



Building the CPD Cycle – CVO Members’ Contributions

The veterinarians of Ontario are actively committed to CPD. A vast majority of members completed and reported total Continuing Education each year between 2000 and 2010. Impressively, they have reported participating in well over twice the expected minimum hours of continuing professional development each year. When asked about their thoughts on how the CVO should proceed with developing a CPD program, in three surveys between 2005-2009, veterinarians in Ontario provided extensive feedback.

In the Professional Profile Survey (Spring 2005), 94.1% of CVO members indicated that there is a need for ongoing professional development among veterinary practitioners and that continuing education is an important professional responsibility. These themes were strongly reinforced in the Quality Matters Survey (Fall 2007), where members indicated overwhelming support for mandatory reporting of CE activities (87%), requiring annual submission of CPD documentation. They also recommended that the College establish a minimum number of CE hours and conduct random peer reviews of CPD documentation.

In the Quality Matters Survey II (January, 2009), 92% of members reported that CPD tools would be useful. In the comments section, one member reflected the opinions of many and wrote “CPD is absolutely necessary for maintaining high quality care for our patients. By providing an easy time management method of documentation and self-direction, more time can actually be given to improving skills. These draft tools are a simple way to focus, direct, and complete this goal.”

In addition to providing feedback on surveys, your veterinary colleagues have actively engaged in and contributed their time, energy, and experience to the development of a peer-reviewable CPD Cycle, which documents developmental activities and demonstrates professional reflection. Since 2008, 20 councillors, most of whom you have elected, have served on the Quality Assurance Committee – which directs the investment in and development of the CPD component of mandatory QA initiatives for the CVO. A committed volunteer CPD Working Group, representative of different career stages and practice types – including small and large animal private practice, government, consulting, and academia – worked for eighteen months to integrate extensive peer feedback into the CPD Cycle approach and refine practical CPD tools.

Five Focus Group sessions were then conducted across the province (and by webinar, to encourage participation of members in remote areas) at which members gave extensive and thoughtful feedback and direction. Participants in the five CPD Focus Groups, which ran during March, 2009, requested that CPD be part of an audit process and reviewed at accreditation inspections. One participant commented, “The CPD is a living document. It is simply a way for me to examine my activities, set some educational goals, and assess how I am succeeding in reaching those goals” (Update 06/2009).

Dedicated Mini-Pilot program participants then contributed to the refinement of the CPD Tools. CPD Information Sessions, attended by hundreds of veterinarians, were conducted throughout 2009. Sixty members participated in the Full-Year Pilot Program during 2010, which has further refined the CPD tools and the peer-review process.

The QA Committee has continued to invest in Continuing Professional Development for members. CPD Workshops have been delivered in small-group setting and through webinars to reach the as many CVO Members as possible. Every issue of *Update* includes a report and information on the CPD Cycle. A CPD Cycle OnLine Learning Module is now available on the CVO website to support CVO members to complete their CPD.

New initiatives which maximize the efficiencies of technology include development of a web-based CPD Portal, which is being piloted with almost a hundred veterinarians. In January 2011, two dozen CPD Coaches were trained to support their colleagues in making appropriate CPD decisions and using the CPD Tools. CPD Coaches are distributed across Ontario and represent the diversity of veterinary practice in Ontario.

Contributions from you and your veterinary colleagues – whether through feedback or active engagement in program development – will continue to be the most important factor in developing an effective and efficient approach to CPD that supports professional self-regulation and your own professional development.