



COLLEGE OF  
DENTAL HYGIENISTS  
OF MANITOBA

# CDHM Continuing Competency Program

## **Self-Assessment Tool**

## Introduction

Each year all Practicing RDH's in Manitoba participate in the CDHM Continuing Competency Program. As the foundation of all Manitoba dental hygiene practice, the CDHM Standards of Practice should guide all continuing professional development.

This self-assessment tool is an opportunity for RDH's to reflect on their professional practice and knowledge of the standards to identify areas for future learning and development.

***"Competency #16 (Evaluation) The dental hygienist evaluates own professional performance in relation to the CDHM standards of practice to enhance continuing competence/quality assurance."***

## Instructions

This self-assessment tool will walk you through each of the CDHM Practice Standards in each of the 5 categories: Professional Responsibility; Assessment; Planning; Implementation; Evaluation. Rate the extent to which you meet the professional expectation using the rating scale of 1-3 as follows:

1. I consistently meet the expectation of this indicator.
2. I sometimes meet the expectation of this indicator.
3. I rarely meet the expectation of this indicator. This is a priority area of development for me.

Make notes and summarize your overall observations about your areas of strength and areas for further development.

The Standards of Practice describe minimum professional expectations. Best practice is to exceed the standard. If you assess that you consistently meet each indicator, you are encouraged to review The CDHM Code of Ethics and the CDHM Competencies.

***"We do not learn from experience...we learn from reflecting on experience."***

**John Dewey**

<p><b>1</b></p> <p><b>PROFESSIONAL RESPONSIBILITIES</b></p> <p><b>Dental Hygienists:</b></p>	<p><b>Rating</b></p> <p><b>(1-3)</b></p>
<p>1.1 Adhere to current jurisdictional legislation, regulations, codes of ethics, practice standards, guidelines, and policies relevant to the profession and practice setting;</p>	
<p>1.2 Seek and advocate for practice environments that have the organizational and human support systems as well as the resource allocations necessary for safe, competent, and ethical dental hygiene practice</p>	
<p>1.3 Manage their dental hygiene practice within the practice setting;</p>	
<p>1.4 Access and utilize current research-based knowledge through analyzing and interpreting the literature and other resources;</p>	
<p>1.5 Question and, if necessary, take action regarding policies and procedures inconsistent with desired client outcomes, evidence-based practices, and safety standards; evidence-based decision-making is the systematic application of the best available evidence to the evaluation of options and decision-making clinical, management, and policy settings;</p>	
<p>1.6 Follow dental hygiene process, demonstrating sound professional judgment and integrity;</p>	
<p>1.7 Recognize client rights and the inherent dignity of the client by obtaining informed client consent, respecting privacy, and maintaining confidentiality;</p>	
<p>1.8 Use a client-centred approach, always acting or advocating in the client’s best interest;</p>	
<p>1.9 Provide a safe environment that meets universal infection control and workplace health and safety requirements and protocols;</p>	
<p>1.10 Respond to emergency situations;</p>	

1.11 Consult and collaborate with other colleagues, health professionals, and experts as necessary;	
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1.12 Maintain documentation and records consistent with regulatory requirements;	
1.13 Know the technological and product options; select the best option for the situation, depending on client need;	
1.14 Recognize, acknowledge, and ask for help with any personal, physical, or psychological condition that affects, or may affect, the ability to practice safely and effectively;	
1.15 Maintain competence through lifelong learning;	
1.16 Support the professional association through personal membership.	

<p>Areas of strength that I have identified:</p>   
<p>Priority areas for development that I have identified include:</p>   

<p><b>2</b></p> <p><b>ASSESSMENT</b></p> <p><b>Dental Hygienists:</b></p>	<p><b>Rating</b></p> <p><b>(1-3)</b></p>
2.1 Locate, review, and update previous information	
2.2 Collect baseline information using appropriate methodology levels, etc.	
2.3 Identify the client’s determinants of health and risk factors (the determinants of health include income and social status, social support networks, education, employment/working conditions, social environments, physical environments, personal health practices and coping skills, healthy child development, biology and genetic endowment, health services, gender, culture)	
2.4 Identify the client’s knowledge, attitudes, and skills	
2.5 Analyze all information to formulate a decision or dental hygiene diagnosis	
2.6 Record assessment findings and interpretations	
2.7 Maintain records and data in a secure information management system	

<p>Areas of strength that I have identified:</p>   
<p>Priority areas for development that I have identified include:</p>   

<p><b>3</b>  <b>PLANNING</b>  <b>Dental Hygienists:</b></p>	<p><b>Rating</b> <b>(1-3)</b></p>
<p>3.1 Facilitate the client’s active participation in the development of the plan</p>	
<p>3.2 Discuss and coordinate client activities</p>	
<p>3.3 Identify resources and dental hygiene interventions depending on client need</p>	
<p>3.4 Reach consensus regarding goals, objectives (desired outcomes), and interventions, with clients’ interests having priority</p>	
<p>3.5 Identify measurement tools to determine achievement of goals and objectives</p>	
<p>3.6 Identify quality improvement initiatives to be incorporated into the plan (a quality improvement initiative is a structured process that selectively identifies and improves aspects of care and service on an ongoing basis</p>	
<p>3.7 Apply critical thinking to the decision-making process and make choices to ensure optimum client outcomes</p>	

<p>Areas of strength that I have identified:</p>
<p>Priority areas for development that I have identified include:</p>

<p><b>4</b></p> <p><b>IMPLEMENTATION</b></p> <p><b>Dental Hygienists:</b></p>	<p><b>Rating</b></p> <p><b>(1-3)</b></p>
4.1 Review and confirm the dental hygiene plan	
4.2 Implement and monitor strategies to promote health and self-care	
4.3 Provide clinical or other services; consult, and refer as needed	
4.4 Provide dental hygiene expertise within a multi-disciplinary team	
4.5 Implement the plan, making revisions as necessary	
4.6 Communicate with clients in an open, honest, clear, and timely way	
4.7 Develop and promote policies supporting healthy lifestyles, environments, and communities	

<p>Areas of strength that I have identified:</p>   
<p>Priority areas for development that I have identified include:</p>   

<b>5</b> <b>EVALUATION</b> <b>Dental hygienists:</b>	<b>Rating</b> <b>(1-3)</b>
5.1 Evaluate dental hygiene outcomes including client satisfaction using a variety of data collection, analysis, and communication techniques	
5.2 Analyze outcomes to include, if appropriate, the development and maintenance of practice profiles, databases, or statistical profile	
5.3 Discuss processes, outcomes, and satisfaction with the client	
5.4 Determine the need for revisions based on changing needs and new information using indices or other measurements	
5.5 Consult with, and refer to other professionals as needed	
5.6 Identify further questions, care, or research requirements	

<p>Areas of strength that I have identified:</p>
<p>Priority areas for development that I have identified include:</p>