CDR’s Professional Development Portfolio Process and the Essential Practice Competencies

Lifelong Professional Development
Objectives

• Understand the rationale for RDN or NDTR participation in ongoing Professional Development
• Illustrate the depth and breadth of the essential practice competencies for CDR credentialed practitioners
• Explain CDR’s Professional Development Portfolio process and requirements
Part 1

Understand the Rationale for RDNs/NDTRs to Participate in Ongoing Professional Development
Being a Credentialed Practitioner

- Increase in respect and credibility for the profession
- Increase in confidence in the profession among the public and employers
- A competitive edge over other unregulated nutrition professionals
- Reassurance that RDNs or RDs and NDTRs or DTRs also maintain the ongoing knowledge, skill and judgment
What reassurances do employers, regulatory bodies and the public have that RDNs or RDs and NDTRs or DTRs are competent to practice?
Recertification: Professional Development Portfolio

Used by RDNs (or RDs) and NDTRs (or DTRs) to:

• Identify learning needs
• Guide continuing professional development and ongoing competence
• Assist in career progression and professional development
• Communicate the role and competence of practitioners to stakeholders
Examples

• Electronic health record privacy legislation
• Evidence Analysis Library ® updates, for example, nutrition in athletic performance
## Conscious Competence Model

<table>
<thead>
<tr>
<th>Consciously Competent</th>
<th>Consciously Incompetent</th>
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</thead>
<tbody>
<tr>
<td>Unconsciously Competent</td>
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Essential Practice Competencies

A competency is a set of defined behaviors that provide a structured guide enabling the identification, evaluation and development of the behaviors in an individual.

*Essential Practice Competencies* define the knowledge, skill, judgment and attitude requirements throughout a registrant’s career, across practice, and within focus areas.
Example

2.1 Utilizes appropriate communication methods and skills to meet the needs of various audiences.

2.1.10 Applies relevant legislation and organization policies when communicating using all forms of media.
Resources: Throughout Your Career

- Feedback from your employer, peers and learning assessments
- PDP process with the essential practice competencies
- Academy Scope of Practice and Standards of Professional Performance
Part 2

Illustrate the Depth and Breadth of the Essential Practice Competencies for CDR Credentialed Practitioners
Essential Practice Competencies

Define the essential knowledge, skill, judgment and attitude requirements throughout a credentialed dietetics practitioner’s career, across practice, and within focus areas.
SPHERES: 9 core spheres & 5 functional spheres
Defines an area of which someone acts, exists or has influence or significance; has broad high-level wording that describe a group of competencies
Describe the major functions for effective performance

COMPETENCIES
Describe the identifiable components of expected performance (knowledge, skill, judgment and attitude)

PERFORMANCE INDICATORS
Describe an inter-related set of factors that define the level of expected performance

PRACTICE ILLUSTRATION EXAMPLES
Examples to illustrate day-to-day performance of the competency
Provides opportunity for more content without being exclusive (includes RDNs or RDs and NDTRs or DTRs)
## Competency Framework for RDNs or RDs and NDTRs or DTRs

<table>
<thead>
<tr>
<th>Core Essential Practice Competencies</th>
<th>Functional Essential Practice Competencies</th>
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</thead>
<tbody>
<tr>
<td>1) Ethics and Professionalism</td>
<td>10) Clinical Care</td>
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<tr>
<td>2) Communications</td>
<td>11) Business Industry and Product Development and Marketing</td>
</tr>
<tr>
<td>3) Leadership and Advocacy</td>
<td>12) Community and Population Health</td>
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<tr>
<td>4) Critical Thinking and Decision-making</td>
<td>13) Foodservices Management</td>
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<tr>
<td>5) Informatics</td>
<td>14) Organization Management</td>
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<tr>
<td>6) Research, Evidence Informed Practice and Quality Improvement</td>
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<tr>
<td>7) Safety and Risk Management</td>
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<tr>
<td>8) Food, Nutrition and Dietetics and Physical Activity</td>
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<tr>
<td>9) Education and Counseling</td>
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Practice Competencies

A total of 14 spheres, 59 competencies and 329 performance indicators were developed.

Core Spheres
Sphere 1: Ethics and Professionalism
Sphere 2: Communications
Sphere 3: Leadership and Advocacy
Sphere 4: Critical Thinking and Decision Making
Sphere 5: Informatics
Sphere 6: Research, Evidence-Informed Practice and Quality Improvement
Sphere 7: Safety and Risk Management
Sphere 8: Food, Nutrition and Dietetics and Physical Activity
Sphere 9: Education and Counseling
Functional Spheres

Sphere 10: Clinical Care
Sphere 11: Business, Industry and Product Development and Marketing
Sphere 12: Community and Population Health
Sphere 13: Foodservice Management
Sphere 14: Organization Management
<table>
<thead>
<tr>
<th>Competency</th>
<th>Performance Indicators</th>
<th>Practice Illustration</th>
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<tbody>
<tr>
<td>2.3 Employs strategies and facilitates</td>
<td>2.3.1 Applies the principles of collaboration and negotiation in teamwork.</td>
<td>• Models active listening techniques.</td>
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<tr>
<td>team-building skills.</td>
<td>2.3.2 Incorporates team members’ knowledge, expertise and personal skills into team</td>
<td>• Collaborates with team members to determine team goals.</td>
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<td></td>
<td>processes.</td>
<td>• Respects the ideas and contributions of others.</td>
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<td></td>
<td>2.3.3 Models behaviors that maximize group participation by consulting, listening and</td>
<td>• Gives credit to team members for their contributions.</td>
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<td></td>
<td>communicating clearly.</td>
<td>• Adapts personal approach to each team member and situation.</td>
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<td></td>
<td></td>
<td>• Engages others in decision making and problem solving.</td>
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<tr>
<td>RDN Competency</td>
<td>Performance Indicators</td>
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<tr>
<td>8.1 Interprets and applies current food and nutrition science and principles in dietetics practice.</td>
<td>8.1.1 Interprets and applies evidence-based comparative standards for determining nutritional needs.</td>
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<tr>
<td></td>
<td>8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice</td>
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<td>8.1.3 Integrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.</td>
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<tr>
<td>NDTR Competency</td>
<td>Performance Indicators</td>
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<tr>
<td>8.1 Applies current food and nutrition science and principles in dietetics practice.</td>
<td>8.1.1 Uses evidence-based information and standards to determine nutritional needs.</td>
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<td>8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice</td>
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| | 8.1.3 Demonstrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.
# Sphere 10 Clinical Care

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<tr>
<th>Competency</th>
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<tbody>
<tr>
<td>10.4 Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.</td>
<td>10.4.1 Collects information related to the patient's use of pharmacotherapy and dietary supplements.</td>
<td>• Communicates to the appropriate person the potential for drug-nutrient interactions.</td>
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<td></td>
<td>10.4.2 Applies knowledge of pharmacotherapy and its effect on nutrient absorption, utilization and metabolism when developing and/or revising the plan of care.</td>
<td>• Provides educational materials to the patient when a drug-nutrient interaction is identified.</td>
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<tr>
<td></td>
<td>10.4.3 Evaluates, educates and counsels on the interrelationship and impact of pharmacotherapy on nutrient absorption.</td>
<td><strong>In addition, the RDN:</strong></td>
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<td>• Makes recommendations for dietary supplement use and modification to diet due to a noted drug-nutrient interaction.</td>
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<td>• Develops educational materials to increase awareness of the appropriate use of vitamins and supplements and drug-nutrient interactions.</td>
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</table>
Choose Practice Competencies That Are Relevant To YOU
How are Practice Competencies Applied?

Public Health Practice
Public Health Practice
Practice competencies help you consider not only what you know and do, but how you demonstrate competence, professional judgment, critical thinking and attitudes in every-day practice.

Competencies provide a validated measurement through the performance indicators.
Part 3

Explain CDR’s Professional Development Portfolio Process and Requirements
Embedded goal wizard video once on YouTube.
PDP Process

- Learning Plan
- Activity Log
- Professional Development Evaluation
Goal Wizard – Assess, Reflect and Select

- Identify current employment status
- Answer a series of questions
- Confirm competency profile
- Select competencies
- Select performance indicator(s)

Goal Wizard – Assess, Reflect and Select
PDP Process

- Learning Plan
- Activity Log
- Professional Development Evaluation
Continuing Professional Education

- Academic coursework
- Case presentations
- Certificate programs
- Exhibits
- Experiential skill development
- Interactive workshops
- Journal clubs
- Lectures/seminars/webinars/teleseminars
- Recorded pre-approved CPE
- Posters
- Professional leadership
- Professional reading
- Research
- Residency and fellowship programs
- Sponsored independent learning
- Study groups
- Certifications
- Pre-approved self-study materials
Continuing Professional Education Activities

CPE Database

- CPE Accredited Providers
- Linked to Competencies and Performance Indicators
- On CDR’s website
PDP Process

- Learning Plan
- Activity Log
- Professional Development Evaluation
PDP Logistics Summary

Requirements

Learning plan
- Submission to CDR within 120 days

Activity log
- Approved learning activities
- 75/50 CPEUs
- Submission to CDR within 5-year cycle

Ethics and professionalism
Questions?

Professional Development Portfolio (recertification process for RDNs or RDs and NDTRs or DTRs):
Email cdr@eatright.org

Essential Practice Competencies:
Email competencies@eatright.org