

SELF ASSESSMENT RELATIVE TO STANDARDS OF PRACTICE SAMPLE: CLINICAL DIETITIAN

STANDARD 1: A dietitian assumes accountability and responsibility in the provision of competent, safe, ethical, and professional practice.

SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES / NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Practices in accordance with provincial legislation (Health Professions Act, Dietitians Regulation and CDBC bylaws).	I am familiar with legislation and practice accordingly.	N
2. Practices in compliance with professional standards, practice guidelines and codes, including but not limited to: CDBC Codes of Ethics, Standards of Practice, Practice and Interpretive Guidelines, Continuing Competence Program.	I have been involved in developing practice guidelines; I endeavour to practice in compliance with these.	N
3. Provides services within their scope of practice and personal competence, including but not limited to, Reserved Act registration, insertion of feeding tubes, dysphagia assessments.	I am always careful to practice according to scope of practice and where my personal skills/competence lies.	N
4. Obtains informed consent when required.	This is not something that comes up in my work.	N
5. Records client and other information in a clear, concise and timely manner.	Always.	N
6. Manages information appropriately in accordance with legislation, including but not limited to: <i>Freedom of Information and Protection of Privacy Act, Personal Information Protection Act</i> , other health information acts.	Comply with workplace requirements for information recording and storage.	N
7. Integrates principles of sound financial management into practice as appropriate.	Financial management rarely comes up as an issue in my practice; usually it relates to no overtime allowed.	N
8. Incorporates appropriate continuous quality improvement programs into practice, including but not limited to: audits, surveys, variance analysis.	Regularly participate in the hospital's CQI process on our unit.	N
9. Incorporates relevant risk management strategies into practice, including but not limited to: disaster, pandemic, contingency, strike/lock out, threat, supply/service disruptions.	Our team has developed safe patient and staff evacuation plans; I have no direct involvement in planning for disasters, etc. We don't feed people on our unit so nothing much to plan for besides evacuation.	N

* Refer to Glossary for definition.

SAMPLE: CLINICAL DIETITIAN

STANDARD 2: A dietitian communicates and interacts clearly and effectively with individuals and groups.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES / NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Adapts verbal and written communication styles to meet the needs and level of understanding of others.	I listen carefully and use 'parroting' skills in verbal communication with others. I am working on developing my writing skills by writing for newsletters (professionals and for patients/families).	N
2. Uses appropriate information gathering skills to compile accurate, comprehensive and relevant information, including but not limited to: interviews, meetings, focus groups, surveys.	I'd like to know more about the differences between surveys and questionnaires, when I should use what to get the best information upon which to base decisions. I consider this a 'nice to know', not something I want to focus on at present.	N
3. Provides education to meet the learning needs of clients, groups and others, including but not limited to: clients, caregivers, students, dietetic interns, other professionals, employees.	I am always trying to think of better ways to deliver patient education; I think I do a good job of this but I am always learning as it is so complex.	N
4. Facilitates teamwork, including but not limited to: clients, caregivers, agencies, employees, colleagues, other professionals.	I work very hard at being a collaborative team member. Perhaps I should check with my coworkers for suggestions they have for me in this area.	Y (not a priority)
5. Uses effective counselling and listening skills.	I am constantly working on these skills, especially to talk less and listen more.	N

* Refer to Glossary for definition.

STANDARD 3: A dietitian applies current research and best practice findings when delivering services.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES / NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Demonstrates competence in all areas of current practice.	I try to keep up to date and practice competently.	Y
2. Acquires and applies new knowledge, skills and abilities to all areas of practice.	This is a huge indicator. I am engaged in ongoing learning; I apply what I learn in practice.	N (this is ongoing)
3. Acts as a credible and reliable source of current food and nutrition information.	I am an excellent source of information often consulted by colleagues and patients/families. There is however, so much I don't know and I have specific topics I want to learn more about to integrate into my work.	Y
4. Applies critical thinking skills in problem solving and decision making.	I consider multiple aspects of situations in coming to decisions. I can always improve as I learn more.	N
5. Manages change in professional practice.	I am a promoter of change as we constantly update and upgrade our practice. I work hard to ensure changes occur smoothly and with minimal/no interruption.	N

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STANDARD 4: A dietitian practicing in the area of direct client care effectively provides services to achieve appropriate nutrition goals.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES / NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Uses a client centered approach.	Focus on self management; work on patient's goals.	N
2. Collaborates with others, including subject matter experts, to contribute to client care.	- Work closely on a multidisciplinary team. - Have regular 'debriefing' meeting to discuss client care.	N
3. Draws relevant conclusions from nutrition assessment data.	Need to complete Subjective Global Assessment more frequently.	Y
4. Identifies nutrition goals and develops nutrition care plans to achieve planned outcomes.	Work with patients to discuss goals; see them at clinics, classes, 1:1.	Y
5. Coordinates implementation of nutrition care plans.	Always.	N
6. Assesses client progress in achieving planned outcomes.	Do telephone follow up.	N
7. Evaluates effectiveness of nutrition care plans in achieving planned outcomes.	Monitor renal blood work.	N
8. Refers clients to other professionals and/or agencies as needed.	- Work closely with RN and social worker, refer questions as appropriate. - Refer patients to their Diabetes Centre.	N

* Refer to Glossary for definition.

STANDARD 5: A dietitian practicing in the area of community and population health effectively provides food and nutrition initiatives that meet the needs of individuals and communities.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES / NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Provides nutritional health promotion and disease prevention information, including but not limited to: food, food security, policy development information.	STANDARD NOT APPLICABLE	
2. Consults with and provides nutrition information to appropriate individuals and groups, including but not limited to: individuals, groups, schools, agencies, outreach workers, other professionals.		
3. Conducts needs assessments and utilizes the data to aid in the planning, development, implementation and evaluation of food and nutrition programs and policy development.		

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SAMPLE: CLINICAL DIETITIAN

STANDARD 6: A dietitian practicing in the area of foodservice administration manages foodservice systems in an effective and efficient manner.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES/NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Manages the planning, production and distribution/service of food.	STANDARD NOT APPLICABLE	
2. Maintains currency in all areas of food services, including but not limited to: consumer needs, menu planning, aesthetic characteristics of foods, available equipment, staff skill level, budget restriction.		
3. Manages the materials management system in an effective, efficient, and ethical manner.		
4. Coordinates workflow within constraints of the facility.		
5. Complies with legislation and regulations relating to workplace safety and sanitation.		

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STANDARD 7: A dietitian practicing in the area of organization management effectively applies appropriate management systems and principles.		
SELF ASSESSMENT INDICATORS	NOTES	I PLAN TO ADDRESS THIS? (YES/NO)
<i>My client* group(s):</i> patients with chronic kidney disease (pre-dialysis)		
1. Manages effectively and appropriately directs the work of others.	STANDARD NOT APPLICABLE	
2. Develops, implements and evaluates organizational policies and procedures.		
3. Complies with and ensures compliance with appropriate federal, provincial and municipal government regulations.		
4. Manages human resources in a fair, ethical and effective manner, including but not limited to staffing requirements, job descriptions, recruiting, hiring, retention strategies, scheduling, allocating work load, progressive discipline, performance evaluations.		
5. Manages services and material resources in an effective, efficient and responsible manner.		
6. Develops and implements risk management evaluation/continuous quality improvement programs.		

* Refer to Glossary for definition.

APPENDIX 1 – SAMPLE PROFESSIONAL DEVELOPMENT PLAN: CLINICAL NUTRITION DIETITIAN

Reminder: To be filled in throughout the reporting period. Submit at the end of the reporting period. Registrants must report **at least three learning goals** that address **three different standards and/or indicators**. Each learning goal must be completed by **at least two learning activities**.
Make as many copies of this form as you need to record your learning goals and activities.

NAME: _____ **GROUP #:** _____ **DATE:** _____

GOAL#	STANDARD/ INDICATOR#	LEARNING PLAN: LEARNING GOALS/ACTIVITIES/ CONTRIBUTION TO PRACTICE	LEARNING PLAN PROGRESS STAGE					Comments/ Reason for Suspension
			Preliminary	Intermediate	Substantial	Completed	Suspended	
1	Standard 3/ Indicator 1	Goal: Update my knowledge of CKD nutritional guidelines for bone health.		✓				Registered to BC Nephro Day 2008 Subscribed to Journal of Renal Nutrition
		Activities:						
		<ul style="list-style-type: none"> • Review current research on osteodystrophy, safety of bisphosphonates and CKD. • Review current research on vitamin D therapy and CKD. 						
2	Standard 4/ Indicator 3	Goal: Update Subjective Global Assessment knowledge and learn about applicability in renal nutrition.					✓	Attended SGA workshop May/08; SGA done on needs basis following preliminary screening of patient chart
		Activities:						
		<ul style="list-style-type: none"> • Find and attend a session to review SGA training. • Complete one SGA on a client per week. 						
		Contribution to practice: Ability to counsel renal patients/colleagues with most current evidence-based nutrition guidelines for CKD/ bone health.						
		Contribution to practice: Improved patient screening/nutritional status assessment skills.						

Preliminary Progress: have developed a plan
Completed: all activities complete and integrated in practice

Intermediate: have started working on plan
Suspended: work on plan discontinued

Substantial: nearing completion of plan

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3	Standard 4/ Indicator 4	<p>Goal: Learn about KDOQI guidelines and how to integrate to practice.</p> <p>Activities:</p> <ul style="list-style-type: none"> • Review new “KDOQI” guidelines for diabetes and CKD, and • Implement new KDOQI/CKD recommendations to my practice. <p>Contribution to practice: Update individual & group session nutritional recommendations provided to diabetic and non-diabetic patients with renal disease.</p>	✓					Bookmarked the Canadian Soc Nephro and Diabetes Assoc websites for references

Preliminary Progress: have developed a plan
Completed: all activities complete and integrated in practice

Intermediate: have started working on plan
Suspended: work on plan discontinued

Substantial: nearing completion of plan