

**Ontario College of
Social Workers and
Social Service Workers**



**Ordre des travailleurs
sociaux et des techniciens
en travail social de l'Ontario**

Annual Meeting and Education Day 2017

The Revised Continuing Competence Program

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Agenda

- Introductions
- The Continuing Competence Program (CCP)
- Revised CCP Documents and Steps
- CCP Scenarios - Lived Experience
- Questions?



The Continuing Competence Program (CCP)

- The CCP requires members to:
 - ✓ Review the standards of practice (and other required documents) every year.
 - ✓ Complete a self-assessment based on those principles.
 - ✓ Set goals and carry out learning activities based on their self-assessment
 - ✓ Make an annual declaration of participation



The Purpose

- Why do we have a Continuing Competence Program (CCP)?



Purpose of the CCP

- To promote quality assurance with respect to the practice of the professions of social work and social service work, and to encourage members to enhance their practice in an ongoing way.
- One way in which the College fulfils its mandate of public protection



The Revised Steps

- The CCP involves **four steps** as follows:
- **Step 1** – Review *The Code of Ethics and Standards of Practice Handbook* and Other Documents
- **Step 2** – Complete the Self-Assessment Tool (SAT)
- **Step 3** – Complete the Professional Development Plan (PDP)
- **Step 4** – Complete the Declaration of Participation in the CCP and Retain Your CCP Portfolio



Important to Note:

- *New:* Requirement to review “any other documents posted for review in this CCP year”
- *New:* As part of your self assessment, you may ask a peer, colleague, supervisor and/or client for feedback
- Determine the **learning activities/experiences** you will complete to meet your learning goal(s)
- Retain all CCP documents in your **CCP Portfolio** for seven years



Peer Feedback: Carrot and Stick

- Member provided input on new peer feedback component of CCP
- College's discipline process is "stick"
- CCP is proactive and peer feedback is "carrot"
- Feedback from peers was humbling; also gave opportunity to provide information on scope to colleagues



Revised CCP Documents

- Instruction Guide
- Self Assessment Tool (SAT)
- Professional Development Plan (PDP)



Self Assessment Tool



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Step 2—Complete the Self-Assessment Tool (SAT)

Strengths (What am I doing well?)	Peer Feedback (What would others say about my practice, if applicable?)	Learning Needs and Interests (Where can I benefit from further learning/professional development)	Relevant Standard(s) (Standards, practice skills, knowledge I need for my practice or to be ready for practice)	Learning Goal
			(tick as many as apply) <input type="checkbox"/> Code of Ethics <input type="checkbox"/> Meaning of Client <input type="checkbox"/> Scope of Practice for SW <input type="checkbox"/> Scope of Practice for SSW <input type="checkbox"/> Principle I <input type="checkbox"/> Principle II <input type="checkbox"/> Principle III <input type="checkbox"/> Principle IV <input type="checkbox"/> Principle V <input type="checkbox"/> Principle VI <input type="checkbox"/> Principle VII <input type="checkbox"/> Principle VIII	

DATE: _____

Retain for your records.



SAT components

- Strengths
- Peer Feedback
- Learning Needs and Interests
- Relevant Standards
- Learning Goals



Professional Development Plan



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Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)

DATE: _____

Retain for your records.



PDP components

- Learning Goal
- Learning Activities and Experiences
- Evidence of Completion of Learning Activities and Experiences
- Application to Practice



Common CCP Activities

- Conference, course, lecture, work shop
- Conducting research, publishing
- Independent study (books, journal articles, reviewing College documents)
- Observations of other settings/practice
- Committee work, professional networking, teaching



Using your lived experience for CCP

- The CCP is mandatory for **all** members of the College (including those who are not currently practising, are Inactive members, are on maternity, parental or sick leave, or who registered late in the year)
- When members are not able to participate in more formal kinds of learning activities, they may wish to look alternatives, such as their lived experience



Lived Experience Scenario

- A member's father-in-law is admitted to hospital as a result of a cancer diagnosis. The member is asked to draw upon her experience as a hospital social worker to assist in navigating the health care system. This is a role reversal for the member who is used to being the professional and not the patient. This is a new learning experience for the member.



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals

Date: December 2017



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals
Knowledge of healthcare system Compassion Patience	Family has agreed that I will be spokesperson because of my calm demeanor and ability to communicate clearly	Pertinent legislation and hospital policy Resources in the community	Principle II: Competence and Integrity, interpretation 2.1.3	To increase my knowledge of being a caregiver to a family member with a new cancer diagnosis

Date: December 2017



CCP Activities

- Review applicable legislation, i.e. *Health Care Consent Act, Patient First Act, Hospitals Act*
- Review hospital policies and patient resources, i.e. CCAC
- Keep a reflective journal
- Engage in mindfulness practice, yoga, healthy eating and exercise
- Consider attending a family support group, i.e. Cancer Chat or Wellspring



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)

Date: December 2017



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)
To increase my knowledge of being a caregiver to a family member with a new cancer diagnosis	<ul style="list-style-type: none"> -Review applicable legislation -Review patient resources -Keep a reflective journal -Engage in mindfulness practice -Attend a family support group 	Readings: www.HCCA.ca www.hospitalsact.ca -Enrolled in cancer chat group	<ul style="list-style-type: none"> -Ability to use empathy effectively -Incorporate knowledge of resources -Model self-care

Date: December 2017



Lived Experience Scenario

- After years of helping clients to overcome their own personal challenges, a member began to develop their own anxiety and difficulty coping with life stressors. The member experienced less and less ability to cope and recognized that they needed to access a mental health professional to assist with the daily struggles of their own life.



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals

Date: December 2017



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals
Strong connection with family and friends Able to accept help for mental health challenges	Consider spending more time with family and friends Learn to be more open about health needs	Engage in better work/life balance Learn coping strategies	Principle II, Interpretation 2.2.6 College members do not engage in the practice of social work ii) while suffering from illness	Connect with a mental health professional Engage in self review, reflection, and mindfulness practice

Date: December 2017



CCP Activities

- Engage in mindfulness practice
- Exercise regularly and consider a yoga class
- Learn about EAP services available



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)

Date: December 2017



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)
To enroll in mental health counselling	Research counselling options	Participate in counselling	Increased ability to cope with life stressors
To begin mindfulness practice	Review literature on mindfulness at the library	Establishment of a regular mindfulness routine	Ability to better balance work/life responsibilities

Date: December 2017



Lived Experience Scenario

- A member's wife was given a terminal diagnosis. After being cared for at home, she was admitted to palliative care and passed away. The member has taken time off to care for his wife and then taking bereavement leave. He has been attending a bereavement support group and has been volunteering at his church which he finds very soothing and helpful.



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals

Date: December 2017



Self Assessment Tool

Step 2—Complete the Self Assessment Tool

Strengths	Peer Feedback	Learning Needs and Interests	Relevant Standards	Learning Goals
<p>Good support network</p> <p>Knowledge of system navigation</p> <p>Openness to receive help</p>	<p>Family say I'm coping well, all things considered</p> <p>I am willing to talk about my pain and struggles</p>	<p>More information about wife's diagnosis and treatment options</p> <p>Available support resources</p>	<p>Principle I: Relationship with Clients, interpretations 1.1, 1.2, 1.5</p>	<p>To increase understanding of wife's diagnosis and palliative care philosophy</p> <p>To engage in bereavement support</p>

Date: December 2017



CCP Activities

- Research about wife's diagnosis, prognosis and treatment options
- Become educated on the palliative care model of care
- Learn about bereavement support resources
- Discovered a volunteer opportunity



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)

Date: December 2017



Professional Development Plan

Step 3—Complete the Professional Development Plan (PDP)

Learning Goal	Learning Activities/Experiences	Evidence of Completion of Learning Activities/Experiences	Application to Practice (How will this learning impact my practice/readiness to practise?)
<p>To increase understanding of wife's diagnosis and palliative care philosophy</p> <p>To engage in bereavement support</p>	<p>-Research about wife's diagnosis and prognosis</p> <p>-Learn about palliative model of care</p> <p>-Find bereavement resources and volunteer opportunities</p>	<p>Read relevant journals and consulted with health care professionals</p> <p>Enrolled in support group</p> <p>Signed up to volunteer</p>	<p>-Increased understanding diagnosis and palliative care model</p> <p>-Greater understanding of client experience</p> <p>-Awareness of supportive resources and activities</p>

Date: December 2017



Professional Judgment

- Formal learning activities still recommended
- Be mindful of professional/personal boundaries in lived experience learning activities
- Appropriateness of lived experience learning activity to continuing competence
 - ✓ Ask yourself: Does this lived experience support your readiness to practise or ability to continue to practise?



Final Thought

- Your registration with the College and annual completion of the CCP demonstrates to the public that you are **qualified** and current in your practice – that you continue to learn and develop as a professional.



Questions?





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