

Learning Plan

Name

Plan Postmark Date 01/01/1900

Plan Status Active

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Sphere	Competency	Competency Description/Performance Indicator
1	1.7	Applies cultural competence and consideration for social determinants of health to show respect for individuals, groups and populations.
		....Performance Indicators
		1.7.1 Recognizes and respects cultural and racial diverse backgrounds to effectively interact and build meaningful relationships with others (e.g., clients, employees, inter- and intra-professional team members and community and professional groups).
		1.7.2 Recognizes the importance of diversity, orientation, social and cultural norms that may have an impact on individuals, groups and plans of care.
		1.7.3 Develops awareness of one's own personal beliefs and values to inform and reduce biases.
		1.7.4 Implements strategies and creates culturally sensitive and diverse resources to support diverse populations.
		1.7.5 Applies knowledge of cultural foods, religious traditions, eating patterns and food and nutrition trends.
2	2.1	1.7.6 Applies knowledge of health determinants when planning, developing and implementing services, programs, interventions, meal plans and menus.
		Provides nutrition and dietetics services (eg, nutrition care, education, research, advocacy) respectfully and mindfully to individuals, groups and populations with unique identities, characteristics and backgrounds.
		....Performance Indicators
		2.1.1 Applies cultural humility and competence, and consideration for social determinants of health in a variety of settings (eg, healthcare, education, business) to show respect for individuals, groups and populations.
		2.1.2 Develops awareness of one's own personal biases, privilege, beliefs and values to inform understanding of and reduce biases.
		2.1.3 Reflects on how personal biases, privilege, and beliefs influence interpretation of evidence and research and changes behavior accordingly.
		2.1.4 Applies knowledge of cultural foods, religious traditions, eating patterns and food and nutrition trends when developing nutrition and dietetics services to be comprehensive of all individuals in target population.
		2.1.5 Assesses the client's need for language and interpretive services and take steps to support access to these services.
		2.1.6 Acknowledges the differences and complexities of individuals, including students/interns, patients and clients, and populations (e.g., individuals affected by specific conditions or illnesses and disability identities).
		2.1.7 Develops or facilitates culturally sensitive community programs and services in collaboration with interested parties/groups.
2	2.3	2.1.8 Reviews, revises and updates policies and practices within organizations to ensure that norms are shaped with anti-discrimination practices.
		Demonstrates social responsibility to provide fair and equitable nutrition and dietetics care and services.
		....Performance Indicators
		2.3.1 Demonstrates dedication towards integrating behaviors that support cultural humility in the delivery of nutrition and dietetics care, services, education and advocacy.
		2.3.2 Applies knowledge of health determinants when planning, developing, and implementing services, programs, interventions, meal plans and menus.
		2.3.3 Recognizes and addresses inequity and health disparities associated with social determinants of health.
3	3.2	2.3.4 Promotes health equity that enables everyone to have a fair opportunity to reach their desired health potential where no one is disadvantaged from achieving their goal.
		2.3.5 Advocates to advance public policy that addresses health disparities, health inequities, and food insecurity.
		Demonstrates effective communication skills.
	Performance Indicators
		3.2.1 Observes non-verbal and social cues and responds appropriately.

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		3.2.2 Delivers information and opinions in a respectful and professional manner.
		3.2.3 Delivers accurate and credible messaging.
		3.2.4 Ensures written communications are timely, legible, accurate and professional in nature.
		3.2.5 Applies pertinent legislation and organization policies in communications.
4	4.1	Demonstrates and applies leadership skills.
		....Performance Indicators
		4.1.1 Identifies strengths and opportunities for improvement in self and in others.
		4.1.2 Fosters a culture in which diversity and cross-team collaboration is valued.
		4.1.3 Takes initiative to facilitate change.
		4.1.4 Communicates clear performance expectations and provides effective feedback.
		4.1.5 Seeks opportunities for and actively engages in mentoring and mentorship.
		4.1.6 Takes an active role in sharing information and knowledge.
		4.1.7 Participates in the development of a strategic plan, mission and vision.
5	5.1	Demonstrates sound professional judgment and strategic thinking in practice.
		....Performance Indicators
		5.1.1 Demonstrates effective problem solving and professional judgment to address needs.
		5.1.2 Interprets and integrates evidence-based research and literature in decision-making.
		5.1.3 Identifies misinformation and inaccurate information in order to inform decision-making.
		5.1.4 Aligns work with organizational policies, strategic plans, mission statements, and visions.
		5.1.5 Demonstrates effective, appropriate and timely consultation with experts and others.
		5.1.6 Recognizes situations where nutrition and dietetics service should be adjusted, limited, modified or discontinued.
6	6.1	Proficiently uses electronic platforms, health information technology (HIT) and internet-based platforms consistent with role and responsibilities.
		....Performance Indicators
		6.1.1 Demonstrates proficient use of HIT and informatic tools to communicate, disseminate information, collect, track, and retrieve data, and create documents and presentations.
		6.1.2 Applies understanding of informatics terminology and input and output devices (e.g., keyboard, microphone, monitor, printer, databases).
		6.1.3 Seeks guidance from technology advisors or experts when requirements are beyond competence.
		6.1.4 Demonstrates knowledge of system interfaces used in the delivery of service.
		6.1.5 Demonstrates principles of electronic file organization, including information storage, data protection and basic computer skills.
		6.1.6 Proficiently utilizes operating systems (e.g., Mac OS, Windows, Linux).
		6.1.7 Demonstrates proper use of email, including sending, receiving, forwarding, storing, and attachments.
		6.1.8 Finds and evaluates online information sources using appropriate search engines and databases.
		6.1.9 Proficiently utilizes electronic health records to support continuity of care.
		6.1.10 Uses health informatic tools to support client access to nutrition and dietetics services and education.
7	7.3	Disseminates research findings to support knowledge translation.
		....Performance Indicators
		7.3.1 Accurately and ethically shares research findings with a variety of audiences.
		7.3.2 Utilizes innovative ways to disseminate research findings considering the target audiences.
9	9.1	Interprets and applies current food and nutrition science in nutrition and dietetics practice.
		....Performance Indicators
		9.1.1 Interprets and applies evidence-based literature and standards for determining nutritional needs of target audiences.
		9.1.2 Integrates knowledge of biological, physical, and social sciences with knowledge of food and nutrition to make decisions related to nutrition care.
		9.1.3 Evaluates the chemical nature and composition of food on food quality, acceptability, and compatibility to inform product development, menu planning and food preparation techniques.
		9.1.4 Integrates knowledge of macro- and micronutrients for digestion, absorption and metabolism throughout the lifespan in practice.
		9.1.5 Demonstrates knowledge of nutrient requirements throughout the lifespan, and their role in health promotion and disease prevention.
10	10.4	Provides nutrition and dietetic education to a variety of individuals, groups and populations.
		....Performance Indicators
		10.4.1 Takes into consideration special needs and disabilities and provides accommodations.
		10.4.2 Assesses and identifies the current knowledge, skills, and cultural influences of populations.
		10.4.3 Adjusts teaching plans and delivery to meet the needs of specified individuals, groups and populations.
		10.4.4 Selects and uses appropriate content and teaching methods to meet individual and group needs.

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		10.4.5 Implements individualized teaching plans in order to promote, maintain and enhance nutritional health and learning.
		10.4.6 Demonstrates competent use of technology to enhance learning experiences and the delivery of information.
12	12.1	Leads or participates in the development of products and/or services related to food, nutrition, equipment and systems.
		....Performance Indicators
		12.1.1 Conducts feasibility studies to determine validity of and need for products or services.
		12.1.2 Leads and facilitates product testing using industry standards to determine acceptability and viability, and to confirm desired outcomes.
		12.1.3 Develops and implements evaluation tools and methodologies to test products and services.
		12.1.4 Interprets and advises on food manufacturing standards, regulatory requirements, policies and national dietary guidelines to inform others and to support product development.
		12.1.5 Incorporates market research, consumer insights and current evidence-based literature when developing new products and services.
12	12.3	Incorporates key sale?s principles, ensuring integrity of self, employer and the nutrition and dietetics profession.
		....Performance Indicators
		12.3.1 Adheres to the Code of Ethics of the profession.
		12.3.2 Establishes, implements and evaluates measurable goals to meet projections or targets.
		12.3.3 Instills and maintains trust and respect from clients/patients, stakeholders and others.
		12.3.4 Maintains accurate and legible documentation of client/patient interactions.
		12.3.5 Adheres to legislation, regulations, standards and guidelines when selling products and services.
		12.3.6 Demonstrates advanced communication, negotiation and leadership skills and flexibility with clients/patients, team and others.
		12.3.7 Develops and implements marketing materials and advertisements, adhering to legislative, regulatory and organizational policies.
		12.3.8 Adheres to industry regulations, standards and policies when engaging in market testing process and market research testing activities for products or services.
		12.3.9 Accurately and objectively interprets stakeholder consultation and data to inform product and services development and delivery.
13	13.1	Advocates for health promotion and disease prevention in communities, in populations and globally.
		....Performance Indicators
		13.1.1 Advocates for and promotes food and nutrition programs and resources to address issues of food insecurity, nutritional health and overall health and wellness.
		13.1.2 Leads or participates in the development of food and health policies.
		13.1.3 Collaborates with community partners and stakeholders in promoting health and disease prevention.
		13.1.4 Influences legislation, regulation, and policy changes to impact nutrition and well-being in the community.
15	15.3	Applies principles of project management to achieve goals and objectives.
		....Performance Indicators
		15.3.1 Defines project parameters in collaboration with key stakeholders.
		15.3.2 Leads and participates in stakeholder analyses in order to establish project objectives and goals.
		15.3.3 Communicates purpose and desired outcomes to stakeholders in order to achieve project objectives and goals.
		15.3.4 Manages risks to ensure successful completion of projects.
		15.3.5 Identifies and anticipates risks related to projects and/or organizations.
		15.3.6 Tracks progress and completion of deliverables and takes action to keep projects within scope.