A Critique of a Sample Learning Log

The Continuing Competency Program (CCP) enables registrants to record that they have been actively engaged in professional development to maintain and enhance their competence to practice. The following is an excerpt from a sample learning log to clarify expectations of the Program.

Goals

Goal #1: To improve my ability to lead and manage change in my workplace.

Goal #2: To develop a presentation on the risks and benefits of the keto diet for weight loss

Log Entries

Date	Learning Activity	Related To	Learning Outcome
2019-04-25	Established a working group within the facility to develop policies to implement the International Dysphagia Diet Standardization Initiative (IDDSI).	Goal #1	Staff are researching best practices to implement the IDDSI.
2019-05-01	Accessed PEN to access the latest science related to the Keto Diet.	Goal #2	Increased my understanding of the strength of the research and the indications for the Keto Diet.
2019-06-02	Attended webinar entitled: "Managing Change in the Workplace"	Goal #1	I learned about the theory of change management and specific strategies for implementing change. Impact on practice: I have developed a plan to systematically introduce change management practices. Implementing IDDSI within the facility will lead to the consistent use of terminology within the circle of care when describing the texture modification of foods and liquids. This will lead to better patient outcomes.

1. Goal #1 is a professional development goal.   True   False

2. Goal #2 is a professional development goal.   True   False

3. The 4/25/19 entry is a record of professional development related to change management? True   False

4. The 5/1/19 entry is a record of professional development related to goal #2? True   False

5. The 6/2/19 entry is a record of professional development related to goal #1? True   False

Answers

1. **TRUE**. Goal #1 is a professional development goal but can be improved upon by including the components of a SMART goal. Setting SMART goals allow you to
   - determine exactly what goals you plan to target;
   - limit and focus your efforts;
   - identify if you're moving toward your goals.

   Revised Goal #1: I will increase my understanding of change management strategies so that I can implement IDSSI within the facility. I will use this learning to develop a strategy to implement IDSSI within the facility by December 1, 2019.

2. **FALSE**. Goal #2 is activity-focused rather than an outcome-focused learning goal. However, developing a presentation on the topic may be a LEARNING OUTCOME.

   Revised Goal #2: I will increase my understanding of the current science related to the Keto Diet for weight loss so that I can be a reliable source of information on the topic and best support my clients in their decision to adopt this diet or not. I will meet this goal by July 1, 2019.

3. **FALSE**. The 4/25/19 entry does not reflect the professional development undertaken to increase understanding of change management strategies. Professional development might include taking a course, referring to reliable internet sites or reading a book on the subject.

4. **TRUE**. The 5/1/19 entry is a learning activity that supports the attainment of Goal #2. Other learning activities may also include attending a webinar or journal club. However, this entry does not describe the IMPACT ON PRACTICE associated with the learning.

5. **TRUE**. The 6/2/19 entry is a learning activity that supports the attainment of Goal #1. The Learning Outcome section of the log clearly states the IMPACT ON PRACTICE.