

Peer Advisory Conversation

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) DISCUSSION



Overall Considerations

1. Is there evidence of a reflective approach to maintaining continued competency and to developing practice during the past year?
2. Is there evidence of past learning activities and planned future activities with a timeline?
3. Is there evidence of decreased learning opportunities?
4. Is there a breadth of mechanisms by which competence is maintained?
5. What are the mechanisms by which practice is assessed and/or challenged?

Questions/Probes
<p>1. Tell me about a course or conference that you attended or another learning activity from the past year. What did you learn?</p> <p><u>Probes:</u></p> <ol style="list-style-type: none">a. What “Pearls of Wisdom” did you take away from the conference/lecture that you attended?b. How did it influence or change your practice?c. Were there any difficulties in applying the learnings to your practice?<ol style="list-style-type: none">i. If yes, how did you overcome those difficulties?d. How did you evaluate this change in practice?
<p>2. Tell me about a patient case where you struggled to provide a solution to the presenting problem. What did you do?</p> <p><u>Probes:</u></p> <ol style="list-style-type: none">a. How did you address the problem and form a solution?b. Did this change anything about how you think about other similar cases?c. Did this result in a larger change in practice? (i.e. what [else] did you learn?)
<p>3. Have you had any peer/colleague interaction or discussion that has influenced or changed your practice in some way? How did the new information influence or change your practice?</p> <p><u>Probes:</u></p> <ol style="list-style-type: none">a. Where do you meet up with (or interact with) colleagues?

Questions/Probes
<p>4. Let's discuss how you select CPD activities.</p> <p><u>Probes:</u></p> <ol style="list-style-type: none"> a. What activities have you participated in during the past year? b. How do you select your CPD topics & resources? c. Do you focus on areas of strength or weakness? d. Do you/can you discuss cases with other vets? e. What is an example of a situation in which you decided that you needed to learn something in a more formal CPD setting (rather than on your own)? f. How do you decide that you are starting to fall behind in a particular area of practice and need to catch up again? <ol style="list-style-type: none"> i. What evidence do you use to help make this decision? ii. Is there anyone that might give you feedback to assist with this decision? g. How do you decide or prioritize whether you will attend an organized learning activity (e.g., conference) or choose a self-directed learning approach? h. Has this been changing in the past few years in any way?
<p>5. What support do you get for CPD and what are your motivations for participating?</p> <p><u>Probes:</u></p> <ol style="list-style-type: none"> a. How does your clinic/workplace/organization support you and/or your staff for CPD? b. Are there any financial/business motivations? c. Are there any social motivations for CPD? d. How do you make the time for CPD?
<p>6. Implementation of changes</p> <p><u>Probes:</u></p> <ol style="list-style-type: none"> a. How do you approach implementing new ideas/protocols/information? b. How do you apply what you learn into your practice? c. How do you share with staff? d. How is your practice of veterinary medicine changed or benefited from CPD? e. What happens when a planned change (based on CPD) does not go as easy as you thought?
<p>7. Evaluation of CPD activities</p> <p><u>Probes:</u></p> <ol style="list-style-type: none"> a. How do you evaluate the quality of the CPD you are considering? b. How do you evaluate the quality of information that you seek out? (e.g. internet information, research, Google, VIN [Veterinary Information Network]) c. Who are your best sources of support in learning and practice change? <ol style="list-style-type: none"> i. How do you know that these are good sources of support? d. How do you determine whether a change is "working" in practice?

References

Code of Ethics
CPD Activity Log