

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
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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

Certification and Recertification

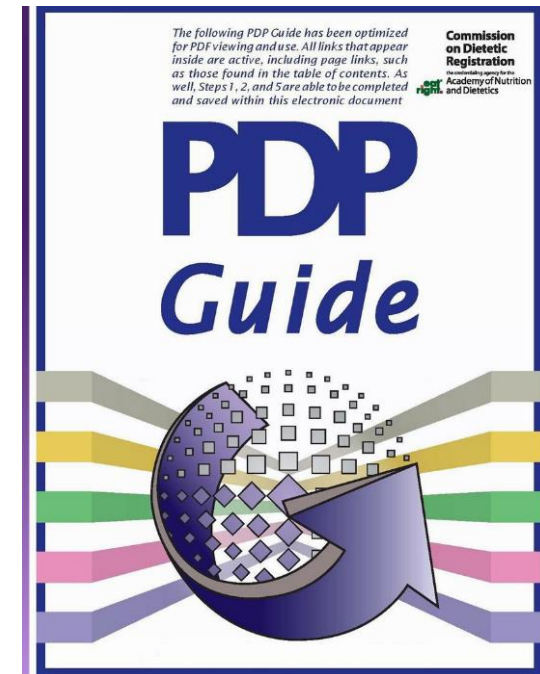
What reassurances do an employers, regulatory bodies and the public have that RDNs or RDs and NDTRs or DTRs are competent to practice?



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

Consciously Competent	Consciously Incompetent
Unconsciously Competent	Unconsciously Incompetent

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.



Functional Analysis Competency Framework

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

Core Essential Practice Competencies

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

Functional Essential Practice Competencies

- 10) **Clinical Care**
- 11) **Business Industry and Product Development and Marketing**
- 12) **Community and Population Health**
- 13) **Foodservices Management**
- 14) **Organization Management**

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



Sphere 2 Communications

Competency	Performance Indicators	Practice Illustration
<p>2.3 Employs strategies and facilitates team-building skills.</p>	<p>2.3.1 Applies the principles of collaboration and negotiation in teamwork.</p>	<ul style="list-style-type: none"> • Models active listening techniques. • Collaborates with team members to determine team goals. • Respects the ideas and contributions of others. • Gives credit to team members for their contributions. • Adapts personal approach to each team member and situation. • Engages others in decision making and problem solving.
	<p>2.3.2 Incorporates team members' knowledge, expertise and personal skills into team processes.</p>	
	<p>2.3.3 Models behaviors that maximize group participation by consulting, listening and communicating clearly.</p>	

Sphere 8 Food, Nutrition and Dietetics and Physical Activity

RDN Competency	Performance Indicators
8.1 Interprets and applies current food and nutrition science and principles in dietetics practice.	8.1.1 Interprets and applies evidence-based comparative standards for determining nutritional needs.
	8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice
	8.1.3 Integrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.
NDTR Competency	Performance Indicators
8.1 Applies current food and nutrition science and principles in dietetics practice.	8.1.1 Uses evidence-based information and standards to determine nutritional needs.
	8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice
	8.1.3 Demonstrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.

Sphere 10 Clinical Care

Competency	Performance Indicators	Practice Illustration
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.	10.4.1 Collects information related to the patient's use of pharmacotherapy and dietary supplements.	<ul style="list-style-type: none"> Communicates to the appropriate person the potential for drug-nutrient interactions. Provides educational materials to the patient when a drug-nutrient interaction is identified. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> Makes recommendations for dietary supplement use and modification to diet due to a noted drug-nutrient interaction. Develops educational materials to increase awareness of the appropriate use of vitamins and supplements and drug-nutrient interactions.
	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.	
	10.4.3 Evaluates, educates and counsels on the interrelationship and impact of pharmacotherapy on nutrient absorption.	

Choose Practice Competencies That Are Relevant To YOU



How are Practice Competencies Applied?

Public Health
Practice



Public Health Practice



Moving Forward

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.

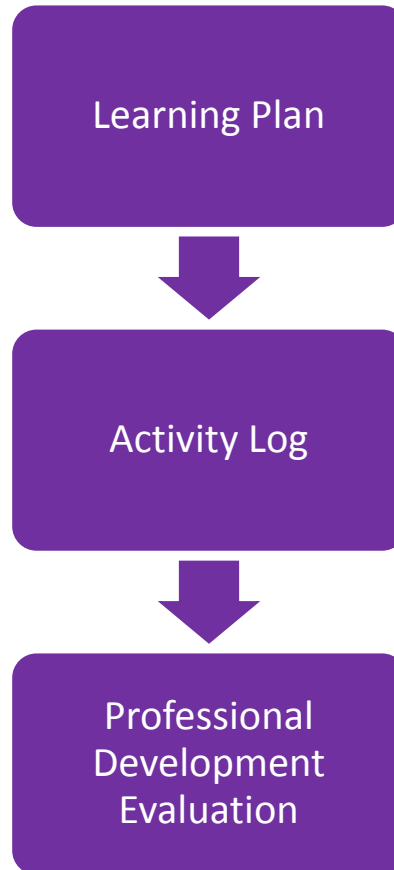
Competencies provide a validated measurement through the performance indicators.



Part 3

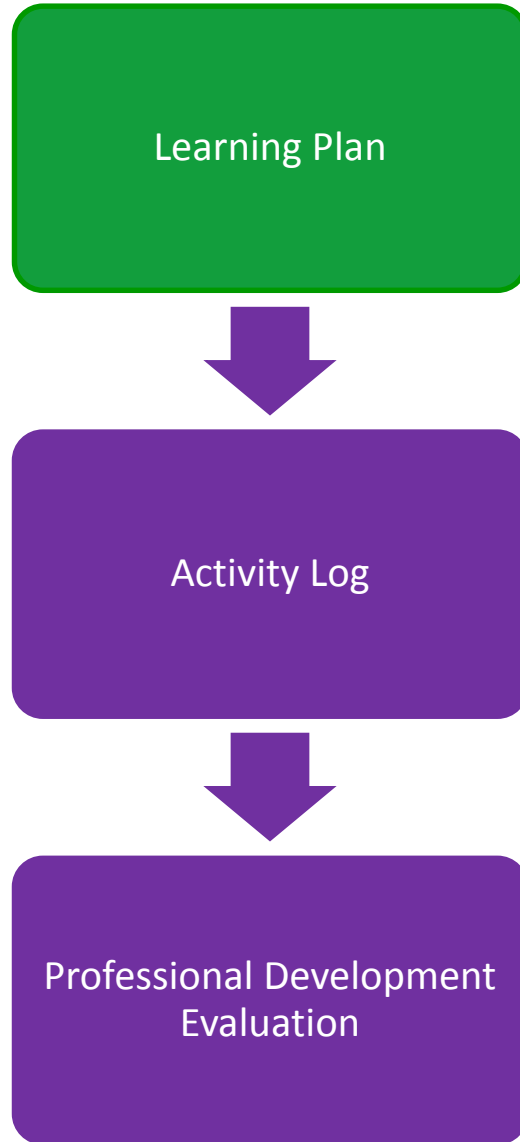
Explain CDR's Professional
Development Portfolio
Process and Requirements

PDP Process

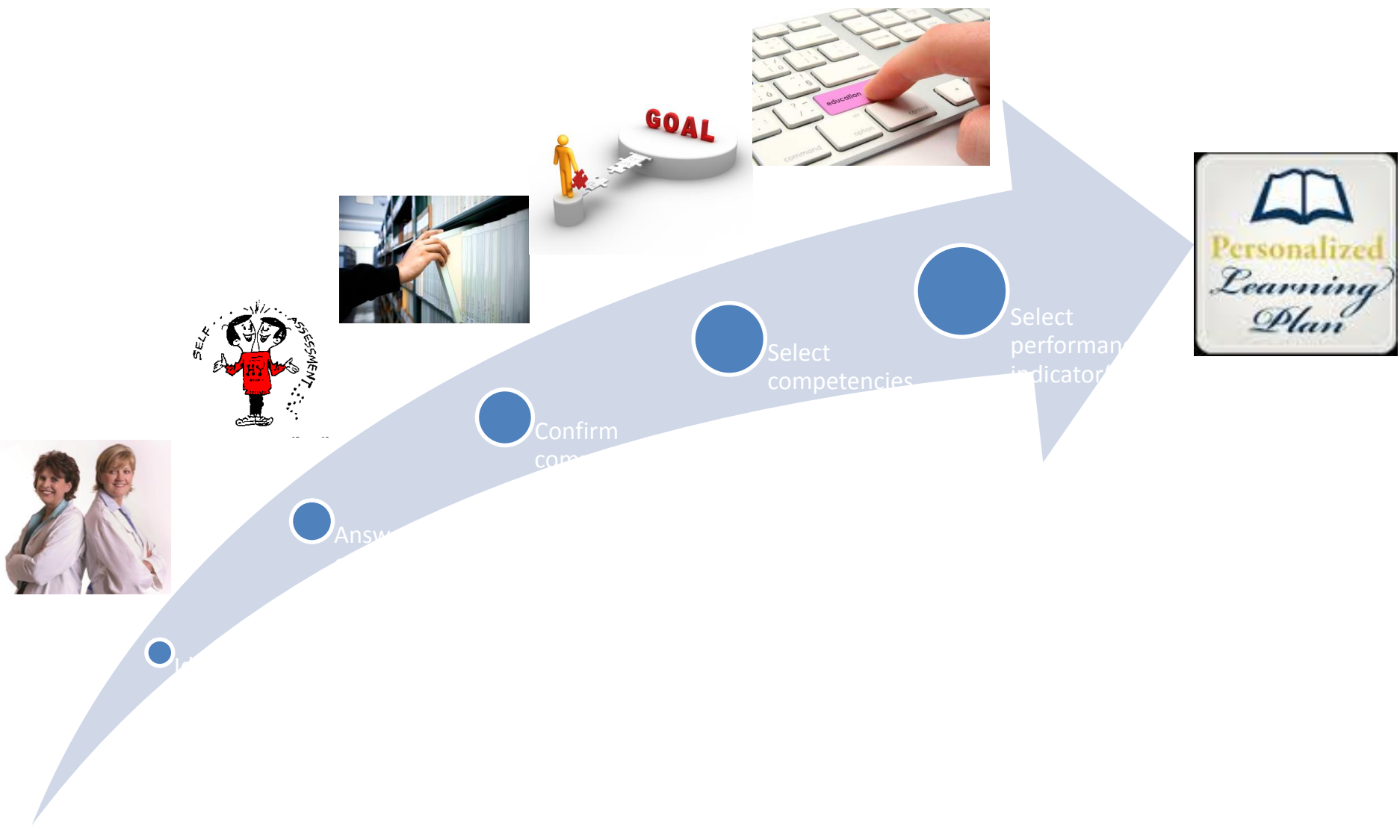


[Embedded](#) goal wizard video once on YouTube.

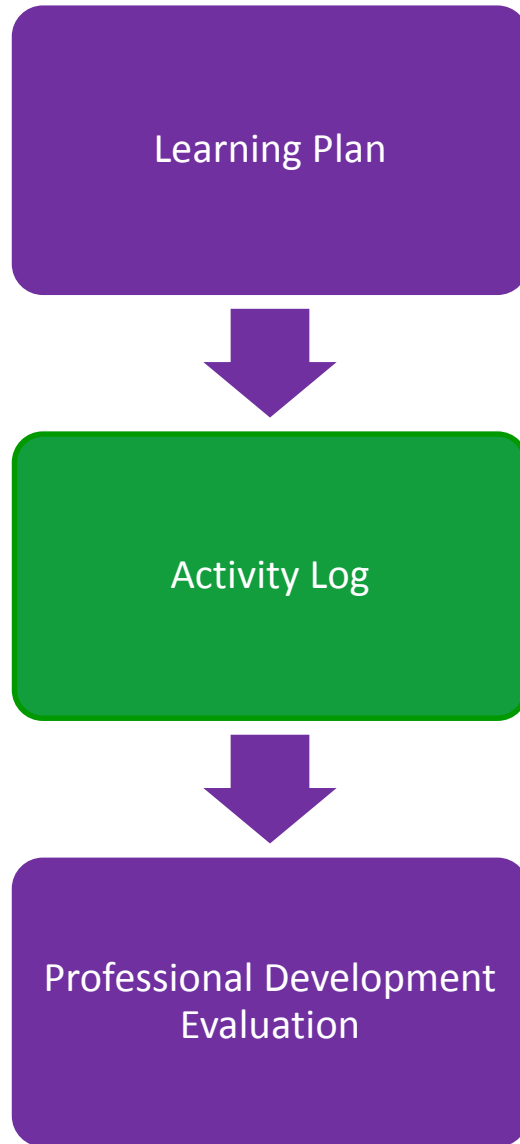
PDP Process



Goal Wizard – Assess, Reflect and Select



PDP Process



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
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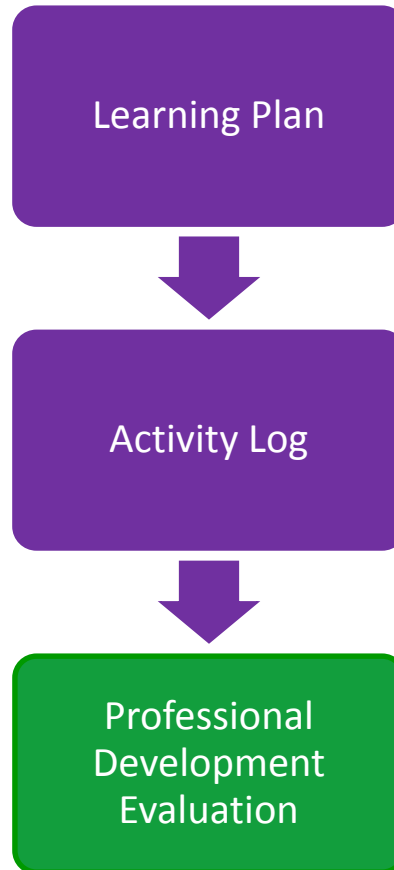
Continuing Professional Education Activities



CPE Database

- CPE Accredited Providers
- Linked to Competencies and Performance Indicators
- On CDR's website

PDP Process



PDP Logistics Summary

Requirements

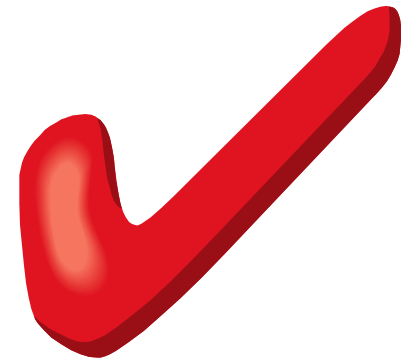
Learning plan

- 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
