

# PUSH TO GROW

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CMA CONTINUING COMPETENCE PROGRAM (CCP)



# Mission: Rationale and Approach

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- Inspire and empower midwives to continuously strive for excellence in Midwifery Care
- Lifelong Learning: professional development activities > meaningful learning > individual Practice enhancements
- Expert care
- Quality Improvement
- Beliefs about Registrants: self-motivated, engaged
- Guiding Principles: Risks in Health care, supports for practitioners, Adult education; how do you like to learn?
- Requirement of the HPA
  - Specific Standard of Practice 3: Continuing Competence

# Guiding Principles

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- Flexible and creative
- Engaging
- Collaborative
- Convenient and accessible
- Responsibility and accountability

# What's it all about?

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- Program to support midwives to maintain competence throughout their careers.
- The CCP has two intertwined components:
  - Competence Assessments
    - Regularly Scheduled Competence Assessments (CPR, FHS, ES, NRP)
    - Focused Competence Assessments
  - Compulsory Self Directed Professional Development Activities
    - Self Directed Professional Development Plans
    - Continuing Professional Development Activities
    - Peer Case Review
    - Client Evaluation of Midwifery Care

# Midwives are passionate about client care

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- We aim to fuel this fire with an encouraging, engaging and relevant continuing Competence Program. This will ensure that regulatory and legislative requirements are met
- Providing Alberta clients with safe, competent, and high quality midwifery care
- Competent Primary Care Providers
- Motivated Adult Learners
- Will select and implement learning tools that are meaningful and meet their identified needs
- Self-reflective and apply changes to their practice as needed
- Ethical Practitioners

# Standards of Practice 3: Continuing Competence

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- Set out by the CMA in alignment with the Health Professions Act
- Builds on the Competencies for Alberta Midwives and the Canadian Competencies
- Continuing Competence Program Manual located on CMA website: will contain all CCP policies and documents; public facing on CMA website

# Our CMA Continuing Competence Committee

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- Beth, Kayla, Beverly, Lisa, Anna, Sharon
- Role: oversee registrant continuing competence mandate necessary to help support safe, effective and ethical midwifery care provision to all clients
- Acknowledge areas of risk within midwifery practice and seek to improve outcome and reduce risk for clients (development of programs and documents)
- Audits:
  - Random: yearly audits: each year at renewal currency and completeness of applications (includes regularly scheduled competency assessments, learning plan and required certificates for regularly scheduled competence assessments) are conducted:
    - Starting in Jan 2025- 1/5 of registrants will be audited for completion and depth of answers: includes Compulsory Self-directed Professional Development Activities- Professional Development Learning Plan, the continuing professional development activities.
  - Practice visits: may occur from a competence audit or from a complaints process

# Competence Assessments

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- **Regularly Scheduled Competence Assessments:** report and upload at time of completion; must be kept current throughout the year; chart within the Continuing Competence Program Policy
  - CPR – every 2 years
  - FHS – every 2 years; required to now have in person or virtual workshop attendance in addition to completion of FHS module
    - As of Nov 1/24, the in person/virtual workshop is required the next time you need to renew it. By Nov 1, 2026 all registrants should have then completed the in person/virtual workshop along with the module
  - ES – every 2 years
  - NRP – yearly



# Competence Assessments

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- **Focused Competence Assessments:** determined by CMA Competence Committee and CMA Council. May be determined each year
  - Restricted Activities Survey
  - E.g., Review of Standards of Practice
  - CMRC Canadian Competencies for Midwives
  - Competencies for Alberta Midwives (clinical focus) through the components of midwifery care (Schedule 13): prenatal, intrapartum, postpartum and sexual and reproductive care.
  - Other mandated AB Health modules or coursework
  - **This year:** review of Registered Midwife Prescribing, Dispensing and Administering Drugs in Alberta Guidance document and completion of quiz – will be available September 2024 and completion expected by Oct 31 2024

# Compulsory Self-directed Professional Development Activities

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- Self Directed Professional Development Plans
- Continuing Professional Development Activities
- Peer Review
- Client Evaluation of Midwifery Care

# Compulsory Self-directed Professional Development Activities: Self Directed Professional Development Plans

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## ■ Learning Plan (3 Steps):

- 1. Reflection of Current Practice
  - Reflecting on current practice and using referenced midwifery documents such as Standards of Practice, Alberta Competencies for Midwives, CMA Code of Ethics or other registrant identified resources
  - Identifying risks/gaps and supports/interests (3 of each)
- 2. Creation of Professional Development Plan and selection of 1 or more CPD activities)
  - Identify at least 1 learning need, objectives and at least 1 CPD activity
  - Completion of plan during the registration year (Nov 1 – Oct 31)
- 3. Self Evaluation of completed professional development plan
  - Description of status: was the learning goal completed, progression made towards achieving learning plan goals
  - Self evaluation questions will be asked regarding meeting or not meeting plan expectations
  - Quality of written answers will be evaluated using the Kirkpatrick Evaluation Model



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# Compulsory Self-directed Professional Development Activities: Continuing Professional Development Activities (CPD)

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- 3 CPD activities are required to be completed and logged each registration year; 1 is required to be related to your self professional development plan; 2 may or may not be relate to learning plan
- Approved activities: wide range of activities; must relate to midwifery practice
- Examples:
  - Conferences, seminars, courses
  - AAM and AHS courses
  - Teaching and/or precepting
  - MoreOB chapters
  - Attending hospital rounds
  - Serving on a panel, committee, board of a regulatory organization or association (SOGC, CMA, AAM, Alberta Federation of Regulated Health Professionals, etc.)
  - Coursework towards Bachelor's, Master's or PhD degree in a related field



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# Compulsory Self-directed Professional Development Activities: Peer Case Review

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- Registrants participate in and report **at least four (4)** peer case review sessions every registration year (November 1 to October 31).
  - a. Exception: midwives may count up to two interprofessional case reviews in lieu of two midwifery peer case reviews. The individual registrant will maintain a copy of their interprofessional case review attendance for 5 years for audit purposes.
  - b. For inactive midwives: For every three consecutive months that the registrant is inactive, the required number of peer case reviews is reduced by one. For example, if the registrant is inactive for six consecutive months the required number of peer case reviews would be two.
- Each peer case review session will include a minimum of three participating registrants from at least two separate midwifery practice groups (except at interprofessional case reviews, where there may only be one midwife). Students are welcome to attend and/or present cases, but are not included in these numbers.

# Compulsory Self-directed Professional Development Activities: Client Evaluation of Midwifery Care

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- Client Evaluation of Care Forms are provided by the CMA to midwifery practices/registrants to obtain feedback about their care from their clients. Evaluation forms to choose from include: a general form, evaluations in six languages and also one form used for perinatal loss. Midwifery practices and registrants review returned client evaluations at intervals throughout the year and consider how they could improve their care.
- At renewal:
  - Each CMA registrant will need to provide a statement during CMA Annual Renewal in regards to how their clinic's participation in reviewing client evaluations have changed or informed their clinical practice.

# Reminders

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- Updated policies on website – please review
- Retain all of your documentation on your online portfolio for at least five years
- Keep certifications up to date
- Audits will be started in January of 2025
- CCP- ALL activities involved with renewal are to be completed by October 31. This includes all parts of Competence Assessment and Compulsory Self Directed Professional Development Activities
  - Nov 1- this is when renewal on CMA website opens but all the above activities are required to be completed by Oct 31.
- CCP is expected to be completed throughout the year
- Exceptions to CCP: the learning plan Step 1 and 2 will be created this renewal year Nov 1, 2024 and evaluation of your plan will be completed by Oct 31, 2025.

# The END

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Log into the new system!!!

Questions?