



Continuous Professional Development (CPD)

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Slides



Important



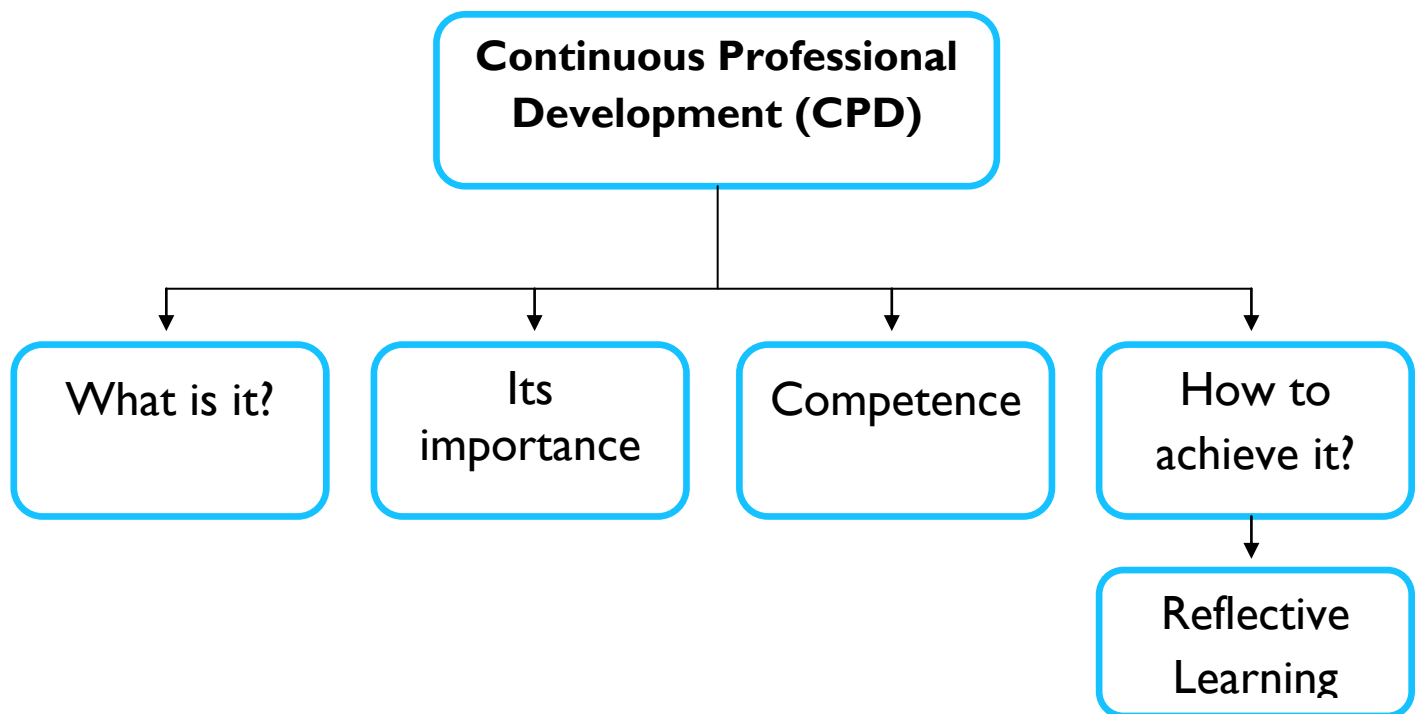
Explanation

Objectives and Mind Map

Objectives:

- What is Competence? Its Levels?
- What is Continuous Professional Development: (CPD)?
- What is Reflective Learning?

Mind Map:



WHAT MEDICAL COLLEGES WANT?

Proficiency - Communication skills - Interpersonal skills - Confidence - Critical thinking – Flexibility - Self motivation – Leadership – Teamwork.

Competence

What is competence?

The ability to perform a specific task in a manner that yields desirable outcomes.

Different Aspects of Competence:

1. Knowledge
2. Skills "What you have learned to do"
3. Abilities "What you can actually do"

Skills	Abilities
<ul style="list-style-type: none">• It's the capacity to perform specific actions.• A person's skill is a function of both knowledge and the particular strategies used to apply knowledge.	<ul style="list-style-type: none">• 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.
(Acquired) <ul style="list-style-type: none">• Can be taught and/or learned.• Is something that can be learned or acquired through training and can be cognitive, perceptual and motor.	(Innate) <ul style="list-style-type: none">• Is performance, or what you are able to do.• Is 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**:

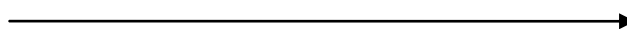
Pre-service education.



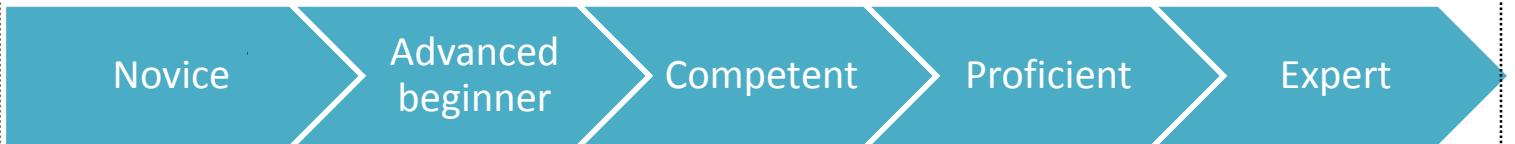
In-service training.



Work experience.



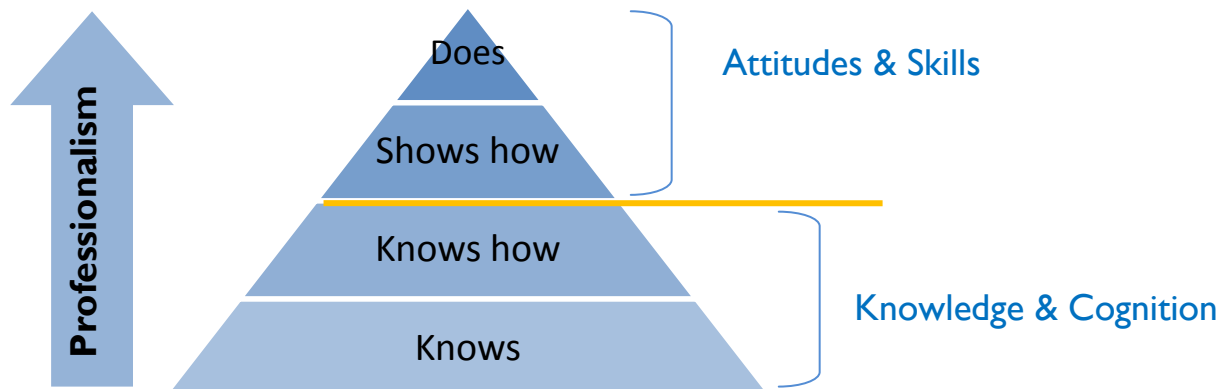
Levels of competence :



Levels of competence in Medical Field :

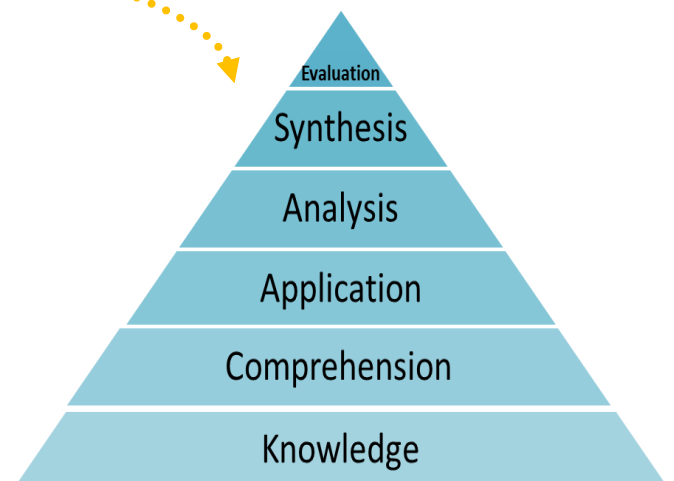


Miller's Pyramid of Clinical Competence :



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?



Continuous Professional Development (CPD)

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:

- 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 an ostensible reason).

How is CPD different ?

- CPD is for professionals but not in a formal educational setting .
- There are no class rooms, 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.

How can we achieve CPD?

- Lecture programs
- Conferences
- Workshops
- CME courses
- Others .

Many methods have been tried in the past .Currently, **reflective practice/learning is the most favoured .**

What is Reflective learning ?

- 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:



Reflective log : (a simplified version)

- What is the learning event?
- What did I learn?
- What more do I have to learn?
- How can I learn it?
- Evidence for further learning / change of practice?

Reflective practice

- Reflection-in action
- Reflection-on action

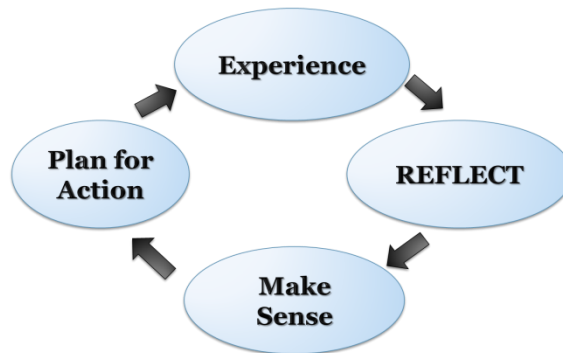
scenario

- 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 ?

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.

Experiential Learning



Constraints on Development

(Development is a continuous process but sometimes it happens to be a broken continuity)

- Time
- Budgets
- Life Cycle Issues
- Motivation
- Lack of Trust and Real Leadership

Notes

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: which of the following is a way of achieving CPD?

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

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

- A. Knows
- B. remembers
- C. does

Quiz

1.C 2.B

- How would you briefly define competence?
- Why (CPD) is important for you as a medical student?
- What is learning reflection activity? Give an example from your own experience.