

Fundamentals in Continuing Professional Development (CPD)

An online nano/microlearning experience on CPD Good Practices

Purpose

One main aim of the Ophthalmology Foundation CPD Sub-Committee is to promulgate and support good practices in CPD.

Considering the wide diversity of how CPD is led around the world, this committee created this collection of online resources with a global perspective. The purpose is offer a nano/microlearning experience on CPD foundations to those interested in how to best pursue, provide, organize, or regulate lifelong learning of eyecare professionals.

Content

This collection of resources focuses CPD good practices that include foundational concepts and good practices encompassing the intertwined perspectives of eyecare professionals and teams, educators, and organizations.

A total of six infographics (nanolearning) and two microlearning videoclips (microlearning) compose the units that build the four modules. Modules are not sequential and each unit is a standalone resource that can be visited and used independently.

- Module I draws the CPD canvas, setting the stage for the following modules. It includes two units: 1- Core principles and contributing disciplines, 2-The CPD value proposition.
- Module II synthesises the perspectives of eyecare professionals and teams on 1- Creating a personal development plan, 2-Applying clinical audit best practice, 3- Documenting CPD activities.
- Module III focuses on the educator's perspective and highlights 1- Best practices while planning CPD Experiences and 2-CPD principles.
- Module IV underlines the organizational CPD perspective underscoring 1- A stepwise approach to develop a CPD framework or system.

Goals and objectives are detailed, and outlines suggested as follows:

MODULE I

Presents the **continuing professional development (CPD) canvas** and sets the stage for the following modules. It includes two units:

UNIT 1- Core principles and contributing disciplines for CPD

a. **Goal:** To describe core principles of lifelong learning and contributing disciplines for CPD

b. Objectives:

1. Identify the characteristics of effective lifelong learning
2. Compare the formats and objectives of CME and CPD
3. Analyze the core principles and identify contributing disciplines of effective CPD

c. Agenda:

1. Lifelong Learning
2. CME and CPD
3. Effective CPD

UNIT 2- The CPD value proposition.

a. **Goal:** To summarize CPD as value creation for healthcare systems, organizations, teams, and professionals

b. Objectives:

1. To explain how lifelong learning links to value creation for healthcare systems
2. To appraise the importance of organizations in facilitating and recognizing individual and teams CPD advance
3. To explain the importance to demonstrate CPD advance

c. Agenda

1. Lifelong learning: value creation (Intellectual Capital and Human Capital)
2. The leadership for lifelong learning (Orgs and Teams/individuals)
3. The social contract between society & medicine – demonstrating professional accountability (eg. PLP and clinical audits)

MODULE II

Synthesizes **the perspectives of eyecare professionals and teams** regarding CPD

UNIT 1-Creating a personal development plan

a. **Goal:** To describe the concept sustaining the personal development plan and the process to create an effective one

b. Objectives

1. To explain that real CPD comes from a genuine wish to improve, to be the best version of yourself for your patients.
2. To recognize that CPD integrates every physician's ethical responsibility and increases job satisfaction.
3. To make a manageable plan on how to improve

c. Agenda

1. The intrinsic motivation for CPD advance
2. Ethics and professional fulfillment
3. The PLP cycle/spiral building process

UNIT 2-Applying clinical audit best practice

a. **Goal:** To describe the concept and the process of developing clinical audits

b. Objectives

1. To explain the rationale behind clinical audits
2. To describe the clinical audit cycle
3. To explain how to develop a clinical audit

c. Agenda

1. The clinical audit as a learning and an assessment tool
2. The clinical audit cycle
3. Conducting a clinical audit

UNIT 3- Documenting CPD. E Portfolios

a. Goal: To appraise the value and develop CPD activities documentation

b. Objectives

1. To describe the main uses and diverse users of a portfolio
2. To explain the role of a portfolio in an effective CPD
3. To describe portfolio components

c. Agenda

1. The What
2. The Why
3. The How of a portfolio in lifelong learning

Module III

Focuses on the **educator's perspective.**

UNIT 1-Best practices while planning CPD programs

a. Goal: To highlight the sequential and interdependent steps conducive to learning experiences with impact on patients' outcomes and public health

b. Objectives

1. To explain how accreditation guidelines are relevant to create effective educational experiences
2. To describe how to conduct a needs assessment and a gap analysis
3. To analyze the importance of aligning learning objectives - content - educational and evaluation strategies

c. Agenda

1. Building a curriculum based on educational outcomes

UNIT 2- CPD Principles

Define fundamental principles of an effective and enjoyable CPD, demonstrating professional accountability through lifelong learning

a. Goal: To highlight CPD principles that illuminate an effective and enjoyable CPD

b. Objectives

1. Explain the importance of creating a personal development plan and develop other competencies but medical expertise
2. Define the concept of learning experiences accreditation
3. Explain the benefits of documenting CPD activities and keep social accountability

c. Agenda

1. A systematic and comprehensive approach to lifelong learning
2. The concept underneath accreditation
3. Professional regulation of CPD

Module IV

Highlights the **organizational CPD perspective**

UNIT 1-A stepwise approach to develop a CPD system

a. Goal: To develop a framework for professional ophthalmological organizations to effectively create, implement and continuously improve a CPD system

b. Objectives

1. List key features of an effective CPD structured system
2. Summarize the importance of developing a structured CPD system
3. Explain the fundamental requirements to build a structured CPD system

c. Agenda

1. Key features of an effective CPD structured system
2. The conceptualization underneath a structured CPD system
3. The steps of a structured CPD system

The OF CPD Sub-Committee

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