



NOVA SCOTIA COLLEGE OF
Dietitians AND
Nutritionists

CONTINUING COMPETENCY PROGRAM

JUNE 26, 2024

PURPOSE OF THE CONTINUING COMPETENCY PROGRAM

- The CCP was developed to reflect NSCDN's vision, mission, and values. It is a regulatory tool to support dietitians to maintain their competence to practice dietetics. The CCP does not determine whether a dietitian is competent; the Program is a proactive approach to continuing competence to promote safe, ethical and competent practice through lifelong learning.
- The CCP benefits the public interest by providing assurance to the public that dietitians are continuously maintaining and enhancing dietetic competencies and professional practice standards. All active practice licensees must participate in the program.

WHY IS THE CCP CHANGING?

- Feedback from auditors highlighted potential areas for change and improvement based on CCP submissions from registrants.
- Environmental scan and literature review revealed evidence to support:
 - self-assessment aligned with professional standards
 - development of learning goals pertinent to the professional scope of practice
 - engagement in learning activities
 - reflection on learning and its application in practice.
- Compliance with evolving legislative requirements.

WHAT IS CHANGING?

- Addition of self-assessment
- Goals related to Standards of Practice indicators
- Learning activity categories
- Inclusion of anticipated benefit to practice
- Reflection per goal versus per activity
- ‘Other’ learning activities no longer required
- Document audit required in the subsequent year for those choosing not to resubmit unsuccessful learning plan

WHAT IS THE SAME?

- Annual 12-question Jurisprudence quiz
- Two learning goals based on increasing dietetic competency
- Reflection focuses on impact learning has had on practice
- Multiple intentional, high-quality learning activities required
- Opportunity to resubmit unsuccessful learning plan
- 15% of submissions audited each year

FORMAT OF THE CONTINUING COMPETENCY PROGRAM

- The CCP is made up of three parts
 - Part 1: Jurisprudence Quiz
 - Part 2: Self-Assessment
 - Part 3: Learning Plans

SELF-ASSESSMENT

- Completed at the beginning of the competency cycle.
- For each indicator within the self-assessment, dietitians will be asked to reflect honestly and identify if it is either:
 - a) an area for development and learning, or
 - b) not identified for learning at this time.
- Review assessment results and select at least two areas to establish learning goals.

LEARNING PLANS

- Structured approach to organizing learning goals
- Each learning plan prompts the registrant to specify:
 - Standard and indicator chosen
 - Learning goal
 - Anticipated benefit to practice
 - Learning activities (and dates completed)
 - Evaluation of learning in the form of a reflection.

LEARNING GOALS

- Goals and learning activities must be completed within the year (March 1- February 28).
- Goals should centre around a dietitian's individual scope of practice, aiming to enhance knowledge and skills that have a positive impact on clients and patients.
- Goals must be specific, clear, and measurable.
- Goals should be concisely written. There is an intentional 300-character limit.
- Select anticipated benefit to practice:
 - Developed program/process/product
 - Improved work environment
 - Enhanced accountability
 - Increased confidence
 - Enhanced critical thinking/decision making
 - Increased knowledge/skill/competence
 - Improved communication skills

EXAMPLES OF LEARNING GOALS

- I will update my knowledge of counselling for behaviour change.
 - r/t 7d: Maintain competence in the present area(s) of practice, incorporating evidence into professional services.
- I will increase my understanding of the Nova Scotia Personal Health Information Act as it relates to the collection of client information.
 - r/t 12b: Access and collect only the client information that is essential to carry out the delivery of safe, competent, ethical services.
- I will enhance my understanding of advocacy strategies related to food security.
 - r/t 4d: d. Advocate the client's behalf when required.

EXAMPLES OF INAPPROPRIATE GOALS

- This year, I am going to take a Dietetic Intern.
 - Learning Goal: I will increase my competency to act as a preceptor to dietetic interns.
- I am going to create a new dining standard in a continuing care setting.
 - Learning Goal: I will learn about best practices in dining standards for a continuing care setting, including national standards and recent research in this area.
- To keep up with changes in practice, I want to learn about fad diets.
 - Learning goal: I will enhance my knowledge about the ancestral diet
- In 2024, I will pass the CDE exam.
 - Learning Goal: I will update my knowledge on the current diabetes clinical practice guidelines and diabetes education standards in Canada.
- I will obtain CSEP certification to become a personal trainer. This certification will help me counsel my clients better on their physical activity goals.
 - Identify a learning goal related to dietetic practice.

LEARNING ACTIVITIES

- Case Studies
- Conferences
- Workshops
- Webinars
- Courses
- Lectures
- Journal articles
- Books
- Reputable podcasts
- Reputable videos
- Reputable websites
- Conversations with subject-matter experts

REFLECTION

- One reflection per goal.
- Explanation of how learning was applied in practice, including insights gained from completed activities and how practice or competence was enhanced due to new learning.
- Clear and concise writing, avoiding abbreviations or unfamiliar terminology.
 - 1000-character limit.
- Provide sufficient information for an auditor to easily comprehend the acquired knowledge and how competence (knowledge, skill, attitude/judgment) has improved.

AUDIT

- 15% of learning plan submissions are audited annually through random selection and based on screening for satisfactory completion.
- Two auditors review each submission. Auditors are NSCDN dietitians who volunteer to audit. All auditors are trained on how to complete the audit.
- If the one or both auditors deem the learning plans unacceptable, the submission is sent to the Continuing Competency Committee (CCC) for review and a final audit.
- All dietitians who have had their CCP learning plan submission audited receive an email indicating the overall quality of their submission. Those scoring less than 60% receive specific feedback.
- Dietitians who submitted an unsuccessful CCP have two options:
 - 1. Resubmit the learning plan by July 30.
 - 2. Have their next CCP submission audited. The subsequent audit requires a document audit, submitting verification documentation for each learning activity.

AUDIT RUBRIC

COMPONENT & CRITERIA	SCORING	LEARNING PLAN 1 SCORE	LEARNING PLAN 2 SCORE
GOALS			
Is the goal a learning goal?	Yes = 5 No = 0		
Is the learning goal clearly identified?	Yes = 5 No = 0		
Is the goal related to the specified indicator?	Yes = 2.5 No = 0		
ACTIVITY RECORDS			
Are there sufficient learning activities to demonstrate a full year of learning?	Yes = 5 No = 0		
Are the activities relevant to the learning goal?	Max = 5		
Are the titles and sources of the activities clearly identified?	Yes = 2.5 No = 0		
REFLECTION ON LEARNING			
Is it evident how learning impacted practice or how learning will be integrated into practice?	Max = 15		
Is it evident that new knowledge was acquired?	Max = 10		
COLUMN TOTALS	50		

Total score: ___/100



QUESTIONS

