(6) Continuous Professional Development (CPD)

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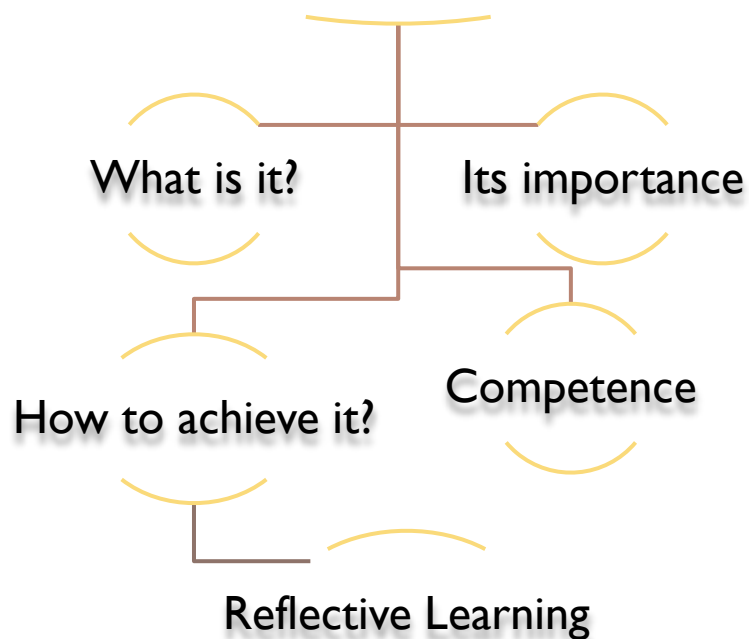Professionalism432@gmail.com

Objectives:

- What is <u>Competence</u>? Its <u>Levels</u>?
- What is Continuous Professional Development (<u>CPD</u>)?
- What is <u>Reflective Learning</u>?

Mind Map:

Continuous Professional Development (CPD)

What is it?

Its importance

How to achieve it?

Competence

Reflective Learning

Strong and Positive self-image is the best possible preparation for Success.

Continuous Professional Development (CPD)

What is competence?
- The ability to perform a specific task in a manner that yields desirable outcomes.

> **Competence** develops over time and is nurtured by reflection on experience.

Different Aspects of Competence:
1. **Knowledge.**
2. **Skills.**
   - Is the *capacity* to perform specific actions.
   - A person's skill is a function of <u>both</u> knowledge and the particular strategies used to apply knowledge.

3. **Abilities.**
   - The *power or capacity* to do something or act physically, mentally, legally, morally, etc.
   - Abilities are gained or developed over time and, as a result, are more stable than knowledge and skills.

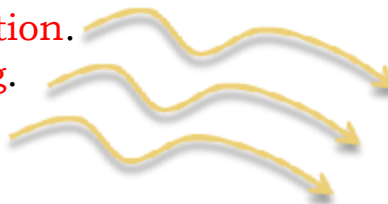| Skill	Ability
• <u>Acquired</u>. • Something that can be learned or acquired through training and can be cognitive, perceptual and motor.	• <u>Innate</u>. • The generic make up of an individual either perceptual or motor in nature that can be inherited from one's parents.

How is competence acquired?
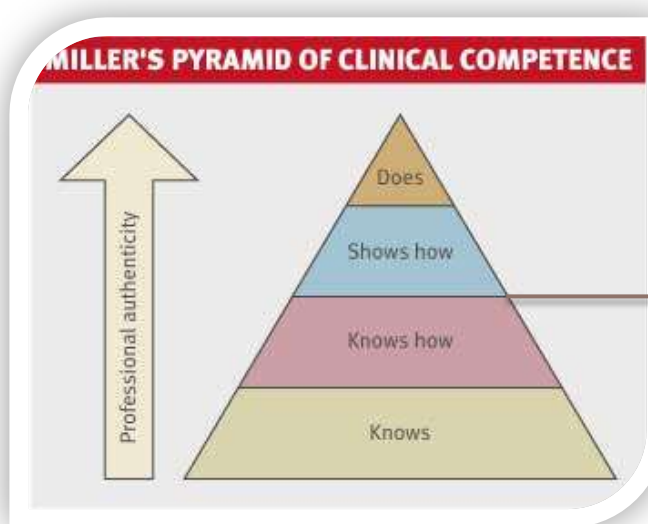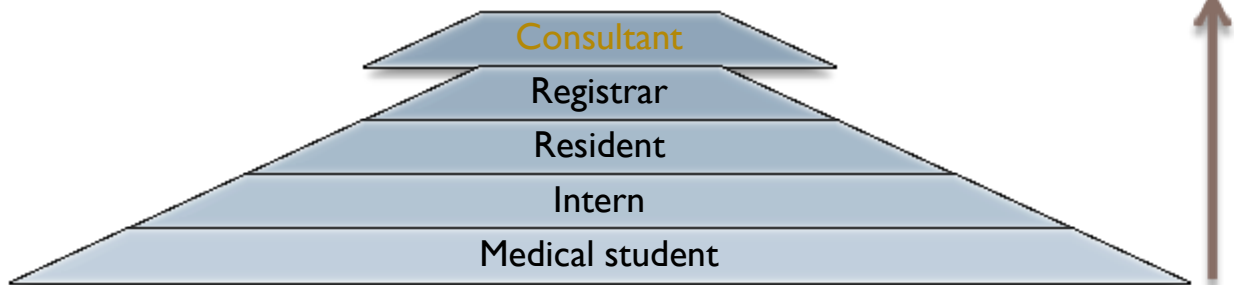It is gained in the healthcare professions through:
- Pre-service education.
- In-service training.
- Work experience.

Continuous Professional Development (CPD).

Levels of Competence:

| Novice | Advanced beginner | Competent | Proficient | Expert |

Levels of Competence in Medical Field:

Consultant
Registrar
Resident
Intern
Medical student

MILLER'S PYRAMID OF CLINICAL COMPETENCE

Does
Shows how
Knows how
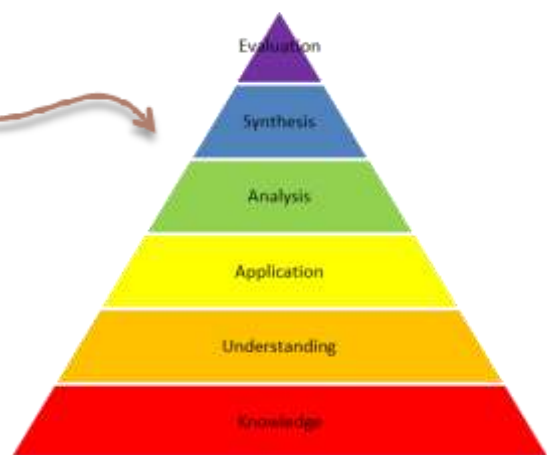Knows

Professional authenticity

Attitudes/Skills

Knowledge/ Cognition

Bloom's Taxonomy:

- **Knowledge -** What is the most common cause of...?
- **Understand -** If you see this, what must you consider…?
- **Application -** In this patient, what is causing…?
- **Analysis, synthesis, evaluation -** critical thinking?

Evaluation
Synthesis
Analysis
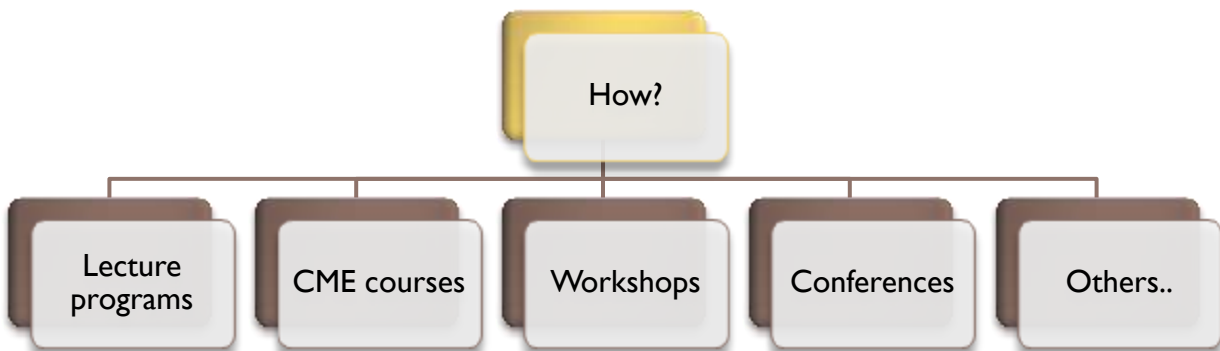Application
Understanding
Knowledge

What is CPD?

- The conscious updating of professional knowledge and the improvement of professional competence throughout a person's working life.
- It is a commitment to being professional, keeping up to date and continuously seeking to improve.
- It is the key to optimizing a person's career opportunities, both today and for the future.

Why CPD? (Important)

Cardinal reasons include:

- Half-life of what we learn is very short.
- If we do not update, we will practice obsolete medicine.
- There is a high chance that patients will not get optimal care.
- Requirement by the governing bodies of the profession (This is only *a ostensible reason)*.

How can we achieve CPD?

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                    How?
   ┌──────┬──────────┬──────────┬──────────┐
Lecture   CME       Workshops  Conferences  Others..
programs  courses
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How is CPD different?

- CPD is for professionals but not in a formal educational setting.
- There are no classrooms, prescribed curricula, prescribed learning events, etc.
- Therefore, the learner needs to learn from whatever he/she does in the workplace.
- Also, there are no formal examinations, motivation to learning comes from the necessity to improve practice.

NOTE: Many methods have been tried in the past but currently, **reflective practice/learning** is the <u>most favoured</u>.
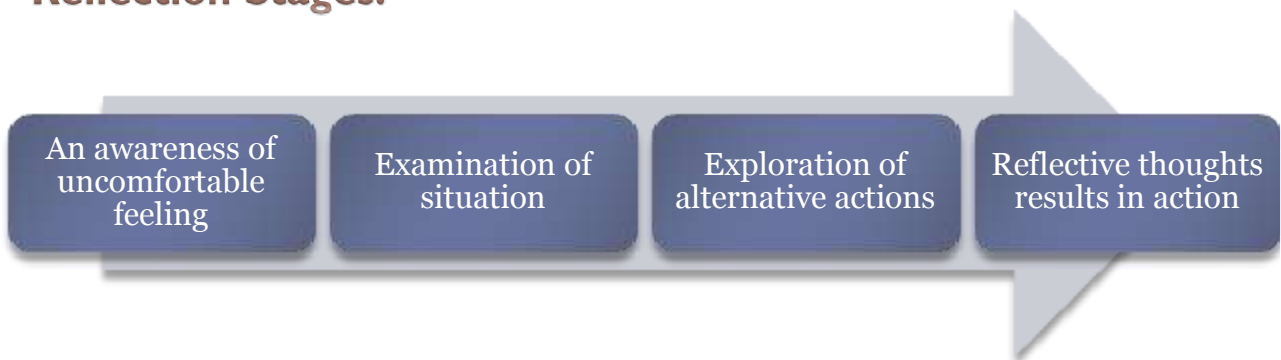
What is Reflective learning? (Important)

- Systematic revisiting of a learning experience with a view to learning from it.
- Reflection relates to a complex and deliberate process of thinking about and interpreting experience, in order to learn from it.

Why Reflective learning?

- Key to become a lifelong learner – if not most learning opportunities are lost.

Reflection Stages:

| An awareness of uncomfortable feeling | Examination of situation | Exploration of alternative actions | Reflective thoughts results in action |

Reflective log: (a simplified version)

1. What is the learning event?
2. What did I learn?
3. What more do I have to learn?
4. How can I learn it?
5. Evidence for further learning / change of practice?

Reflective Practice Types:

- Reflection-in action.
- Reflection-on action.

- A 55 year-old man came to clinic with complaint of low back pain (LBP).
- You have examined his back which was ok. His height was 160 cm, and weight is 100 kg.
- You would like to manage this patient's LBP contributed due to his excess body weight.

How to apply the Reflective log? (Important to be understood)

1. Learning experience – This obese person who needed to reduce weight.

2. What did I learn? Learned how the patient's activities have been affected by obesity.

3. What do I have to learn more? Did not know the advice that should be given to the patient with a given BMI. Are there guidelines for interpreting BMI?

4. How do I learn it? (SDL) Refer a book/article. Talk to the dietician.

5. Evidence / change of practice – BMI was accurately interpreted. Patient was advised about the dietary/lifestyle changes and referred to an obesity clinic. References of books referred.

Take Home Messages

1. Levels of competence are acquired through:
- Continuous Professional Development.
- Reflection & Reflective Practice.

2. Competence develops over time and is nurtured by reflection on experience.

Questions

Q1: The capacity to perform specific actions defines which of the following terms?

    A- Skill.
    B- Ability.
    C- Knowledge.

Q2: Which of the following is a way of achieving CPD?

    A- Workshops.
    B- CME courses.
    C- Both.

Q3: Which of the following is NOT a part of Miller's pyramid:

    A- Knows.
    B- Remembers.
    C- Does.

Q4: Levels of competence are acquired through:

    A- CPD.
    B- Reflective practice.
    C- Both.

Answers: 1- A 2- C 3- B 4- C

Quiz:

1- Define Competence.
2- Why CPD in medical education is needed?
3- What is learning reflection activity? Give example.