

Accreditation Council for Pharmacy Education



Continuing Professional Development Newsletter

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You may access CPD newsletters and other information about Continuing Professional Development on the [ACPE website](#).

Please do not hesitate to contact [ACPE staff](#) with questions related to Continuing Professional Development. Reach us by phone at 312.664.3575, option 3.

1. New CPD Steering Committee Member

ACPE would like to welcome two new members to the CPD Steering Committee:

- Dennis Brierton, PharmD, BCPS, FASHP, Director of Clinical Pharmacy Services, Aurora Health Care
- Joe Anderson, PharmD, Professor, Department of Pharmacy Practice and Administrative Sciences, University of New Mexico College of Pharmacy, and New Mexico Board of Pharmacy member

Additionally, ACPE would like to extend its appreciation to outgoing members Janet Cline, RPh; Jeannine Dickerhofe, RPh, MS; Michael Simeone, RPh, MBA, MEd; and Anita Young, EdD, RPh, for their dedicated service and hard work in achieving the objectives of the Steering Committee.

2. CPD Implementation Project Spotlight

As part of ACPE's call for [CPD implementation projects](#), this issue of the CPD newsletter highlights a submission from Lee Memorial Health System, one of the largest public health systems in the nation serving southwest Florida, as contributed by John Armitstead, RPh, MS, FASHP, System Director of Pharmacy, and Suzanne Turner, PharmD, Education and Residency Coordinator.

Starting in 2011, in conjunction with its integration of the ASHP Pharmacy Practice Model Initiative (PPMI), Lee Memorial Health System began including CPD goals as part of the annual performance evaluation process for pharmacists with pharmacy technicians added to the program in 2013. In order to meet the needs of changing pharmacy services, it was anticipated that the CPD approach would help pharmacists meet those needs in an organized, documented manner and result in a higher rate of engagement and success.



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Pharmacists were provided with the Health Professionals' Inventory of Learning Styles (H-PILS) assessment tool along with a self-reflection tool kit. Definitions for CPD and SMART goals were provided along with examples of goals (REFLECT). Pharmacists created a CPD development plan with SMART goals in a variety of areas (e.g., preceptor development, leadership, medication safety, clinical knowledge). The CPD plan was submitted to the director prior to the annual performance evaluation. After the first year of CPD implementation, the Pharmacist Job Description was modified to have the CPD goal account for 5% of the performance evaluation (PLAN). Key global CPD objectives have included ACLS, BLS and code training for all pharmacists. Educational opportunities were provided to assist staff in meeting CPD goals, e.g., CE activities, competency programs (LEARN). The CPD plan was updated on an ongoing basis by the pharmacists, and directors review each employee's CPD goal success at the midpoint and annual evaluations (EVALUATE). Examples of application in practice included pharmacists becoming BPS certified, serving as preceptors, implementing antimicrobial stewardship projects, and responding to all emergency codes 24/7 (APPLY). Since integrating a CPD approach, the number of certified pharmacists is approaching 25% and PTCB certified technicians are approaching 100%. Additionally, enhanced preceptor qualifications have resulted in an increase in student and resident training. Lee Memorial continues to encourage and modify CPD tools and processes as needed for quality improvement purposes.

If you have been involved in putting models of self-directed lifelong learning into action or advancing CPD in the profession, your contribution is highly valued. ACPE is interested to learn of your strategies, practices, and outcomes in promoting self-directed lifelong learning. Submission of CPD implementation projects uses the following format:

- brief description of setting and drivers for CPD implementation;
- methods used in CPD implementation;
- outcomes/impact of CPD implementation;
- monitoring strategies and lessons learned; and
- future plans, if any.

The submission link can be found [HERE](#). Feel free to share it with peers and colleagues who have been involved in CPD implementation. ACPE is working with contributors to share their stories, tips and tools in a variety of formats. Many thanks to those who have already shared their experiences!

Interested in implementing CPD within your organization or institution? ACPE's CPD Steering Committee can offer guidance and training on the concepts and components of the CPD approach to lifelong learning. Please contact [ACPE staff](#) for more information.



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3. CPD Publications

Making a Curricular Commitment to Continuing Professional Development in Doctor of Pharmacy Programs

[Janke KK, Tofade T. Making a Curricular Commitment to Continuing Professional Development in Doctor of Pharmacy Programs. *Am J Pharm Educ.* 2015;79\(8\):Article 112.](#)

This statement paper describes the benefits of adopting a CPD model by colleges/schools of pharmacy, defines the skill sets involved in CPD, and makes recommendations for advancing CPD in the curricula. The authors encourage the academy to commit to a more intentional, comprehensive, and coordinated curricular commitment to self-directed, lifelong learning in order to ensure graduates are “CPD ready.”

The Good CPD Guide: A Practical Guide to Managed Continuing Professional Development in Medicine, Second Edition

Grant, J. (2012). *The good CPD guide: A practical guide to managed continuing professional development in medicine.* London: Radcliffe Pub.

The author of this book asserts that in terms of continued fitness to practice and patient safety, as well as maintaining professional standards, a more thoughtful, evidence-based and transparent approach to learning should be considered which is referred to as “managed” CPD. Managed CPD is discussed in 4 steps: (1) identify what to learn, (2) plan how to learn, (3) learn, and (4) use the learning and show its effect. The book provides an overview from the literature and offers a framework for exploring quality CPD as well as associated tools in the various appendices.

4. CE/CPD Invitational Conference

Over 60 leaders from across the continuum of pharmacy practice, academia, industry, state boards of pharmacy and health care organizations gathered in Chicago, Illinois, on October 29-30, to participate in the Accreditation Council for Pharmacy Education’s (ACPE) invitational conference 40 Years Later: Current and Future Opportunities and Challenges in Continuing Pharmacy Education. This groundbreaking, invitational conference engaged attendees to identify the optimal future state of accredited CPE, including its relationship to CPD practices, practitioner privileging in health care delivery organizations, and interprofessional education (IPE) and practice. Attendees also assessed current conditions with respect to accredited CPE, taking into account the diversity of educational needs among practitioners; the status of CPD; and the perspectives of pharmacists, pharmacy technicians, pharmacy owners, health care



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delivery organizations, CPE providers, regulators, the public, and accreditors (ACPE and others). Attendees also identified viable options for moving from current conditions to the optimal future state of accredited CPE.

Nationally recognized speakers shared the history of CPE accreditation and reviewed the results of a CPE/CPD survey to gather perspectives from all stakeholders related to the current and future states of CE/CPD. Dr. Kristin Janke of the University of Minnesota College of Pharmacy conducted the CE/CPD survey. Expert panelists presented thought-provoking comments regarding the needs of pharmacists and pharmacy technicians for continuing education in the next 10-15 years and the ways in which the marketplace and the regulatory framework will ensure practitioner competence. Panelists challenged attendees to consider what pharmacists and pharmacy technicians will need from their continuing education in the next 10-15 years, as well as the factors that will ensure ongoing practitioner competence in the future.

Participants also engaged through in-depth workgroup sessions to develop specific recommendations for optimizing the value of CPE over the next 10-15 years and outlined the steps needed to ensure practitioner competency based on marketplace and regulatory changes. Detailed proceedings of the meeting outcomes will be submitted for publication in early 2016.

5. Educational Opportunities

World Congress for Continuing Professional Development

The World Congress on Continuing Professional Development (CPD) 2016 will be held March 17-19, 2016 at the Manchester Grand Hyatt in San Diego, California. The World Congress, held every four years, is the premiere meeting for sharing and discussing health professions education research, showcasing continuing education and professional development best practices, and providing direction for the future of these fields. Congress is sponsored by the Society for Academic Continuing Medical Education (SACME), Association for Hospital Medical Education (AHME), and Alliance for Continuing Education in the Health Professions (ACEhp). The program is available at <http://www.worldcongresscpd.org/fullprogram.html>.

Please note that the lower registration rate has been extended to January 4, 2016. Registration information may be found at <http://www.worldcongresscpd.org/registrationinfo.html>.

Life Long Learning in Pharmacy

The 11th International Conference on Life Long Learning in Pharmacy 2016, *Sailing New Waters – Expand Your Horizons*, will be held July 1-4, 2016, in Split, Croatia. The program includes workshops, small group sessions, oral communications and two poster sessions with a variety of learning activities and opportunities to network and collaborate



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with diverse international colleagues. Sessions are designed to facilitate sharing of new ideas, challenges, and solutions for promoting lifelong learning in our profession. In addition, there will be three exceptional keynote speakers:

- **Teaching skills for new roles for pharmacists**
Keynote Speaker: prof. Tom Zlatic, American College of Clinical Pharmacy, USA
- **New concepts and tools in pharmacy education**
Keynote Speaker: Kirstie Galbraith, Faculty of Pharmacy and Pharmaceutical Sciences, Monash University, Australia
- **Commitment to quality in pharmacy education**
Keynote Speaker: Ashok Soni OBE FRPharmS, Royal Pharmaceutical Society, UK

Registration information can be found at <http://www.llpharm.com/registration/>. For more information on the conference, please visit <http://www.llpharm.com/>.