

Continuing Professional Development & Reflective Learning

May 2020



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References:

The content and information has been compiled from various sources:

- Irish Institute of Technology – Reflective Learning Image
- HSE – Reflective Practice Statement
- CORU – Support for Continuing Professional Development (Physiotherapist Registration Board)
- CORU – Guidance on Continuing Professional Development (Physiotherapist Registration Board)
- WCPT – European Vision for Continuing Professional Development Briefing Paper
- The University of Edinburgh – Reflective Toolkit
<https://www.ed.ac.uk/reflection/reflectors-toolkit>

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Continuing professional development

What is CPD ?

An ongoing process

Means by which one maintains and improves knowledge, skills and competencies

Integral component to delivering safe and effective services

Why engage in CPD?

Up to date

Improve and enhance your practice

Advance practice, service delivery and outcomes

Strive for professional excellence

Component of Code of Professional Conduct and Ethics required by Registration Board (as per HSCP Act, 2005)

Who benefits? - The HSCP professional
- The Health care system
- The Service user

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CPD = Reflective Learning

CPD focuses on:

- Application of knowledge / skills into practice
- Influencing behaviours
- Achieving outcomes

Gather knowledge

Apply Knowledge

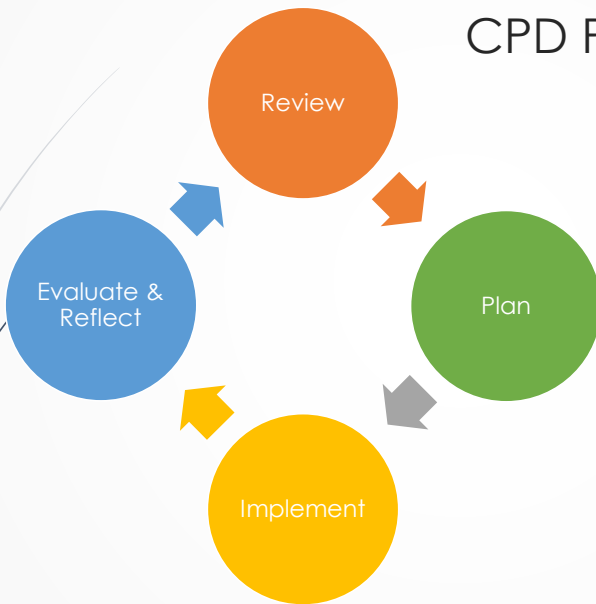
Demonstrate

Impact

Adapted from Irish Institute of Pharmacy

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CPD Process



Outcome based approach

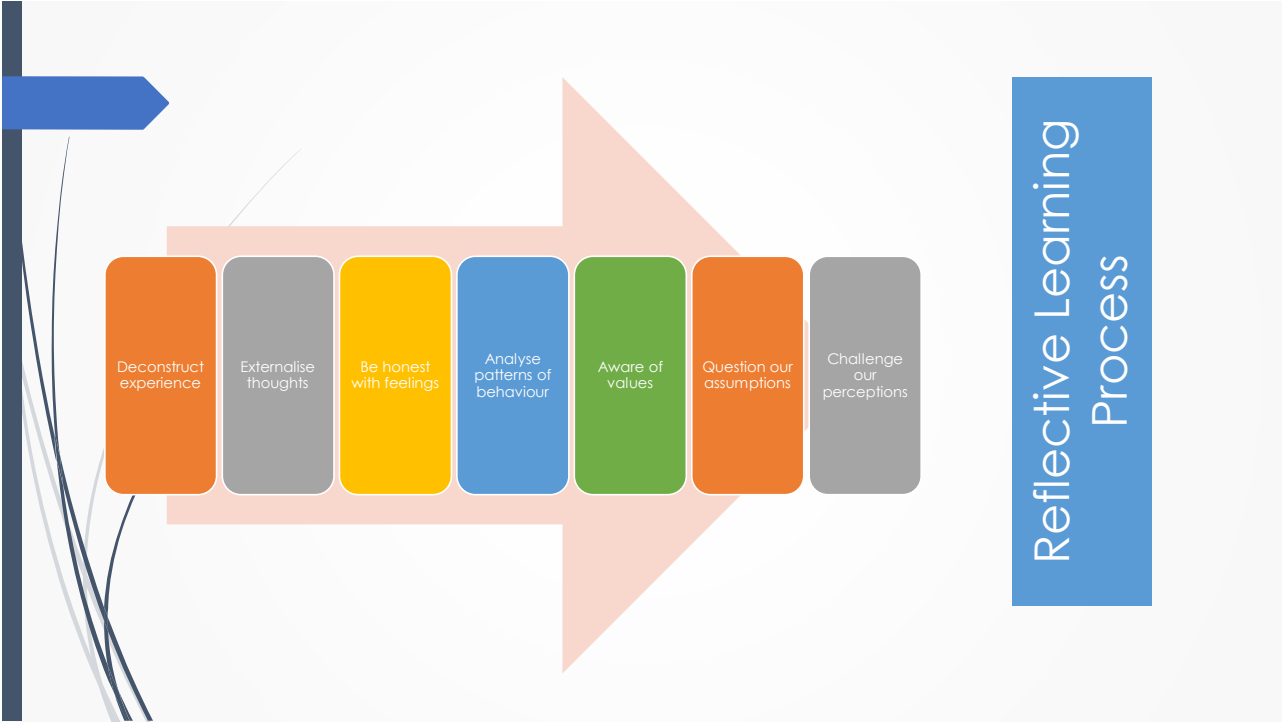
Professional autonomy / Self directed learning

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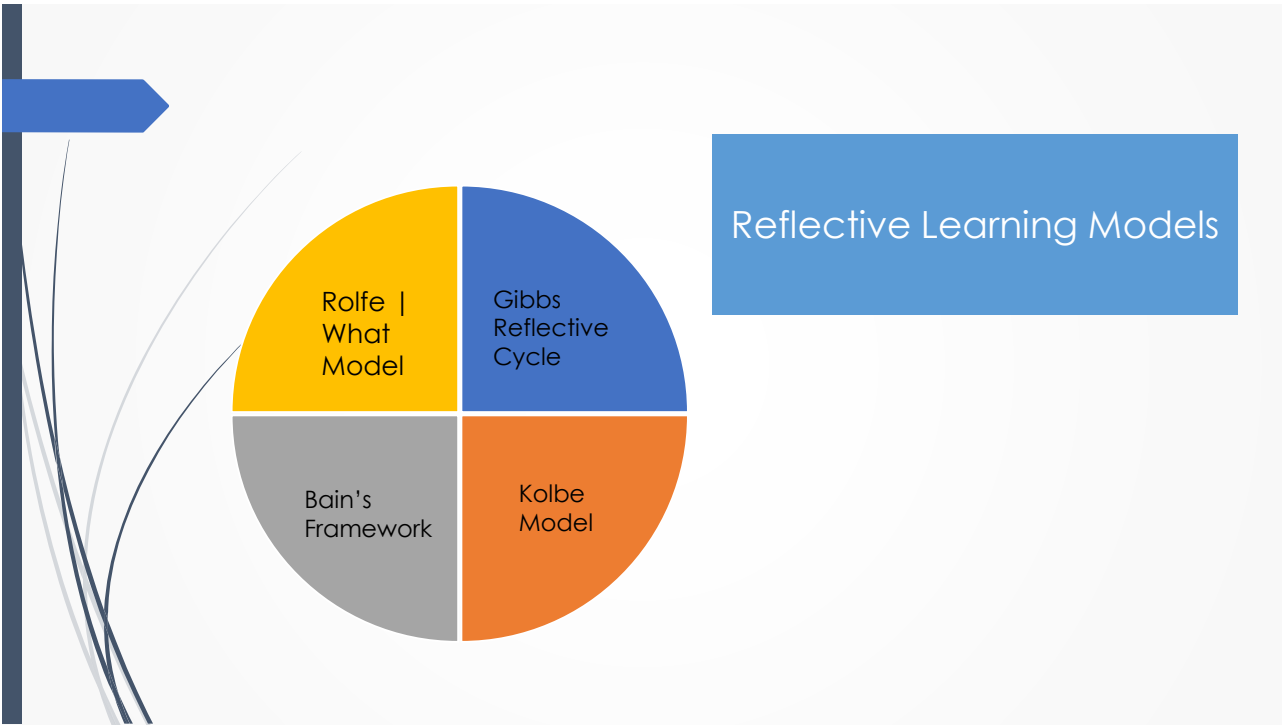
- ▶ Enhances critical thinking
- ▶ Deepens self-awareness
- ▶ Improves communication skills
- ▶ Translate insights into practice
- ▶ Transfer learning into work place
- ▶ **Multitude of learning experiences every moment of every day**
- ▶ RL can make sense of these experiences
- ▶ Transform them into insights & practical strategies

Reflective
Learning

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Reflective Practice Models

The 'What' Model

Rolfe, Freshwater and Jasper (2001) –

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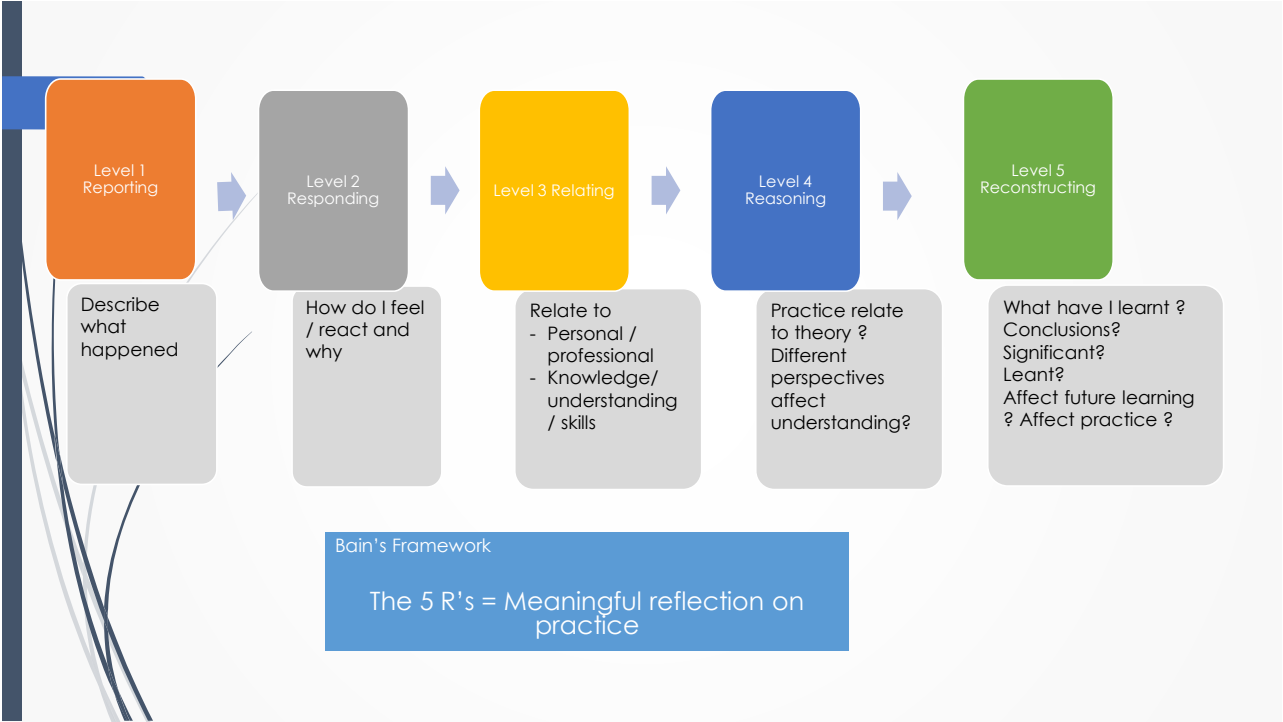
Reflective Practice Models

Gibbs (1998)

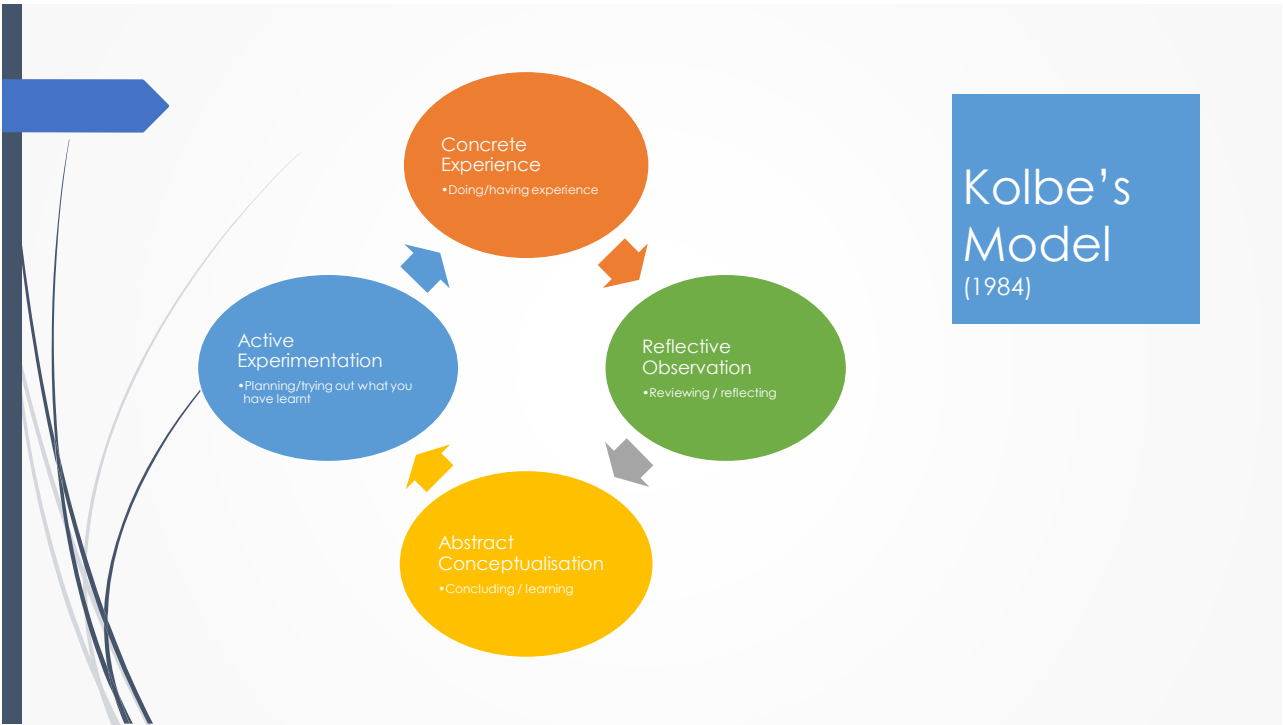
Reflective Cycle

- Description** • Describe event reflecting on
- Feeling** • Recall and explore those things going on in your head
- Evaluation** • Evaluate or make a judgment about what has happened
- Analysis** • Break the event down into its component parts to be explored separately
- Conclusion** • Develop insight into your own and others behaviour
- Action Plan** • Think forward – same event – how would you now act ?

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Record of your CPD

Thank you for |
Fran Theron ISCP

- Your personal learning plan
- The learning activities in which you have engaged
- What you achieved
- Reflection on influence on practice



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<https://www.ed.ac.uk/reflection/reflectors-toolkit>
- Irish Institute of Pharmacy

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#hello my name is...

Ruth Reidy
Dietitian/
Education & Professional
Development Manager with
INDI



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Documentation

- Reflective Journal/ Notebook or Personal Learning Journal [Mobile/ Tablet/ Computer]
- Reflective Learning Model Worksheet
- Professional Body Template
- Coru Template

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Reflective Learning is all about.....



'Who we are and how we are, while we do, what we do'
(Dr. Thom Garfat).

Reflection is.....

The mental process of trying to work through a problem or experience (Korthagen 2001).

A process for reviewing an experience of practice in order to describe, analyse, evaluate and so inform learning about practice (Reid, 1993)

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Reflective Learning Journal

Journal is for ongoing reflection written over a period of time

This reflection fuels good quality learning

Encourages us to discover our response to experiences, events, opinion, new information, thoughts and feelings

Enhances self-knowledge

Provides structured way to explore a situation/event/experience and identify how we might change or improve this next time

Keep writing formal

Include references to give context to your reflections

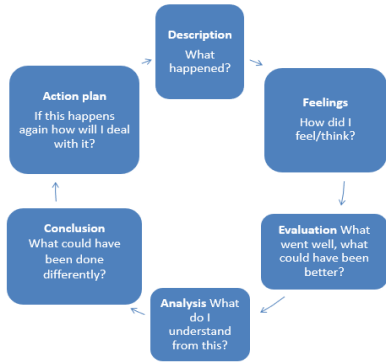
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Reflective Learning Model Worksheet

REFLECTION RECORD FORM

You may find it useful to use a model to guide your reflection such as Gibbs model below. This can be applied to work based learning, a critical incident or a CPD event.

TABLE 7 ADAPTATION OF GIBB'S REFLECTIVE CYCLE (GIBBS, 1988)



1. Description; describe what happened:

2. Describe your feelings about this?

3. Evaluation; what went well and what could have been better?

4. Analysis; what do I understand from this experience?

5. Conclusion; what could I have done differently?

6. Action plan; is this situation arises again how will I deal with it?

Professional Body Template

Questions
Describe the learning event; what was presented?
What were your concerns/thoughts about this case/topic?
What was positive about this presentation/case?
What was negative about this presentation/case?
Reflection on learning; What have I learned from this?
What could have been done differently/what changes to practice could be made as a result of this knowledge?
Future action? How to implement changes in practice

RECORD & REFLECTION FORM FOR WORK BASED CPD ACTIVITY

This form may be used to capture and record learning from a work based learning event such as journal club meeting/case study presentation/clinical update/grand rounds etc.

Name _____ Date _____

Who presented _____ Where _____

Questions	Record
Describe the learning event; what was presented?	
What were your concerns/thoughts about this case/topic?	
What was positive about this presentation/case?	
What was negative about this presentation/case?	
Reflection on learning; What have I learned from this?	
What could have been done differently/what changes to practice could be made as a result of this knowledge?	
Future action? How to implement changes in practice	

CORU TEMPLATE

- DATE & TIME SPENT
- TYPE OF LEARNING ACTIVITY
- CPD CREDITS
- LEARNING OUTCOMES
- IMPACT ON PRACTICE

- NO SUPPORTING DOCUMENTS TO BE SENT
- ENSURE GDPR COMPLIANT

Name:		CORU Registration Number:	
Audit period from:		Audit period to:	
Registration Board			

Implement			Evaluate & Reflect	
Date and time spent When did you undertake this learning activity?	Type of Learning Activity What was the name of the activity?	CPD credits Approx. 1 CPD credit for every hour of new or enhanced learning achieved	Learning Outcome What have you learnt through completing this activity? How have your skills and knowledge improved or developed?	Impact on practice How have you integrated this learning into your practice? How has this learning made a difference to your capability and performance in your role?

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Reflective Learning Toolkit Additional Resources

HSE HSCP Reflective Practice Statement

Reflective Learning Worksheets

Mapping Document

Action Learning Handout

Reflective Learning Presentation Handout

Coru CPD Guidance & Support documents

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Loch Léin, Killarney

Loch Léin = Lake of
Learning

Thank you to Poshey Ahern
for permission to use this
stunning photo



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Clinical Engineering
Audiology Phlebotomy
Play Therapy Medical Science
Social Care Work Radiography
HSCP Radiation Therapy Physiotherapy
Clinical Perfusion Science Dietetics
Speech and Language Therapy Occupational Therapy
Clinical Measurement Science Clinical Biochemistry
Counselling Therapy Orthoptics
Optometry Medical Physics
Podiatry Psychology
Social Work

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