Continuing Competency and its Impact on CPD

Anthony Marini | Martek Assessments/OCP

Quality Assurance

For Pharmacists | For Pharmacies
---|---
1. Learning Portfolio | Pharmacy Inspections
2. Self-Assessment (Practice Review – Phase I)
3. Peer Review (Practice Review – Phase II)

Peer Review

- ~ 260 Part A pharmacists each year
- Randomly selected
- Also for movement from Part B to Part A
- Consists of:
  - computer delivered clinical knowledge assessment
  - standardized patient interviews
  - learning portfolio sharing session
Peer Review

- Components assessed:
  - Clinical knowledge
  - Gathering information
  - Patient management and follow-up
  - Communication skills

Before Coming

- OCP Portal
- Common Reference Texts
- Review Portfolio

Overall Performance for Peer Review

<table>
<thead>
<tr>
<th></th>
<th>Total Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Directed</td>
<td>2651</td>
<td>89.4</td>
</tr>
<tr>
<td>Peer-Guided</td>
<td>313</td>
<td>10.6</td>
</tr>
<tr>
<td>Total</td>
<td>2964</td>
<td>100</td>
</tr>
</tbody>
</table>
Performance by Practice Site

Performance by Years Since Graduation

Professional Development Advisor (PDA)

Staff Resource:
- Provides individual advice and direction
- Monitors progress
- Facilitates workshops, group meetings
Peer Support Group (PSG)

Practicing Pharmacists and PDA meet with candidate to:

• Review results and learning needs
• Provide encouragement and direction

Professional Development Workshop (PDW)

Twice a year by OCP and University of Toronto’s

• Standardized Patient Program
• Clinical Knowledge
• Communication Skills

Peer Support Group

<table>
<thead>
<tr>
<th>PSU (%)</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Peer Support Group facilitators made me feel welcome and respected.</td>
<td>42.5</td>
<td>47.5</td>
<td>7.5</td>
<td>2.5</td>
<td>0.0</td>
</tr>
<tr>
<td>I was able to share my thoughts and concerns with the Peer Support Group facilitators.</td>
<td>38.5</td>
<td>46.7</td>
<td>10.3</td>
<td>2.6</td>
<td>0.0</td>
</tr>
<tr>
<td>The Peer Support Group facilitators provided useful direction and guidance for my practice and preparations for reassessment.</td>
<td>47.5</td>
<td>40.0</td>
<td>12.5</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>
**PDW: Clinical Knowledge Assessment**

<table>
<thead>
<tr>
<th>PDW: CKA (%)</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The AM workshop was a useful recap of how to interpret clinical questions and identify appropriate resources.</td>
<td>32.4</td>
<td>55.9</td>
<td>8.8</td>
<td>2.9</td>
<td>0.0</td>
</tr>
<tr>
<td>The instruction provided was clear and relevant.</td>
<td>41.2</td>
<td>47.1</td>
<td>8.8</td>
<td>2.9</td>
<td>0.0</td>
</tr>
<tr>
<td>The AM workshop helped in preparing for the written Clinical Knowledge Reassessment.</td>
<td>15.3</td>
<td>55.9</td>
<td>5.9</td>
<td>2.9</td>
<td>0.0</td>
</tr>
</tbody>
</table>

**PDW: Communication Skills**

<table>
<thead>
<tr>
<th>PDW: Communication (%)</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The PM workshop was a useful recap on patient communication skills.</td>
<td>20.6</td>
<td>52.9</td>
<td>14.7</td>
<td>2.9</td>
<td>2.0</td>
</tr>
<tr>
<td>The interaction with standardized patients with instant feedback was a helpful reminder of best practices in interviewing skills.</td>
<td>20.6</td>
<td>47.1</td>
<td>17.6</td>
<td>2.9</td>
<td>2.0</td>
</tr>
<tr>
<td>The PM workshop helped in preparing for the Standardized Patient Interview Reassessment.</td>
<td>41.2</td>
<td>38.2</td>
<td>14.7</td>
<td>2.9</td>
<td>2.0</td>
</tr>
</tbody>
</table>

**Education Action Plan**

The Education Action Plan was a helpful tool for planning learning activities.

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"...BIG HELP!"
Overall Experience

- Overall, the programs and resources at the OCP assisted me in successfully meeting standards on the Peer Review.
- Overall, the programs and resources at the OCP impacted my patient care.

Feedback

- Reflective of Practice
- Complexity of Content
- Effectiveness of Standardized Patients

Impact

- Catalyst for Professional Development
- Rediscovering the Learner Within
- The role of Peer Assessment in Building Confidence
Speaker Contact Information

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