



Special Interest Articles

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President's New Year Message

It is hard to believe that another year is over. As time passes us by, it is important to reflect on what has happened and contemplate where we are going. In 2008, The Nova Scotia Dietetic Association launched its new website that offered online renewal, revitalized the organizational model, solidified the financial future of the Association, increased awareness of collaborative practice by hosting a world café at the Annual General Meeting on the topic, consulted with members in the revision of the Continuing Development Self-Directed Learning Tool (CDT), and initiated a new strategic planning process at the fall retreat to provide us with direction for the year ahead.

Moving into 2009, the NSDA will focus on adopting a college type model of regulation. We are moving to the college model to ensure, through legislation, that the profession's scope of practice is defined and protected. The process of becoming a college is involved and could take anywhere from one to three years to achieve. Regardless, it is the direction the Association needs to go as it is crucial for collaborative care models to include dietitians and nutritionists practicing to their full scope.

So far we have had a tremendous amount of support with the work that needs to be done to become a college. I would like to thank the following members for their contributions and/or participation on ad hoc committees: Nicole Druhan-McGinn, Audra Gallant, Deborah Everett, Howard Selig, Bev Harris, Nicole Druhan-McGinn, Joanne Redden, Judy Jenkins, Sandi Berwick, Marilyn Cipak and Nadine Romaine.

The standing committees have continued to develop registration and quality assurance policies and processes through the dedicated efforts of Nadine Romaine (Registration Committee Chair), Daphne Lordly, Audra Gallant, Rose Couch, Pam Soley, Shelley Leblanc (QA Chair), Pam Ross, Judy Lowe, Lisa Slauenwhite, and Cathy Lockerbie-Forrester.

Your Board of Directors continues to be strong and varied in expertise. Unfortunately, we will be losing some extremely valued members in 2009; I would like to thank Nadine Romaine and Lindsay MacKinnon for their contributions to the Association. I would also like to welcome Maryann Moffitt to the Association, an intern from Mount St. Vincent University.

As always, we are looking for volunteers to participate on a committee or the Board. Please contact Jennifer Garus for an opportunity to be a part of the Association during this very exciting time.

I wish everyone all the best in 2009.

With Kind Regards,
Jennifer Hutchinson, NSDA President

Annual General Meeting Approaching

The 2009 NSDA AGM will be held on May 29 at the Airport Quality Inn. Several board positions will become vacant in 2009, including president elect, registrar, secretary, and several member-at-large positions. A call for nominations and registration information will be circulated to members in April.

Descriptions of the roles and responsibilities for each position are listed on the NSDA website, under the About NSDA banner. All new board members will receive an orientation to the work of the board, committees and the processes of self-regulation.

Dietitians' input and participation in the Association is an essential element of a self-regulating profession.

Benefits of Volunteering with the NSDA

Participation on the Board and/or its committees

- offers an excellent opportunity to learn about professional self-regulation
- is possible from anywhere in the province by teleconference or face-to-face meetings
- enables getting to know dietitians in a variety of practice settings from around the province
- facilitates the practice of skills not normally performed in your area of practice
- adds professional experience to your resume
- provides an opportunity to contribute to the decision-making that affects the regulation of the profession.



"Participating in the auditing process was an eye-opening experience! It's really going to help me when I develop next year's goals."

QA Committee Member (auditor)

Annual CDT Audit

The Quality Assurance Committee recently completed the third annual audit of 25% of members' *Continuing Development Self-Directed Learning Tools* (CDT). Members who were audited received individualized feedback letters, depending on their audit results. Notifications were not sent to members with satisfactory audit results.

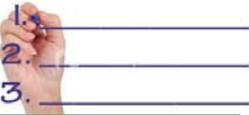
The audit involved

- evaluating 2008 goals using SMART criteria (as outlined in the 2008 CDT on page 17) assessing for goals that would relate to increased competence or enhanced job performance
- reviewing whether competence activities were undertaken within the program year, whether an outcome and impact on practice were stated, and if forms were completed in entirety
- assessing the overall plan as one that related to the member's practice, supported continued competent practice, and whether the plan was a competence plan (rather than a business or personal development plan).

Of the 99 audits completed, 58 had satisfactory results and 39 members were sent letters that provided individualized feedback. Two members' audits were classified as "referral review" and will be flagged and reviewed according to policy IX-40 (table 1) in April 2009. A referral review was warranted if the CDT was not completed in entirety and/or there was no documentation of the impact of the competency plan on competency and/or practice.

S. Specific
M. Measurable
A. Achievable
R. Realistic
T. Timely

Goals



Policy: IX- 40

Subject: Members who require monitoring based on unsatisfactory CDT submissions

Issued by: Quality Assurance Committee

Policy: Members who require monitoring based on unsatisfactory CDT submissions will require follow up action to ensure compliance to the competency program. Upon review of the supporting documentation of competence activities, the QA Committee may use discretion to require members to participate in mentoring activities, workshops, or complete modules to ensure compliance to the competency program.

Summary of Procedure:

Members submitting unsatisfactory CDT's will be notified by registered mail. The next CDT submission will be reviewed within one month of the renewal deadline. If the submission is unsatisfactory, based on audit criteria, the member will receive specific feedback and will be asked to provide supporting documentation of competency activities and re-submit their competency plan for the current year. The following year's submission will be flagged for review.

Table 1

CDT Audit (Cont...)

2008 Competency Plans

Of the 99 audits completed, 29 members had goals that were too broad or not written in a specific, clear or understandable manner. Goals that are too broad and non-specific will be difficult to achieve and measure; there will be no clear outcome, and it will be difficult to evaluate an impact of the plan on practice.

Example:

- ✘ I will improve my management skills.
- ✓ I will improve my skill in providing employee performance evaluations.

One audit indicated that goals were based on an activity (e.g. attending a conference). The activity is *how* you would reach your goal, but should not be written as the goal. The goal should reflect what you want to learn.

Example:

- ✘ I will attend a dysphagia workshop.
- ✓ I will increase my skill in conducting dysphagia assessments within a collaborative team setting.

Ten audits indicated that goals were written as job tasks rather than a goal to increase knowledge or skill in a specific area.

Example:

- ✘ I will develop a low literacy resource.
- ✓ I will improve my writing skills using plain English.

Two audits indicated that 2008 goals were not distinct from one another. Annual competency plans should consist of two distinct goals.

"Participating in the auditing process was an eye-opening experience! It's really going to help me when I develop next year's goals. A lot of times, I see that the member really did complete competency activities relevant to their practice but they just didn't write the right words in the right blanks. I do see, however, the importance of having specific goals - otherwise, it's just too difficult to know whether the goal was achieved and whether there was an impact on competency."

QA Committee Member (auditor)



CDT Audit (Cont...)

Online Resource

A resource will be posted on the members' only side of the NSDA website to support members in the development of their 2009 competency plans. The following is an excerpt from the online resource:

Competence Plan #1 - 2009

Worksheet

This competence plan relates to

Dimension # 3 Competency # 11 Performance Indicator # 11.2

Goal #1: Between April 1, 2009 and March 31, 2010, I will increase my knowledge and skills in the following specific area:

new developments in vitamin D research for the healthy, adult population.

* 2009 goals normally differ from previous years' goals.

Check the box(es) that apply to this goal.

- I am maintaining my current practice
- I am developing an area of interest
- I am planning to change my practice
- I am not, currently in dietetic practice (The goal is focused on Competency #11)

Competence Activities

I will achieve my goal by undertaking the following activities. (Check all that apply).

- Journal club/study group
- Courses/internship
- Case studies/rounds
- Work with NSDA
- Consultation with other health professionals/peers
- Presentations/teaching
- Self directed research/journal reviews
- Networking/discussion groups
- Other *participate in the development and review of PEN content*

Section C: Evaluation of Outcome

My practice will be affected or enhanced in the following ways:

I will be able to competently participate in discussions and answer questions related to current research related to vitamin D.

Members-Only Professional Directory

NSDA members' employment information can be found on the members-only side of the website. If you do not want your information listed, please indicate on the 2009 Renewal Form or contact Jennifer Garus at nsda@ns.aliantzinc.ca.



College Formation Update

The process to establish a college model of regulation for dietetics in Nova Scotia is underway. The Risk of Harm Ad Hoc Committee has developed a document that illustrates how our professional activities may pose a risk of harm to the public if not performed by qualified professionals. This document will be presented to representatives from the Department of Health to justify establishing a college model and seek their sponsorship to revise our legislation. The Scope of Practice Ad Hoc Committee has met twice to discuss the process of developing a legislative scope of practice (SOP). A SOP has been drafted and will be revised by the committee prior to consultation with members in specialized practice areas and other health professions. After securing the Department of Health's support to move forward with this initiative, the next steps will be to consult with members on the SOP, revise legislation (Act and Bylaws) and develop regulations.



The NSDA Board of Directors invites you to participate in-person or by teleconference. We are seeking representation from diverse practice areas to participate on committees. For more information, please contact Jennifer Garus, Executive Manager at (902) 835-0253 or info@nsdassoc.ca.

New Policy on Extension of CDT Submissions Due to Illness

The Board of Directors approved the following policy on late CDT submissions due to illness in response to member requests. The policy came into effect in December 2008.

Policy:

If a member is unable to submit their Continuing Development Self-Directed Learning Tool (CDT) in entirety by March 31st due to personal or family illness, the member must request an extension in writing with supporting evidence/documentation from a physician by March 31st. The member's license will be renewed and an extension will be granted upon approval by the Registrar and/or Registration Committee.

If the extension is not approved, the complete CDT must be submitted by April 30 or Policy V-40 will apply for late renewal.

If extension is granted, a complete CDT submission is required by September 30th. If the member is unable to meet this deadline, a written request for an extension with supporting evidence/documentation must be sent to the Registrar by September 30th. If the extension is not approved, the member must submit their complete CDT by a deadline determined by the Registration Committee or forfeit their membership.

Membership Update

New Members

1090 Maureen Tilley
1091 Diana Dibblee
1092 Candice Samson
1093 Kelsey Kennedy
1094 Laurie Michael
1095 Laura Brennan
1096 Jaime Broughton
1097 Melissa Houghton
1098 Nancy Wells
1099 Stephanie O'Brien
1100 Cindy McKenna
1101 Heather Parsons
1102 Meagan Sullivan
1103 Monique Surette



Temporary Members

TM 196 Chelsia Gillis
TM 197 Valerie Blair
TM 198 Erica Savage
TM 199 Lisa MacDonald
TM 200 Kristen Vernon
TM 201 Lauren Ostler
TM 202 Heather Hill
TM 203 Maria Raffel

Canadian Dietetic Registration Exam Update

Spring 2009 Exam

Date: Saturday, May 9

Location: Mount Saint Vincent University, Halifax

Deadline for temporary membership applications: February 25

Fall 2009 Exam

Date: Saturday, November 7

Location: Mount Saint Vincent University

Deadline for temporary membership applications: August 26

Contact Us

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