



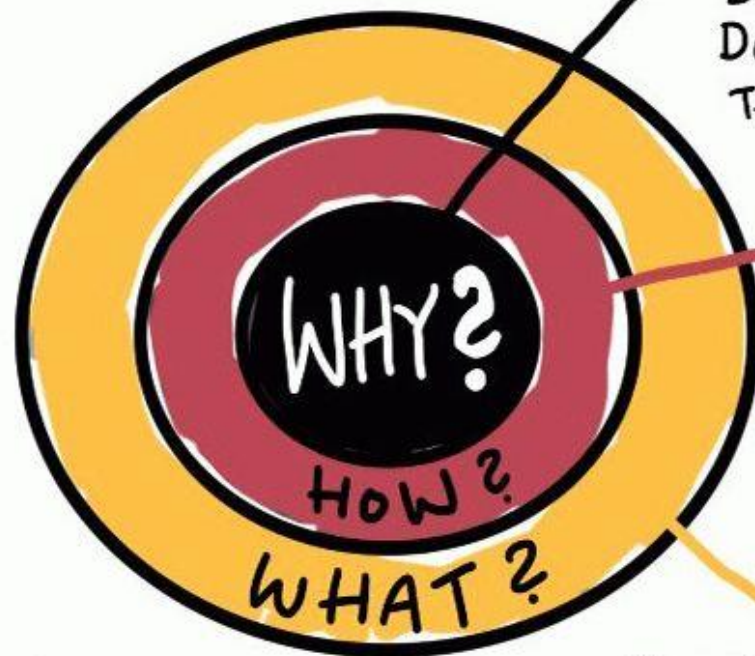
IWK Health Centre

## Critical Reflection & Continuing Competency

May 11, 2018  
NSDA AGM Education day

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People & Organization Development

# GOLDEN CIRCLE



WHY DO YOU  
DO WHAT YOU  
DO? WHAT IS  
THE PURPOSE?

HOW  
DO YOU  
DO WHAT  
YOU DO?

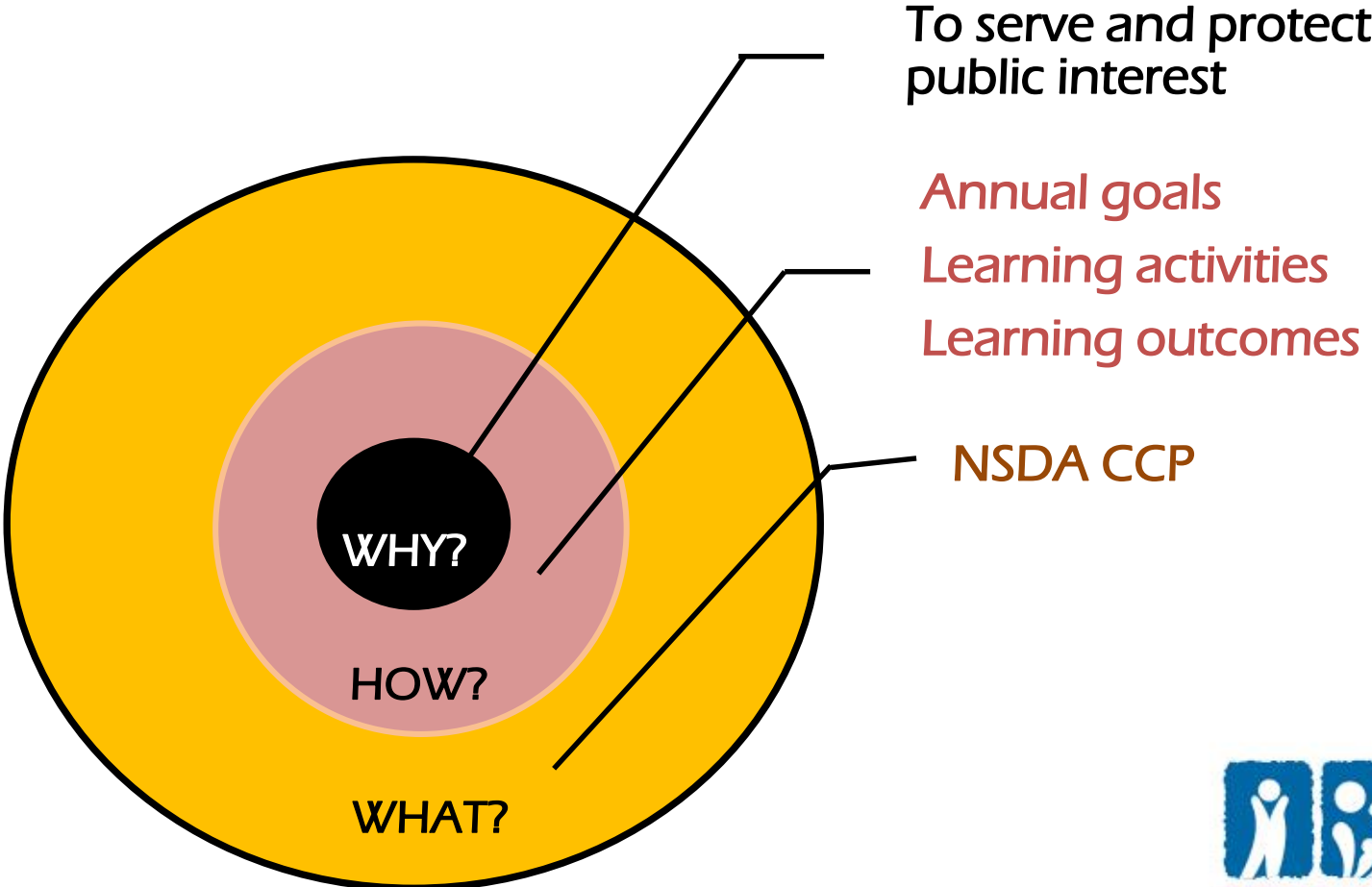
WHAT  
DO YOU DO?

IDEA: SIMON SINEK



IWK Health Centre

# NSDA – Continuing Competency Program



# What is Continuing Competency?

Ongoing ability to integrate *appropriate* knowledge, skill, judgement and attitude into a safe, ethical and effective practice

CCP Jurisprudence Study Guide (2017) NSDA



# What is Critical Reflection?

In – depth focused attention utilizing a questioning approach that considers how different contexts and/or perspectives impact values, assumptions, judgments and beliefs.

From a learning perspective ..... includes reflecting on relevance and impact on practice.

Adapted from Bolton, G (2014) Reflective Practice: SAGE publications Ltd



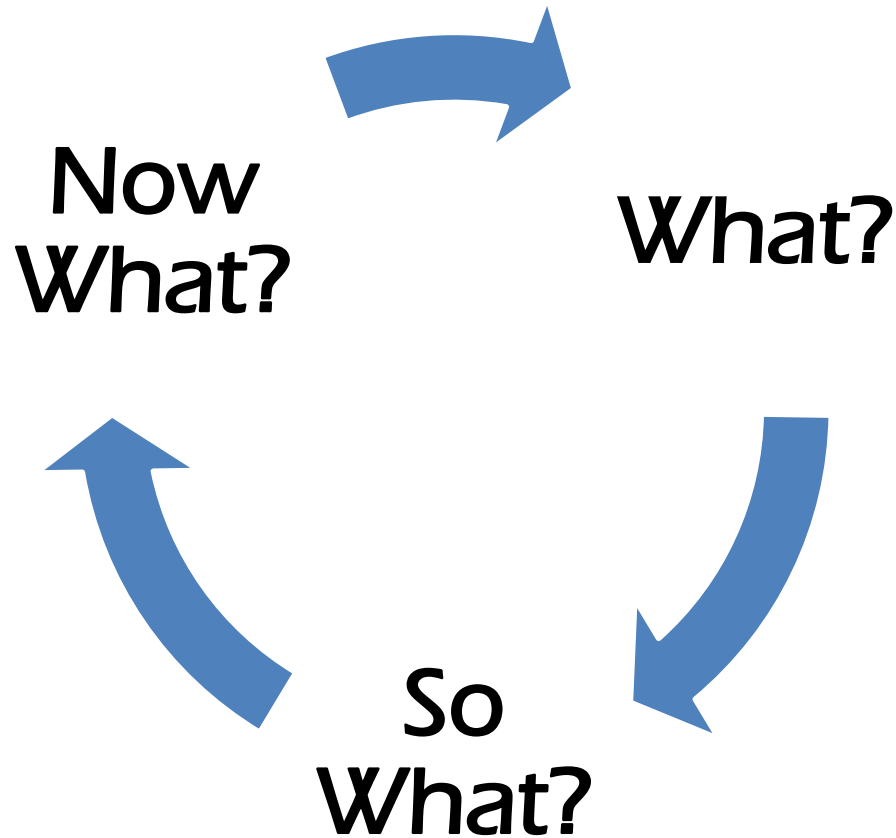
# Why Critical Reflection ....

*“Life without examination  
is no life”*

- Plato, 2000, p.315 (as in Bolton, G., p.13)



# Critical Reflection ... simplified



# Bridging the learning to practice gap

Areas of Practice

Learning Log

Manage Credit Cards

**RESOURCES**

NSDA eLearning

**APPLICATIONS**

License Renewal

My Applications

**LICENSE**

Download My License

Log Out

[+ Add New Goal](#)

[+ Add Log Entry](#)

## LOG ENTRIES

| Date                           | Learning Activity | Related To | Learning Outcome |  |
|--------------------------------|-------------------|------------|------------------|--|
| No learning log entries found. |                   |            |                  |  |

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125%



# Bridging the learning to practice gap

| Learning Activity  | Learning Outcome  |
|--|---|
| Created and presented information session on bone health | <p data-bbox="658 522 1321 873">This is a job task not a learning activity but perhaps learning was required to complete the presentation</p> |



# Bridging the learning to practice gap

| Learning Activity   | Learning Outcome  |
|---|---|
| <p>Read journal article entitled “ Bone Health and Vit. D”</p> <p><b>WHAT</b></p> <p><b>SO WHAT</b></p> | <p>Increased my knowledge of tolerable upper intake levels of vitamin D requirements and can integrate into education session I will offer</p> <p><b>NOW WHAT</b></p>   |
| <p>Attended workshop on product sources /bioavailability of calcium and Vitamin D</p>                   | <p>Met via skype with colleagues to review and discuss article and workshop. Shared experiences and perspectives encouraging teens to consider bone health. Will integrate this into an education session</p> |
| <p>Attended Advanced tricks and tips using Power Point session</p>                                      | <p>Increased ease and ability to create a more interactive presentations – using a game show approach</p>   |

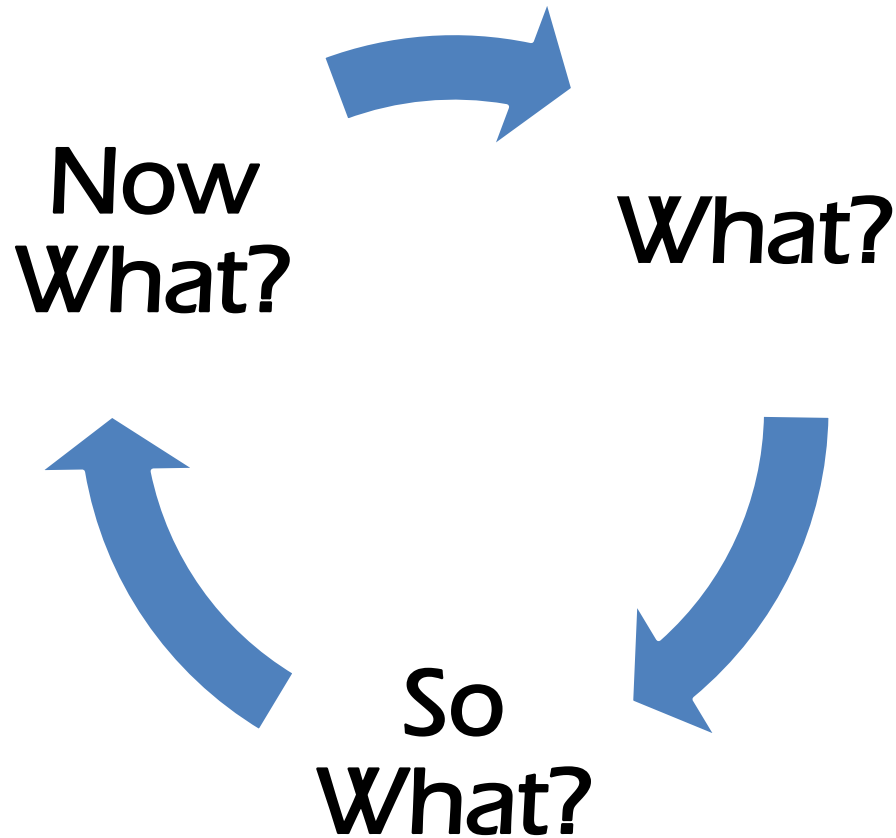
# Bridging the learning to practice gap

| Learning Activity   | Learning Outcome   |
|---|--|
| <p>Attended Nutrition Symposium in Boston USA session “dietary calcium intake of women “</p> <p>WHAT</p> <p>The NOW WHAT is missing</p> | <p>Increased my knowledge of the association of protein intake with rates of bone loss in women over age of 50.</p> <p>SO WHAT</p> |

# Bridging the learning to practice gap

| Learning Activity   | Learning Outcome   |
|---|--|
| <p>Attended workshop (3 hours) - error prevention in becoming a high reliability organization</p> <p><b>WHAT</b></p> <p><b>NOW WHAT</b></p> | <p>This workshop focused on dealing with the ability to discover and manage unexpected events before they escalate into crises. Instilling this quality improvement approach requires a level of psychological safety in admitting and calling out errors and is directly related to our Accreditation standards.</p> <p><b>SO WHAT</b></p> <p>I have integrated this learning into key messages when working with teams related to 'respectful workplace' as respect is the foundation for such courageous conversations.</p> |

# Critical Reflection ... simplified



# What informs your goal setting?

- New job
- A question
- Performance goals
- Attainment of a specific job
- Leadership aspirations
- Competency gap

If there are no goals, it is difficult to audit your submission

**NOTE:** it is ideal to reflect on standards of practice/code of ethics/peer review/performance review.... to identify learning needs which lead to **intentional learning** rather than relying on education opportunities that arise.



*What is one thing you will  
differently as a result of our  
conversation today?*





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