Using Reflection to Create a Plan

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Faculty Bio & Disclosure Statement

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- *Dr. Tofade has declared she has no conflict of interest with respect to the material presented.*

Learning Objectives

- Explain the importance and application of reflection in personal and professional development
- Identify personal strengths and opportunities for improvement through structured self-assessment tools
- Identify short and long-term learning and career goals
- Design learning objectives that address personal and professional goals identified through reflection
- Utilize the information provided in the reflection exercises to develop a learning plan

What you will need before this section

- Complete CPD 101
- Bring your responses to exercises #3-5 from CPD 101
- A copy of Bloom's Taxonomy action words
- http://edtech.clas.pdx.edu/presentations/frr99/blooms.htm
- The Sample CPD portfolio provided
- Other CPD learners-at least 2

Learning Retention Research*

- Learners remember...
  - 10 % of what they read
  - 20 % of what they hear
  - 30 % of what they see
  - 50 % of what they see and hear
  - 80 % of what they say
  - 90 % of what they do

*National Safety Council Results

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Effectiveness of Instruction

Method of Instruction	Recall after 3 hours	Recall after 3 days
Telling	70 %	10 %
Showing	72 %	20 %
Blended Approach	85 %	65%

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Method of Instruction

- SHDS approach
  - See-Hear-Do-Say
    - See the slides
    - Hear the presenter
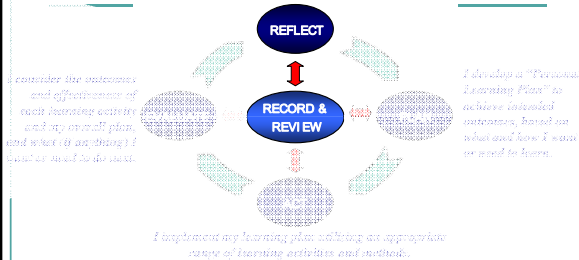   - Do some exercises
    - Say or share with your cohort

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Continuing Professional Development Cycle

I consider my current and future practice, and self-assess my professional development needs and goals.

REFLECT

RECORD & REVIEW

In my "CPD Portfolio" I document important aspects of my continuing professional development; it is a valuable reference that supports my reflection and learning.

Description of Reflection

"Reflection is the practice of periodically stepping back to ponder and express the meaning to self and to others in one's immediate environment of what has, will, or is happening"

Joseph A. Raelin, Asa Knowles Chair, Northeastern University. Used with permission.

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Reflection and Professional Development

Knowledge + Skills + Attitudes + Values = Competence

- Self appraisal or assessment of workplace, career and personal ambitions
- Complex and deliberate process of assessing knowledge, skills, attitudes, and values
- Multi-faceted

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Reflection

- It's like looking in a mirror…
- Sometimes we like what we see
- Other times we don't

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Challenges in Reflection

- What point of view do you have?

  Remember the story of the blind men and the elephant

- Personal awareness see-The Johari Window

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The Johari Window

	Known to self	Unknown to self
Known to others	Open (1)	Blind (2)
Unknown to others	Hidden (3)	Unknown (4)

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Stimulus for Self Awareness

- Discussion with peers or other health care professionals
- Dealing with patient or practice problems
- Completing self assessment tools
- Feedback
- Live or online CE participation
- Literature and research
- Teaching, preparing a presentation
- Serving as a preceptor

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Reflection Tools

- Professional Profile
- Mission Statement
- Current Work Environment
- Self Assessment Survey
- Reflection of Current Professional Status
- Personal and Professional Goals

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Self-Assessment Survey

- Domains covered in the Self-Assessment Survey
  - Communicating with patients
  - Developing and implementing medication therapy plans
  - Communicating with physicians and other providers
  - Documenting patient care activities

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Self-Assessment Survey Domains

- Ability to
  - Assume ethical, legal and professional responsibilities
  - Access, retrieve, evaluate, and disseminate relevant information
  - Give presentations and educational programs
  - Manage drug distribution
  - Apply practice management knowledge and skills

Self-Assessment Survey Domains

- Clinical Knowledge and skills
  - Several clinical sub-specialties listed
  - Professional and business skills

Self-Assessment

- Sources for the non-clinical
  - Best practices
  - JCAHO
  - Organizational goals
  - Job standards and performance reviews
  - Other management topics
  - Mention other sources
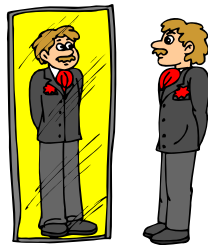
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LOG – Learning Outcomes Growth

LOG Learning Outcomes Growth

Date(s)	Learning Activity (if applicable include Name of Provider and ACPE ID #)	Hours	Outcomes	Next Steps (Growth)

REFLECT

- **Reflect on**
  - **Yourself as a person**
  - **Yourself as a professional**
  - **Your professional practice**
  - **Your knowledge and skills**
  - **Your learning preferences**
- **Identify learning needs and opportunities**
  - **Must address several competency areas**
- **Frame learning objectives**
  - **Broad / high-level**

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Exercise #1

- Using your responses from exercise #3-5 in CPD 101, organize your notes into the portfolio provided
- You may use the **Reflect** and **Plan** sections of the portfolio
- Include any additional information into the portfolio

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Mission or Personal Statement

- Should be able to complete the following statements
  - I am in this profession because…
  - I chose this profession because…
  - My overall mission as a pharmacist is to…

What will your legacy be?

- Is it in 20 words or less?
- Are you on the right path towards that legacy?
- Is there anything you would do differently now?

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Exercise #2

- Based on the identified opportunities for improvement, what broad goals do you have?
- List your short term goals and long term goals
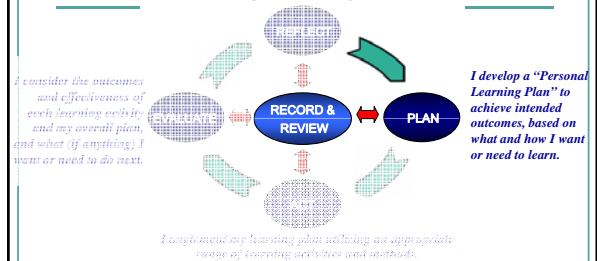- Fill out the goals section on **Plan** section of the portfolio provided

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Continuing Professional Development Cycle

I consider my current and future practice, and self-assess my professional development needs and goals.

I consider the outcomes and effectiveness of each learning activity and my overall plan, and what (if anything) I want or need to do next.

RECORD & REVIEW

PLAN

I develop a "Personal Learning Plan" to achieve intended outcomes, based on what and how I want or need to learn.

I implement my learning plan utilizing an appropriate range of learning activities and methods.

In my "CPD Portfolio" I document important aspects of my continuing professional development; it is a valuable reference that supports my reflection and learning.

A key point about your PLAN

"CPD starts from the position that people are currently at ... not the position that others think they *should* be at"

Dr. Peter Wilson, consultant to RPSGB, Aug 2002

Plan

- Develop an action plan to accomplish your objectives during the reflection stage
  - What resources are available to accomplish learning objectives
  - What activities are available to accomplish learning objectives
- Develop a timeline

Developing SMART Learning Objectives

- Specific
  - Be precise about desired outcomes
- Measurable
  - Quantify objectives
- Achievable
  - Ensure realistic expectations
- Relevant
  - Align with practice and/or organizational goals
- Timed
  - State when objective will be achieved

Writing Learning Objectives

- State to yourself...when I complete this learning activity, I want to be able to...

Non-SMART Objective

- Know more about monitoring anticoagulation therapy.

SMART Objective

- Describe lab tests used to effectively monitor patients on warfarin, heparin, and low-molecular weight heparin by November 2008

Action Words-Blooms Taxonomy

- You can access a list of Bloom's taxonomy verbs from the website below.
- http://edtech.clas.pdx.edu/presentations/frr99/blooms.htm
- Please choose one of these as you design your learning objectives

Action Words

Competency	Action Words
Knowledge	Identify, describe, list, recall, state, articulate
Comprehension	Compare, estimate, explain, interpret, define
Application	Apply, plan, choose, demonstrate, develop, prioritize
Analysis	Compare, distinguish, analyze, recognize
Synthesis	Create, formulate, make up, propose a plan, construct
Evaluation	Evaluate, choose, decide, judge, assess

Exercise #3

- Take a few minutes to populate your **plan** with at least 3 SMART Learning objectives.
- Share with your group and listen to feedback from them
- What adjustments are necessary to make it more SMART?

Exercise #4

- Identify the activities that you will use to accomplish your predetermined objectives in your portfolio
- Exchange your plan with a peer and provide feedback
- How well will those activities accomplish the objective

Personal Learning Plan

- Set realistic goals
- Just start!
  - Don't let "perfect" get in the way …
- Write measurable objectives
- Be flexible- add or modify learning objectives throughout the year
- Planning is a good thing but unplanned learning works too

Personal Learning Plan

- May not address all learning objectives in one year
  - Perhaps keep to 3-5 goals per year
- Efficient use of time
- If it is written down, you will get it done
- Be creative when identifying learning activities, there are lots of learning opportunities

SAMPLE Plan

Goal	SMART Learning Objectives	Resources Planned Activities	Dates	ACT Done?
Improve my confidence in Evidence Based literature reviews.	Develop a process to effectively and efficiently conduct a critical appraisal of relevant medical literature by 6/10. Evaluate a therapy paper using EBM principles by 7/10	• Set aside time each month to review 1 practice related article and complete a CAT . • Complete the Seminar Concordance Toolkit modules on the topic. • Finish reading Evidence Based Pharmacotherapy. • Attend a seminar or conference on the topic.	Start Date 02/10	Y In process

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Summary

- Reflection in personal and professional development
- Structured self-assessment tools
- Identify short and long-term learning and career goals
- Designed learning objectives that address personal and professional goals identified through reflection
- Utilized the information provided in the reflection exercises to develop a learning plan

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Thank you for your attention and participation

Questions?

Contact Information

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