Federation of State Boards of Physical Therapy

Guidelines for Continuing Professional Development

Actions to Complete:

1. Jurisprudence & Ethics Assessment

2. Practice/Work (Skills and Knowledge)
   Self-Inventory

3. Healthy Practice Self-Inventory

Healthy Practice = conditions under which safe, effective, and ethical practice is most likely to thrive

Awareness of Risks & Supports — will include a self assessment of the items below

Individual

Practice

- Relational Competence
- Core Values/ Professionalism
- Professional Engagement
- Use of Evidence in Decision-Making
- Use of Outcome Measures to Evaluate Practice Effectiveness
- Evaluation of One's Practice Performance

Personal

- Physical Well Being
- Emotional Well Being
- Social Well Being
- Mental Well Being
- Demographic Characteristics
- Financial Well Being

Practice Environment

Support and Culture

- Supports for Pursuit of Professional Well Being
- Resources for Professional Development
- Compassion from (and for) Colleagues, Professionals, Patients, and Self
- Wellness Programs: Physical, Social, and Emotional

Organizational

- Systems/ Infrastructure/ Technical Support
- Operational Processes
- Compliance
- Ethics
- Performance Expectations

Note: The examples included in the following pages are intended to be illustrative and are not exhaustive.

Individual

Practice

Relational Competence

- communication
- interprofessional teamwork
- patient-centered/whole person approach
- compassion
- empathy

Core Values/Professionalism

- altruism
- compassion/caring
- social responsibility
- accountability
- excellence integrity
- professional duty
- inter- and intra-professional collaboration

Note: These are from APTA professionalism and core values/value based behaviors for the PTA

Professional Engagement

- professional association/regulatory involvement
- clinical instructor
- advancing the profession by community participation/education
- mentor/menteeship

Use of Current Evidence in Decision-Making

- principles of evidence-based practice
- use best available research
- integration of best research evidence with clinical expertise and patient values (such as PTNow)
- journal club engagement
- clinical practice guidelines

Use of Outcome Measures to Evaluate Practice

- participation in and use of clinical outcome registries (PT Outcomes Registry, Foto)patient satisfaction surveys, or other institutional outcome measures
- use of standardized tests and measures

Evaluation of One's Practice

- practice inventories
- peer review
- institutional performance appraisals

Individual

Personal

Physical Well Being

- healthy lifestyle
- physical activity
- diet
- sleep
- able to meet physical requirements of your position
- free from abuse (physical, chemical) or addiction

Emotional Well Being

- Emotional Quotient (EQ)
- personality traits
- empathetic
- resilience/stress management
- self esteem
- work/life integration
- sense of meaning
- spiritual well being
- personal values
- ethics
- morals
- free from abuse

Social Well Being

- adequate support system
- connection with friends/community
- family dynamics
- life changing events

Demographic Characteristics

- age
- gender
- practice location
- career stage,
- being a new graduate
- practice transitions

Mental Well Being

- harnessing one's attention to stay focused
- processing information
- effective management of mental health issues
- free from abuse or addiction

Financial Well Being

- reasonable debt to income ratio
- debt management
- financial literacy
- living within your means
- rainy day fund

Practice Environment

Support and Culture

Supports for Pursuit of Professional Well-Being

- effective team dynamics
- appropriate supervision/delegation
- opportunities for professional networking
- availability of feedback
- culture of safety and transparency

Resources for Professional Development

- mentorship and preceptorship
- in-services and training
- time/financial support for professional conferences/education/membership/licensure
- networking opportunities

Compassion From (and for) Colleagues, Professionals, Patients, and Self

- culture of community and belonging
- no-blame culture
- sensitivity to personal circumstances
- empathy
- collaborative environment
- inclusion and respect for diversity

Wellness Programs

- employee assistance programs
- gym access/membership
- book/journal club
- employee wellness programs and initiatives

Practice Environment

Organizational

Systems/Infrastructure /Tech Support

- electronic medical records system
- technological hardware and software
- billing systems
- adequate staffing: both professional and support

Operational Processes

- performance management including regular appraisals
- documentation and reporting requirements
- how organization responds to professionals' concerns
- roles of professionals in process improvement

Compliance

- compliance with scope of practice, insurance, state and federal law
- compliance with supervision requirements

Ethics

- administrative support for ethical practice
- mission and values congruent with the professional Codes of Ethics
- relationship between workload demands and clinical decision making
- code(s) of conduct
- priorities of the organization

Performance Expectations

- productivity standards and responsibilities
- job descriptions
- job specific competencies
- administrative burden