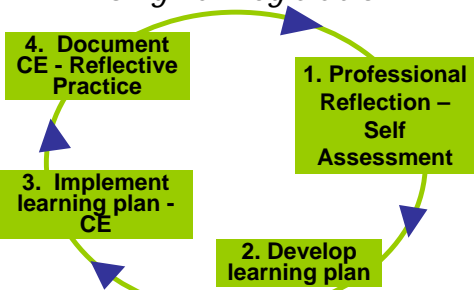
CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Example #2: Colorado Department of Regulatory Agencies - Architects



CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Colorado Architects CC Process - Original Legislation



```
graph TD; 1[1. Professional Reflection - Self Assessment] --> 2[2. Develop learning plan]; 2 --> 3[3. Implement learning plan - CE]; 3 --> 4[4. Document CE - Reflective Practice]; 4 --> 1;
```

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Colorado Architects CE Process Revised Legislation

4. Document CE - Reflective Practice

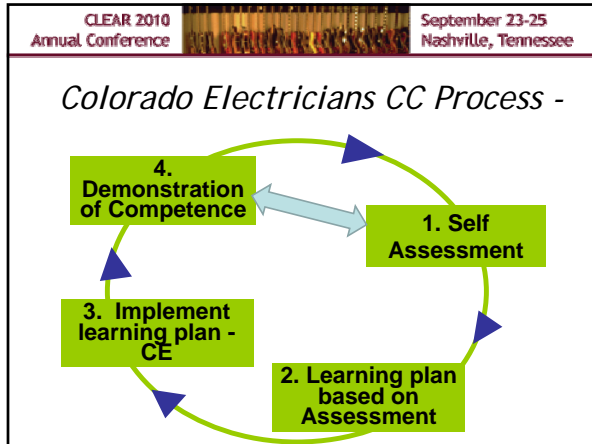
CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Lessons Learned

- Economic times/changing politics/changing stakeholders
- Legislative connections/influence
- Allowing Stakeholders to feel heard vs. losing control of process
- Connections with/relationship with stakeholders a variable

CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee

Example #3: Colorado Department of Regulatory Agencies - Electricians




- CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee
- Lessons Learned
- Connections with/relationship with stakeholders a variable - in a good way
 - Allowing Stakeholders to feel heard vs. losing control of process - good balance
 - Process works well with tightly-defined knowledge base
 - Process is simple and straight-forward

- CLEAR 2010 Annual Conference September 23-25 Nashville, Tennessee
- Challenges - Summary**
- One size doesn't fit all... - need to customize
 - Change of major stakeholders...
 - Being inclusive/transparent vs. maintaining balance of stakeholders
 - Carrots, sticks and timelines... - operating in good faith
- 22

CLEAR 2010 Annual Conference		September 23-25 Nashville, Tennessee
...Thank you for your attention...		
		

CLEAR 2010 Annual Conference		September 23-25 Nashville, Tennessee
CME Research...		
<ul style="list-style-type: none"> • D.A. Davis, Mary Ann Thomson, Andrew D. Oxman, et. al. -- <i>Changing Physician Performance- A Systematic Review of the Effect of Continuing Medical Education Strategies</i> The Journal of the American Medical Association, 9/95, vol 274, No. 9. • Dave Davis, Mary Ann Thomson O'Brien, Nick Freemantle, Fredric M. Wolf, Paul Mazmanian and Anne Taylor-Vaisey - <i>Impact of Formal Continuing Medical Education: Do Conferences, Workshops, Rounds, and Other Traditional Continuing Education Activities Change Physician Behavior or Health Care Outcomes?</i> 		

CLEAR 2010 Annual Conference		September 23-25 Nashville, Tennessee
Once again...		
<ul style="list-style-type: none"> • "...We conclude that where performance change is the immediate goal of a CME activity, the exclusively didactic CME modality has little or no role to play." 		

CLEAR 2010 Annual Conference **Lessons** September 23-25 Nashville, Tennessee

- Be aware of time constraints of practitioners
- Advance notification helps transition - early and often
- Pilot test helps troubleshoot process and helps with publicity-awareness
- Using Board members or volunteers from professional or educational organization can be helpful in publicizing transitions
- How can value be provided to the professionals?
- Convenience factors helpful (binder pockets, computerization, time)

What is CDR's Self-Assessment Series?

- Candidates review print materials (descriptive, charts, notes, lab results, etc.) and sometimes audio or video tape
- Candidates respond to self-assessment questions
- Comprehensive feedback is prepared for each individual
- Feedback includes right/wrong answer information, normative information and detailed diagnostic feedback
- Process is voluntary
- Now replaced with online Assess & Learn series

CLEAR 2010 Annual Conference **Normative Feedback** September 23-25 Nashville, Tennessee

Your Total Score: 89 points earned / 94 points possible (73%)


• Your total score is compared with the average total score of each of these groups. The group average is indicated by X.

COMPARISON OF YOUR SCORE WITH SCORES OF ALL 739 OTHER MODULE RESPONDENTS

Figure 1 - Comparison with All Other Module Respondents

COMPARISON OF YOUR SCORE WITH 34 OTHERS WHO SHARE THE FOLLOWING WORK-RELATED CHARACTERISTICS:
• Management practices in a future interest


Figure 2 - Comparison with Selected Group of Module Respondents

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee


Continuing Professional Development:

A THRILLING TALE OF ACTION, ADVENTURE AND THE AGE OLD PURSUIT OF PUBLIC PROTECTION

Presented By: Richard Morales,
Colorado Department of Regulatory Agencies

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

In the Beginning There Was.....



HOUSE BILL 09-1086

CONCERNING CONTINUING PROFESSIONAL COMPETENCY OF CERTAIN MENTAL HEALTH PROFESSIONALS, AND MAKING AN APPROPRIATION IN CONNECTION THEREWITH.

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

HB09-1086

CPD to renew or reinstate license/certificate

Requires the Boards/Director adopt rules regarding a Continuing Professional Competence program, which shall include three components:


1. Self Assessment
2. Learning Plan
3. Periodic Demonstration of Activities

Key Component- Confidentiality of CPD Information

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

DORA's Role

- ✓ Protect Colorado Consumers
- ✓ Ensure a good fit with our type of practices and regulatory environment
- ✓ Support Colorado's Professional Culture




CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

Program Design Considerations


- Public Protection
- Professional Acceptance
- "Infrastructure" concerns
- Financial/Time Impacts
- Focus on enrichment not remediation
- Specialization
- Accessibility
- Legislation



CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee


So, How Do You Eat An Elephant?

- Identify what you have going for you
- Identify what you don't have going for you
- Know what is negotiable and non-negotiable
- Develop a process
- Communicate the process
- Follow-Through

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**


What We Had Going for Us

- HB09-1086 was initiated and promoted by the professional associations
- The implementation design provided stakeholders with a meaningful opportunity to help craft the continued competency model
- There are existing continuing competency models that provided a framework
- The mental health boards have the same board staff and program director
- The continued competency program is supported by DORA
- The intent of the program is professional development

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**


What We Didn't Have Going for Us

- State budget and hiring freeze hindered the hiring process
- Shortened repeal date in the bill
- The temptation to "tinker" with the program after effective date of January 1, 2011
- Disparate ideas amongst the professions on the overall structure of the continued competency program
- Unknown technical information regarding the construct of the software solution selected will likely impact processes

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**


Negotiable

- Content of the self-assessment
- Subject matter addressed in the practice survey
- The form (look) of the practice survey
- "Scales" for the practice survey
- Types of allowable activities
- Professional terminology

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**

Non-Negotiable

- Size & composition of the committee
- Timeline
- Components of a CPD program (Assessment, Plan and Activities)
- Use of available technology
- The Board is the final decision maker
- All workgroup and committee members constructively contribute to the process

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**


The Process

Phase/Step	Timeline
Phase One: Research & Development of Draft Model	Draft model developed September-December of 2009.
Phase Two: Workgroup Of Board Members to Customize Content	Three meetings to be held in January, February, and March of 2010.
Phase Three: Stakeholder Committee-Substantive Issues	Three meetings to be held in April, May and June of 2010.
Board Adoption/Rule-making	July - October of 2010
Outreach to Profession	November - December of 2010
Continuing Competence Effective Date	January 1, 2011
Mental Health Renewal Date	August 31, 2011
Mental Health Renewal Date	August 31, 2013

CLEAR 2010 Annual Conference  **September 23-25 Nashville, Tennessee**

Communicate!

- Develop and share an implementation plan
- Engage professional associations- learn and set expectations early
- Incorporate all reasonable suggestions
- Outreach for committee selection
- Develop channels for broader communication to licensees

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

Parting Words

- Evolution not Revolution!!
 - The proposed model is based on best practices and the collaboration of the Workgroup and Committee.
 - It may not be perfect
 - Know that it can change

CLEAR 2010 Annual Conference  September 23-25 Nashville, Tennessee

Speaker Contact Information

<p>Grady Colson Barnhill Commission on Dietetic Registration 216 North Oak Park Ave., #2AA Oak Park, IL 60302 P 312-375-2611</p>	<p>Richard Morales Colorado Department of Regulatory Agencies 1560 Broadway, Suite 1310 Denver, CO 80202 P 303.894.7406</p>
---	--



Commission on Dietetic Registration
the credentialing agency for the American Dietetic Association



Consumer Protection
Consumer protection is our mission
