ACPE

CE Pearls: ACPE Spring Education Conference
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Integrating CPD into Your CPE Program

Presenters
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ACCREDITATION COUNCIL FOR PHARMACY EDUCATION

Disclosure

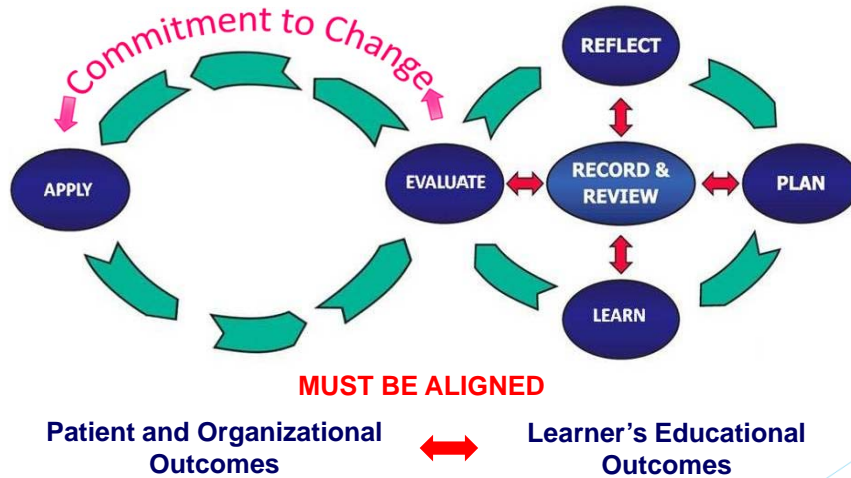▶ Suzanne Turner and Jennifer Moulton have no conflicts of interest to disclose.

My Program:

<div align="center">

Academia

Association

Health System

Medical Education Company

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Learning Objectives

- Discuss potential benefits of CPE providers serving as partners in self-directed lifelong learning (SDLLL) of pharmacy professionals.

- Generate strategies for CPD implementation into CPE programming as well as ways to address barriers.

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The CPD Cycle

MUST BE ALIGNED

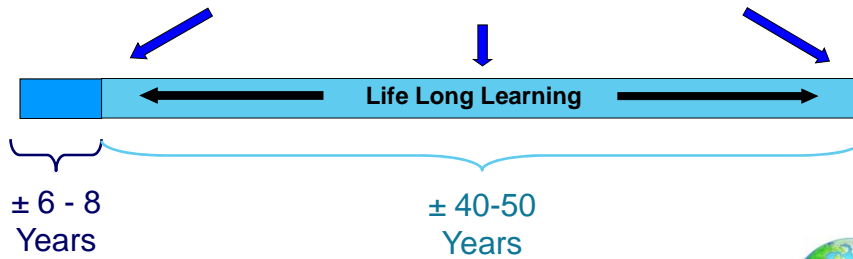**Patient and Organizational Outcomes** ⟷ **Learner's Educational Outcomes**
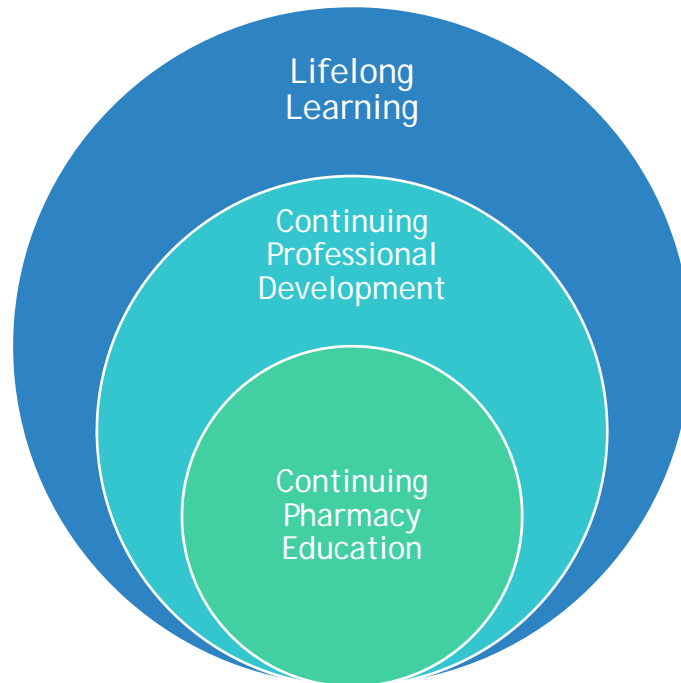

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The *Continuum* of Education

What competencies are required for pharmacy practice?

Life Long Learning

± 6 - 8
Years

± 40-50
Years

Institute of Medicine (USA):
Health Care Professionals not adequately prepared
or supported in practice

Lifelong
Learning

Continuing
Professional
Development

Continuing
Pharmacy
Education

How Do They Compare?

CPE
- Mandated by others
- Applicable to practice
- Required for license

CPD
- Maintain competence
- Enhance practice
- Achieve goals

LLL
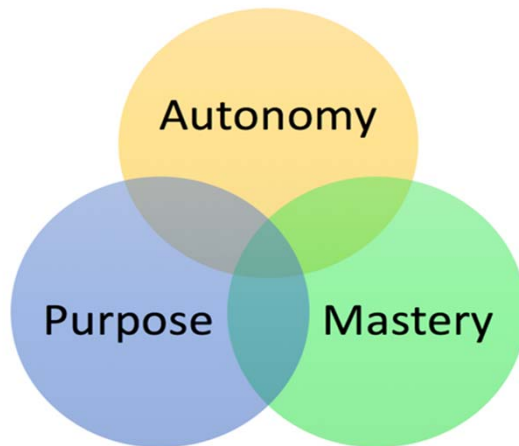- Ongoing, voluntary
- Self motivated
- Personal or professional

CPE Providers are the Gateway to CPD and LLL

▶ It's our responsibility!

   ▶ Expose learners to an alternate method of education
   ▶ Provide the cycle
   ▶ Encourage learners to take responsibility for their career development

CPD Promotes

Autonomy

Purpose   Mastery

Learners Need to Find Their Purpose

▶ Meet the need of their practice and patients
  ▶ Desire to do something that has meaning
  ▶ Experience job fulfillment

▶ Movement toward career goals
  ▶ What does your ideal career look like?
  ▶ What is the next step?

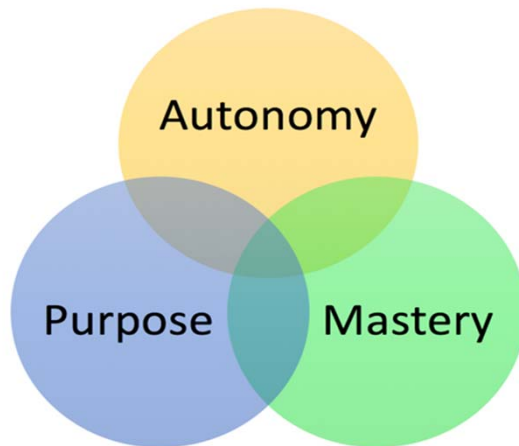# Development of a WHY Statement

▶ Simple and clear

▶ Actionable

▶ Focused on how you'll contribute to others

▶ Expressed in affirmative language that resonates with you

▶ Write a personal philosophy of practice
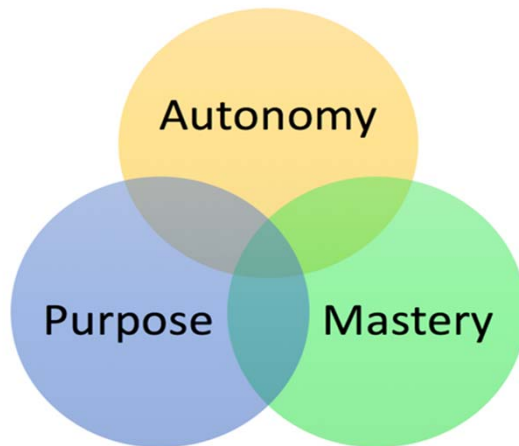
Adapted from Simon Sinek, Find Your Why

CPD Promotes

Achieving Mastery

▶ Addressing personal learning needs deemed valuable/high priority
  ▶ Serve as a resource or curator for education available other places

▶ Expanding expertise and developing skills over time
  ▶ Help to address annually or on given timeframe
  ▶ Push cadence to learners

CPD Promotes

Autonomy to Choose the Path

- Self-defined learning objectives
  - What are your objectives for participating in this activity?
  - What do you want to learn?
  - Why did you attend/participate?

- Selecting own activities and metrics for success
  - Identify areas of need or desire to learn
  - What are your goals for learning?
  - What drives you?
  - How will you know you've arrived?

What is your Purpose as a CPE provider?

- ▶ Identify your learners' purpose
- ▶ Provide a wide variety of opportunities for all levels of learners in a wide variety of areas
- ▶ Make opportunities easily available and in different formats
- ▶ Maintain documentation of activities for future reflection

Active Learning - Benefits for your CPE Program

- ▶ Worksheet

- ▶ Purpose and benefits sections

- ▶ Share and discuss

Benefits for your CPE Program

▶ Programming becomes more varied

▶ Increased participation in programming

▶ Enhance the practice of your learners

▶ Optimize patient outcomes

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Action is needed

- As CPE providers (employers, educators, organizations) we must take on the responsibility to guide our learners through the process.
  - Do not expect a CPD program to be successful without outlining the purpose or without guidance and resource provision throughout each step of the process

- How do we encourage learners to utilize a CPD approach to their learning?

Lee Health
Fort Myers and Cape Coral, FL

LEE HEALTH
Caring People. Inspiring Health

12

Why bring CPD to Lee Health?

- Residency Program Expansion
  - Preceptor Qualifications

- Pharmacist pushed to work at the top of their license
  - ASHP PPMI Initiative

- New Pharmacy System Director

- ACPE Provider

Prior to CPD

- Pharmacist Education
  - Continuing education programs driven by medical staff
    - Lack of dedicated resources within pharmacy
  - Staff development was competency driven
    - Assignments were pushed out to staff
  - Education was not focused on current or future practice

- Technician Education
  - Nonexistent

Lee Health Implementation Strategy

- Awareness of CPD

- Resources from ACPE website
  - Focused on the first two steps
    - Reflect
    - Plan

Lee Memorial Health System
Pharmacy Department

Continuous Professional Development (CPD)

CPD is a self-directed, ongoing, systematic and outcomes-focused approach to learning and professional development.

Pharmacists who adopt a CPD approach accept the responsibility to fully engage in and document their learning through reflecting on their practice, assessing and identifying professional learning needs, developing and implementing a personal learning plan, and evaluating their learning outcomes with the goal of enhancing the knowledge, skills, attitudes and values required for their pharmacy practice.

LMHS PHARMACY PLAN FOR CPD
- Pharmacy department education – staff meetings September 2011
- Employee completes H-PILS assessment tool
- Employee completes self reflection tool
- Employee completes initial plan with at least (3) specific goals by date assigned by Director for use during annual performance evaluation process
- Pharmacy Director/Supervisor approves plan as part of evaluation process
- Follow-up education on ACT and EVALUATE steps at January staff meetings

Owner: S Kessinger, S Turner
Sept 1, 2011/updated Oct 1, 2011

Reflect Tool

- How you perceive yourself as a professional
- What is the current and future status of your professional practice/environment
- What are your current own knowledge and skills

- Identify your learning preferences (complete H-PILS assessment)

- Identify learning needs and opportunities based on your own situation, personal needs and desires, opportunities and goals

Reflection Tool Continued

Strengths

- List work-related situations from the past year in which you felt confident or competent.
- What knowledge/skills contributed to the successes above?
- What tasks do others come to you for help or see you as the expert in?
- What strengths do I see in myself as a pharmacist?

Weaknesses

- List work-related situations from the past year that you need to feel more comfortable or competent to perform.
- What makes me feel uncomfortable in my daily routine at work?
- What makes you feel unsafe in your practice?
- What tasks do you perform that you perceive to be risky or that you wish you could handoff off to another?

Reflect Tool Continued- Opportunities

What knowledge/skills, attitudes or values do you need to work on or acquire for the coming year?

What knowledge/skills would you want to develop or improve to better manage uncomfortable practices or tasks in the future?

What drugs, disease therapy management, or clinical skill(s) do you wish you knew more about? Is there something you wish to be an expert at?

What areas of improvement do your colleagues or supervisor recommend for you? Have you recently received feedback on something you do well or something you need to improve upon?

PLAN: Personal Learning Plan

Goal: SMART Learning Objective	Planned Activities and Resources To Be Used	Dates	
		Goal start date	
		Goal finish date	
		Actual finish date	
		Goal start date	
		Goal finish date	
		Actual finish date	
		Goal start date	
		Goal finish date	
		Actual finish date	
		Goal start date	
		Goal finish date	
		Actual finish date	
		Goal start date	
		Goal finish date	
		Actual finish date	

S=Specific	M=Measurable	A=Achievable	R=Relevant	T=Timed

Learn

▶ Integrated learners CPD goals into our CPE Program

  ▶ Clinical areas: Anticoagulation, Infectious Diseases

  ▶ New Service: ACLS training

  ▶ Precepting Skills

Record and Review

- Supervisors were instructed to review CPD goals at 6 months and during annual evaluation
- CPD goal attainment was factored into performance evaluation (5%)
- Employee had access to recording document and was expected to provide documentation of CPD process for three goals

- Technicians were not included in CPD program until third year

SMART* LEARNING GOAL	RESOURCES & PLANNED ACTIVITIES/PROGRESS	DATES
Continue to precept students/develop preceptor skills	Attend preceptor workshops/CE's when available	Start Date: 01/14 Goal Date ongoing Actual Finish:
ACLS certification Continue training for codes/ACLS	Completed Attend advancing clinical education topic discussions (3 completed so far)	Start Date: 11/13 Goal Date: ongoing Actual Finish:
Join FSHP		Goal Date: 12/14 Actual Finish:
Complete PSAP module(s) from BCPS study modules in area(s) of interest this year	BCPS study modules on V Drive	Goal Date: 12/14 Actual Finish:

CORE AREAS OF DEVELOPMENT (examples for consideration below)	SMART* LEARNING GOAL Customize your personal goal for each core area	RESOURCES & PLANNED ACTIVITIES/PROGRESS	DATES
Competency goals that pertain to my current or anticipated job duties. *Examples:* ▪ *ACLS/Code Training* ▪ *Antimicrobial Stewardship Certificate Program* ▪ *Board Certification* ▪ *Patient Education Teach Back Training*	Antimicrobial Stewardship Certificate Program	Complete MAD-ID certificate program • Attend MAD-ID annual meeting May 29-31 in Orlando, FL • Complete MAD-ID practicum at facility Vancomycin protocol MUE- data collection phase Complete CE programs "An Interprofessional Approach to Antimicrobial Stewardship: Implementing Team-based Strategies that Impact Patient Outcomes" 1 hr CE completed on 12/30/13 Attended Antimicrobial Stewardship Symposium at CCH 3/5/14 Read BCPS study guide-April 16/17	Start Date: 1/1/14 Goal Date 10/31/14 Actual Finish:

Evaluation is a Critical Step in the Process

▶ Overlooked evaluation as a step in our CPD program

- ▶ No guidance provided to our learners on how to evaluate if their plan was moving them forward
- ▶ No tools available to evaluate the application of what was learned

▶ Overlooked evaluation as a CPE provider

- ▶ Were we meeting our learners purpose?
- ▶ Were the learners able to expand their expertise?
- ▶ Were the learners able to selecting activities that were in line with their learning styles ?

Implementation Strategies

▶ Pre and Post questions that guide through the cycle

Implementation Strategies

▶ Take CPE transcript deeper – reflect on each activity
  ▶ Red, Yellow, Green
▶ How will you know you've arrived?
▶ Is there a mis-match?
▶ Are you completing or going to the same programs every year?

Active Learning- Opportunities and Barriers

▶ Worksheet

▶ Opportunities and Barriers for each step of integrating CPE into your CPE Program

▶ Sit with others with similar CPE program leaners

  ▶ Academia, Association, Health System, MedEd

  ▶ Share at your table

▶ Share with the group

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Strategies to Overcome Barriers- Lee Health

- ▶ Personalized attention
- ▶ Focus on the early adopters
- ▶ Highlight success stories
- ▶ Continued coaching
- ▶ Celebrate small wins
- ▶ Adjust

CEI's Experience

- ▶ Documentation is hard
- ▶ Simple habits are more powerful than goal setting or cycle tracking
- ▶ When you shine a light on it, it will have impact
- ▶ It has meaning

Active Learning-Participation

▶ Worksheet

▶ What can you do in your program to facilitate CPD in your learners?

   ▶ Autonomy

   ▶ Mastery

   ▶ Purpose

CPD: The Cure for Burnout?

▶ Autonomy

   ▶ Resilience = Flexibility (not Rigidity)

   ▶ Encouraged to seek out development in your areas of interest

   ▶ Selecting own activities and metrics for success

▶ Mastery

   ▶ Ability to tailor your learning to your current level of practice

   ▶ Addressing personal learning needs deemed valuable/high priority

   ▶ Expanding expertise and developing skills over time

▶ Purpose

   ▶ Some CE requirements have no meaning to your practice (ex. HIV education, Sterile Processing, Controlled Substances)

   ▶ Meeting needs of practice and patients

   ▶ Movement toward personal career goals

Benefits of Self-Directed Life Long Learning

▶ The sooner you integrate, the more years learners will use this skill in their practice

▶ Learners will become proficient at self-reflection

▶ Leads to more planning of future learning activities

▶ Cycle will perpetuate

Questions and Answers

▶ Feel free to contact us at:

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▶ Jennifer Mouton, jen@ceimpact.com