

A Norms-Based Experiment in Spiritual Care Competency Development: Reflection on a Canadian Journey in Progress



Health Canada -- Primary Health Care Transition Fund
Pallium Project (Phase II)



Build System Capacity

Improve Access

Enhance Quality of Care

Outreach & Continuing Professional Development Program Stream

Hospice Palliative Care - Spiritual Care Development Initiative

DEVELOP STAKEHOLDER PARTNERSHIPS

Canadian Hospice Palliative Care Association (CHPCA)
Canadian Association for Pastoral Practice and Education (CAPPE/ACPEP)

OBTAIN DRAFT COMPETENCY TOOL FOR TESTING

National Action Planning Workshop on End-of-Life Care (Winnipeg, March 2002)
Working Group on Education for Formal Caregivers
"Professional Competencies Consensus Survey (2004)"

SIX LEARNING OUTCOMES (and Related Competencies)

1. Address pain and symptoms **4 competency areas**
2. Address end-of-life decision making and planning **7 competency areas**
3. Communicate effectively **5 competency areas**
4. Collaborate as a member of an interdisciplinary team **6 competency areas**
5. Address psychosocial and spiritual needs **6 competency areas**
6. Attend to suffering **6 competency areas**

CURRICULUM DEVELOPMENT LEARNING LABORATORY

Clinical Pastoral Education (CAPPE/ACPEP Accredited)
12-Week Intensive in Palliative Care and Oncology
2004 Regina, SK

ASSEMBLE LEARNER GROUP

CPE Supervisor
5 Adult Learners
(at "Basic" & "Advanced" Levels)



TRIAL CURRICULUM

200 Clinical Hours:

- Multi-Site Setting:
 - Home Care
 - Acute Care
 - Cancer Clinic
 - Long-Term Care
- Full Integration with Care Team

200 Classroom Hours: Lectures and Workshops

- Peer Supervision Exercises
- Individual Supervision

APPLY CORE COMPETENCY TOOL

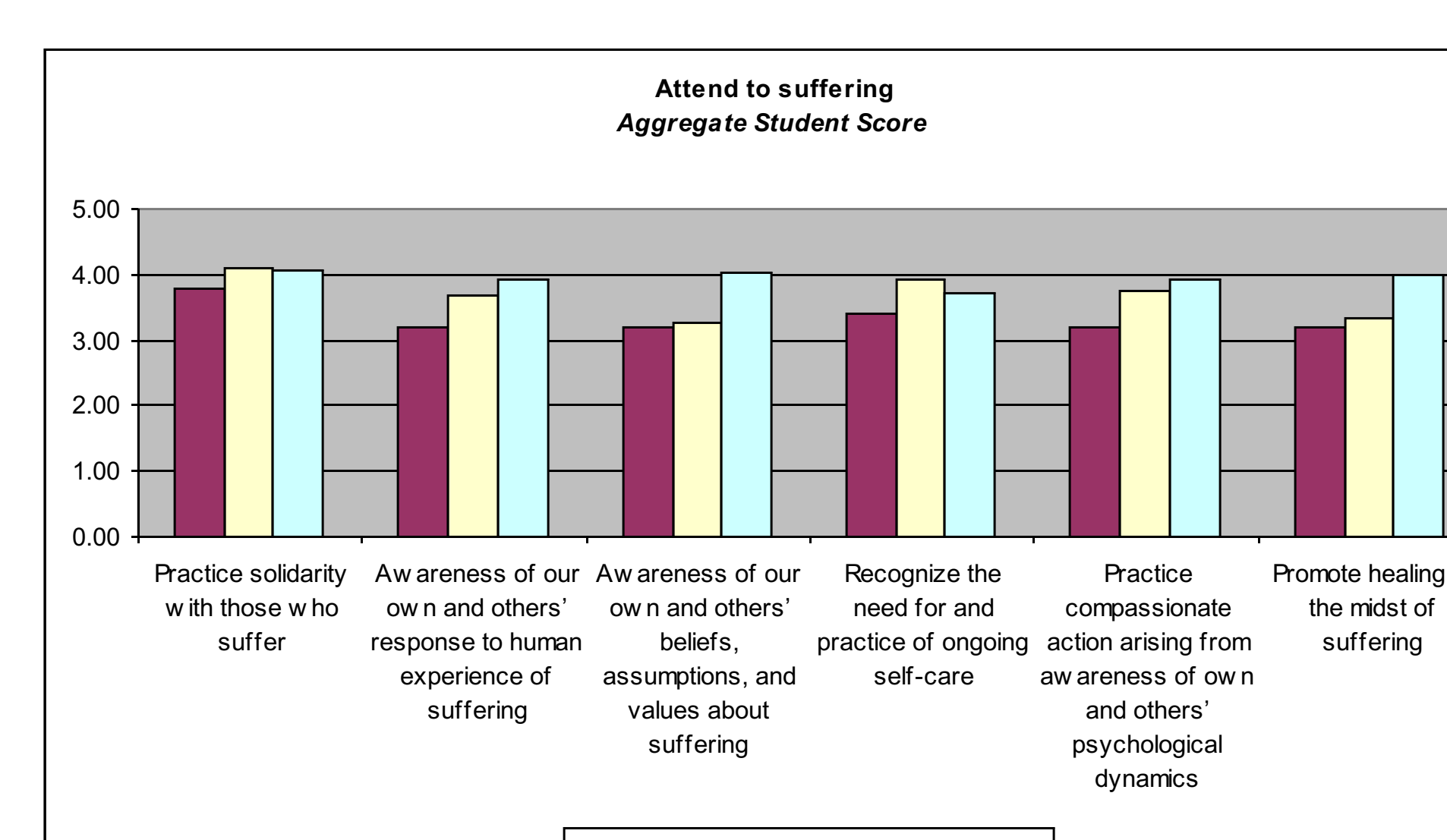
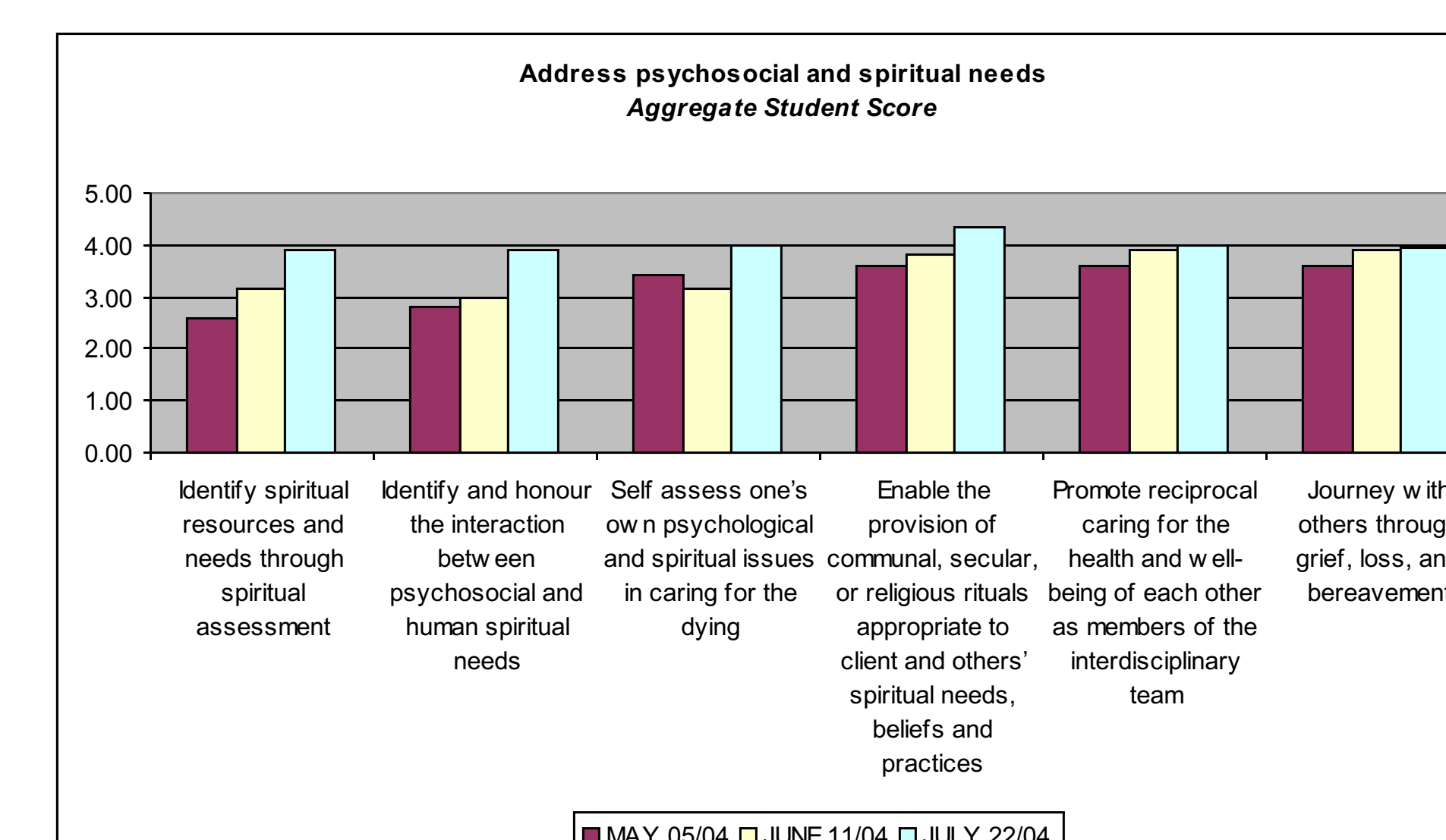
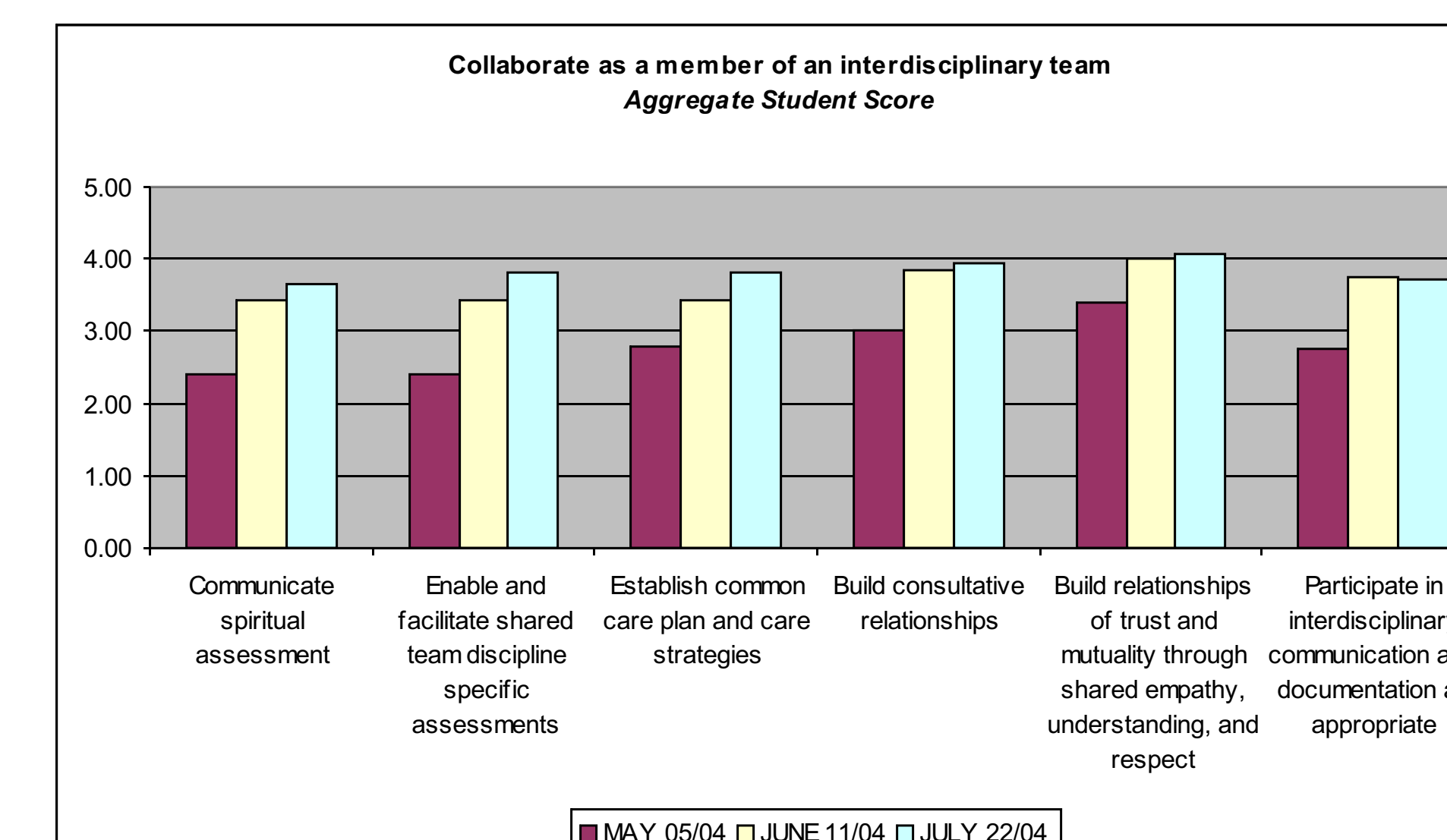
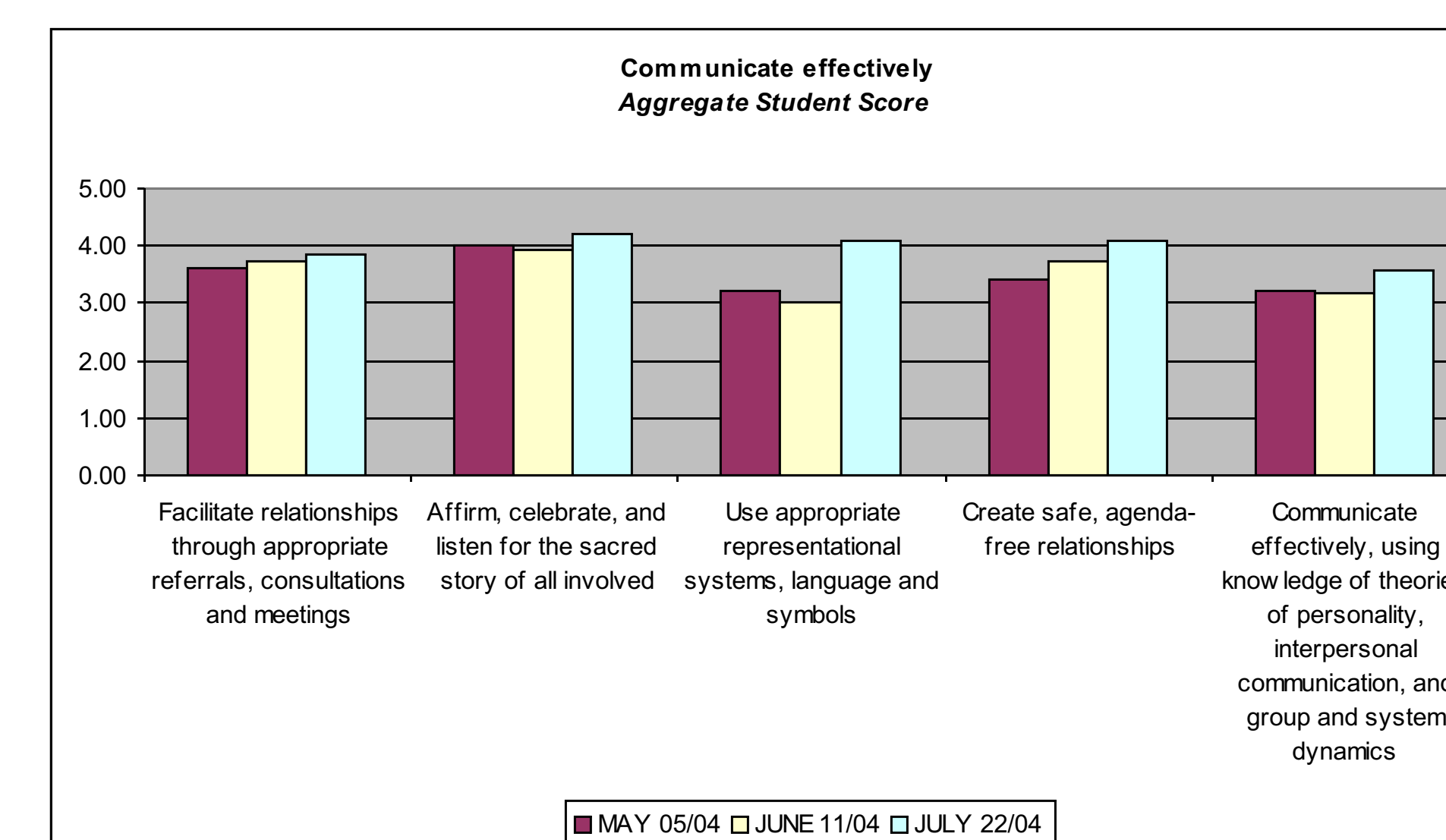
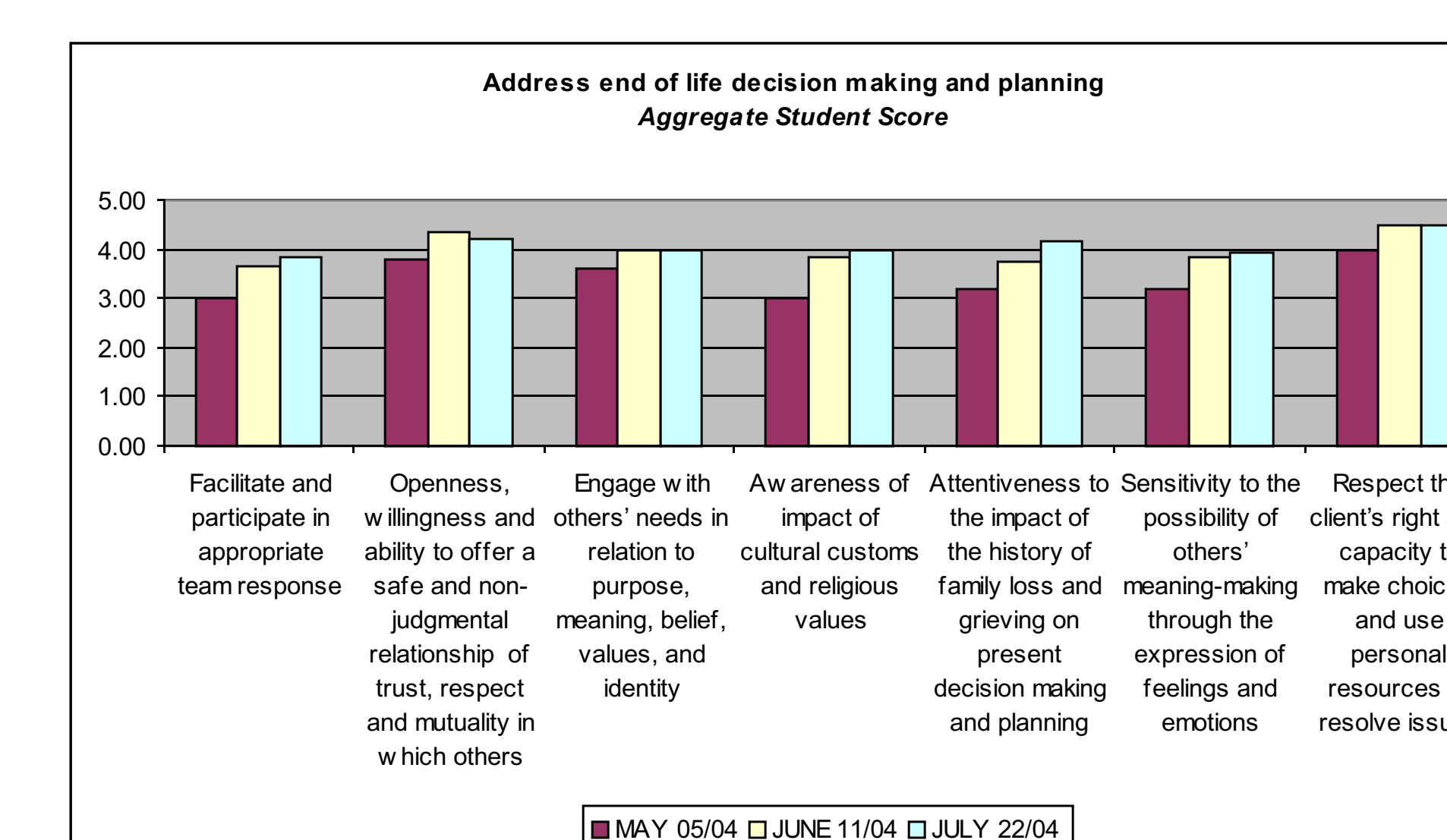
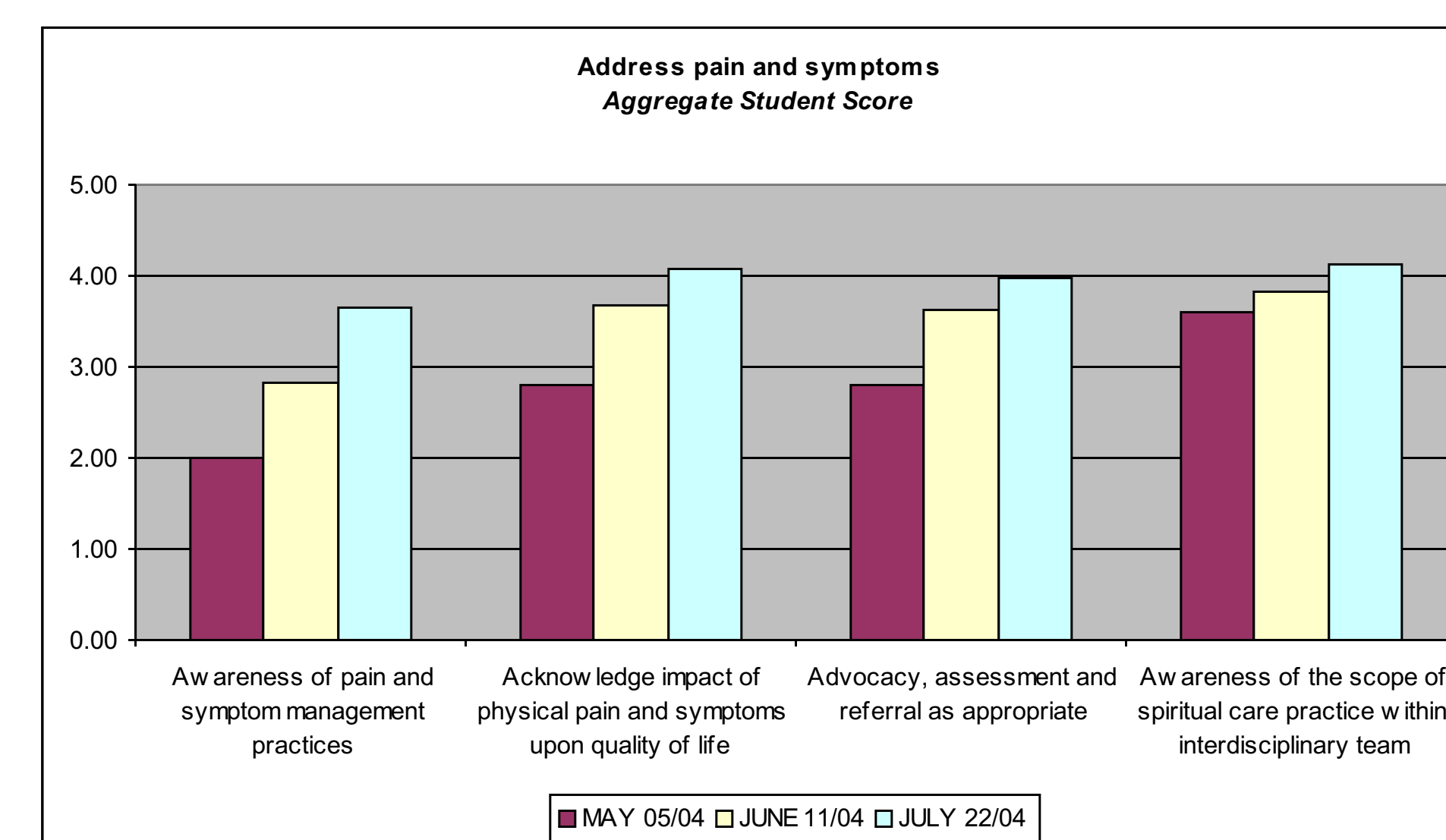
Test Week 1

Learner Individual Self-Score Only for Baseline

Test Weeks 6 and 12

Learner Individual Self-Score Compared with Combined Learner/Supervisor/Clinical Staff Score

Displayed Here as Aggregated Learner Scores for Each Test and Each Learning Outcome



PROCESS AHEAD

Convene Collegial Development and Peer Review Group

- ✓ Evaluate Draft Competency Tool
- ✓ Evaluate 2004 Curriculum

✓ DACUM Workshop for Competency Validation

Presentation of Materials to Stakeholder Organizations for Feedback

Further Development of Materials

- ✓ Clinical Pastoral Education 2005
- ✓ Learning Commons materials
- ✓ Final Evaluation

Final Review and Release of Materials to Pallium And Stakeholders

Initiative Leadership Team

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Project Leader

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