The Ontario College of Social Workers and Social Service Workers
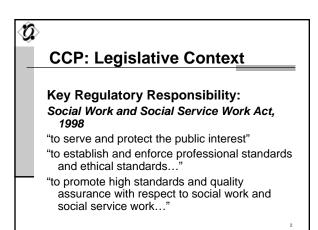
The Future is Now: Continuing Competence Program and Strategic Directions

1

CCP: Legislative Context

Key Regulatory Responsibility:

Social Work and Social Service Work Act, 1998

"to serve and protect the public interest"

"to establish and enforce professional standards and ethical standards…"

"to promote high standards and quality assurance with respect to social work and social service work…"

2

CCP: Legislative Context

Registration Regulation

"…must provide evidence of the member's continuing competence to practise social work or social service work…in accordance with the guidelines approved by Council…"

Professional Misconduct Regulation

"Contravening the Act or regulations or by-laws"

3

Purpose of the CCP

- To promote quality assurance with respect to the practice of social work and social service work
- To encourage members to enhance their practice in an ongoing way
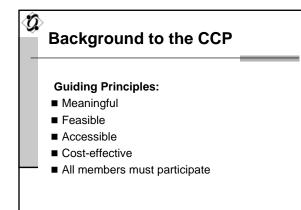- To encourage members to strive for excellence in practice

4

Background to the CCP

- Research: social work regulatory bodies, RHPA Colleges
- Developed model, approved in principle by Council
- Consultation Phase 1 – 2004
- Revisions based on feedback and Standards of Practice, Second Edition
- Consultation Phase 2 – 2008
- Revisions based on feedback
- Program approved – 2008
- Implementation – 2009

5

Background to the CCP

Models considered:
- Continuing education with credits or hours requirement
- Self-directed, adult education approach

6

Background to the CCP

Guiding Principles:
- Meaningful
- Feasible
- Accessible
- Cost-effective
- All members must participate

7

The CCP Components

Two documents:
- Instruction Guide
- Self-Assessment Tool and Professional Development Plan Documents – *must be retained for minimum 7 years*
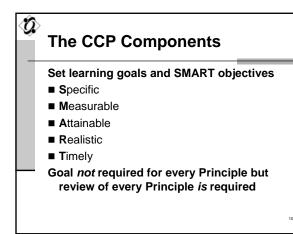
Store in Member Resource Binder

8

The CCP Components

Review of Practice and Completion of Self-Assessment Tool
- Consider current professional responsibilities
- Areas of strength, need for improvement, anticipated new learning
- Identify practice dilemmas encountered
- Consult with colleague, supervisor (optional)
- Complete work sheet (optional)

9

The CCP Components

Set learning goals and SMART objectives
- **S**pecific
- **M**easurable
- **A**ttainable
- **R**ealistic
- **T**imely

Goal *not* required for every Principle but review of every Principle *is* required

10

The CCP Components

Steps in developing SMART Learning Objectives
- What do you want to accomplish?
- How will you accomplish it?
- How will you measure your accomplishment? i.e. what evidence you will have that learning has taken place

11

The CCP Components

Learning Activities
- Must relate to an identified learning goal/objective and to the practice of social work or social service work
- Broadly defined
  - Differing learning styles
  - Accessible to all members

12

The CCP Components

Review and Record Outcome
- Periodically review progress
- Ensure learning is "on track"
- Record objectives that have been met
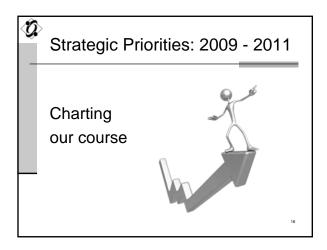- Add new goals or unanticipated learning

13

The CCP Components

Make an annual declaration
- Sign declaration
- Retain materials for minimum of 7 years
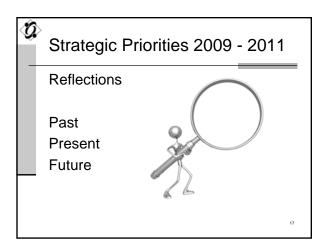- Not participating or not providing evidence may be grounds for professional misconduct

Members are *not* required to submit CCP documents to the College unless they are requested

14
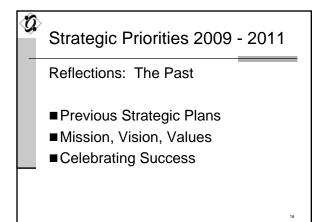
Future Considerations

- Provide support through staff consultations, Perspective articles, web site information
- Put CCP online
- Identify themes and trends
- Evaluate need for additional tools to complete the CCP
- Evaluate the Program

15

Strategic Priorities: 2009 - 2011

Charting
our course

16

Strategic Priorities 2009 - 2011

Reflections

Past
Present
Future

17

Strategic Priorities 2009 - 2011

Reflections: The Past

- Previous Strategic Plans
- Mission, Vision, Values
- Celebrating Success

18

Strategic Priorities 2009 - 2011

Reflections: The Present
- Member Perspectives:
  - Entry to practice examination
  - Continuing Competence Program (CCP)
  - Psychotherapy & new College
  - Education and Member Outreach
  - Inactive Category of Membership

19

Strategic Priorities 2009 - 2011

Reflections: The Present
- Stakeholder Perspectives: Opportunities:
  - Promote high standards & quality assurance through CCP
  - Raise profile of professions
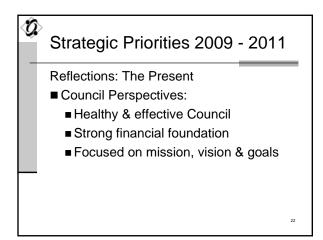 - Continue visibility with Ministries beyond MCSS
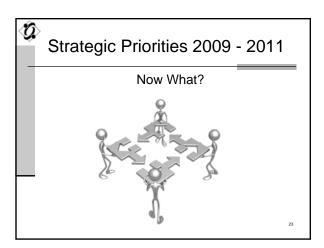
20

Strategic Priorities 2009 - 2011

Reflections: The Present
- Stakeholder Perspectives: Challenges:
  - Increase in members' stress
  - Economic challenges for employers
  - Increase in employers who may not require RSW/RSSW
  - Introduction of entry to practice exam

21

Strategic Priorities 2009 - 2011

Reflections: The Present
- Council Perspectives:
  - Healthy & effective Council
  - Strong financial foundation
  - Focused on mission, vision & goals

22

Strategic Priorities 2009 - 2011

Now What?

23

Strategic Priorities 2009 - 2011

1. Stakeholder Engagement
2. Member Education
3. Sustainable Membership
4. Effective Governance

24

Strategic Priorities 2009 - 2011

Future Development:
- Approved in principle by Council – May 2009
- Clarify each strategic priority
- Identify goals, strategies, timelines & accountability for each strategic priority
- Approve by Council – September 2009
- Communicate with members and stakeholders
- Proceed with implementation

25

CCP & Strategic Priorities

Questions?

26