

Part 1 – Practice Profile

My practice / area(s) of expertise include(s) (check all that apply):

- CLIENT CARE - PROVISION OF DIETETIC SERVICES TO INDIVIDUALS.** My primary practice activity is:
a) Providing dietetic services related to nutrition and food education, counseling, disease treatment, disease management to individuals; b) Managing the provision of dietetic programs/services for individuals.

For example, I work with clients in the following settings: a) Institutions, hospitals, acute care, outpatient clinics, long term care; b) Private practice; c) Community health units, home care, health clinics, physician's offices

My clients are: *Long term care residents and their families / care givers*

- COMMUNITY AND POPULATION HEALTH - PROVISION OF DIETETIC SERVICES TO POPULATIONS / GROUPS.** My primary practice activity is: a) Providing dietetic services related to health promotion / prevention, public health policy, food security, nutrition and food education, programs to populations and groups; b) Managing the provision of dietetic programs / services for populations/groups.

For example, I work with clients in the following settings: a) Community health units, health clinics, community kitchens; b) Government/Non Government Organizations / Not for Profit Organizations/Associations

My clients are: _____

- MANAGEMENT OF ORGANIZATIONS / BUSINESS - PROVISION OF DIETETIC SERVICES TO ORGANIZATIONS, BUSINESS AND INDUSTRY.** My primary practice activity is: a) Management / administration of organizations, departments, work units; b) Consumer product education / information; c) Sales / marketing; d) Food research, product testing and development; d) Consulting, media, communications.

For example, I work with clients in the following settings: a) Institutions, hospitals, acute care, outpatient clinics, long term care; b) Food marketing boards, food manufacturers; c) Retail food outlets, health food stores; d) Pharmaceutical companies; e) Government/Non Government Organizations / Not for Profit Organizations / Associations

My clients are: _____

- MANAGEMENT OF FOODSERVICE SYSTEMS - PROVISION OF DIETETIC SERVICES RELATED TO FOOD AND FOOD SERVICE SYSTEMS.** My primary practice activity is: a) Providing dietetic services related to food and foodservice systems; b) Managing the provision of dietetic programs/services related to food and foodservice systems.

For example, I work with clients in the following settings: a) Institutions, long term care facilities, hospitals; b) Hospitality, restaurants

My clients are: *Staff, nursing home administration*

- My practice does not fall into any of the 4 practice profile categories.

The reason is:

The trends, challenges or developments affecting my practice are:

Facility expansion, upcoming kitchen renovations, new capital purchase decisions

Self Assessment

Standards 1 – 3: All members must complete the self assessment for Standards 1 – 3 and develop one Competence Plan from Standards 1 – 3. If your practice profile does not fall within any of the four designated practice areas, you may also choose to complete a *second* Competence Plan from Standards 1 – 3 (as outlined above).

For each Standard, there are competency statements and related performance indicators. Following each statement, you will find columns that allow you to assess your practice and identify areas for further development. For each statement, check (✓) the column that is applicable to you. (Remember that the definition for “client” is broad in nature and is meant to apply to all practice areas. Think broadly as you consider each statement.)

Standard 1: Professional Practice

Assumes responsibility and accountability in the provision of competent, safe, ethical, professional practice. This standard applies to all dietitians.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 1. Practices with professional integrity.

Performance Indicators	C	D
1.1 Practices in compliance with professional legislation and regulations. <i>May include: health profession acts, protection for person in care acts, personal directive acts, health information protection acts, freedom of information and protection of privacy acts</i>	✓	
1.2 Practices in compliance with professional standards, practice guidelines and codes. <i>May include: practice standards, codes of ethics, continuing competence programs</i>		✓
1.3 Provides services within scope of practice and personal competence.	✓	
1.4 Refers individuals for consultation when issues are beyond scope of practice and competence.	✓	
1.5 Accepts personal responsibility and accountability for actions and decisions.	✓	

Competency 2. Respects the individuality and autonomy of others.

Performance Indicators	C	D
2.1. Respects individuals and their rights regardless of race, religious beliefs, color, gender, physical and/or mental disability, marital status, family status, economic status, education level, age, ancestry or sexual orientation.	✓	
2.2 Respects the dignity and privacy of individuals.	✓	
2.3 Obtains informed consent as required prior to providing services.	✓	
2.4 Provides services considering the best interests of the individual and their needs.	✓	

Competency 3. Applies legal and ethical principles in managing information.

Performance Indicators	C	D
3.1 Complies with legislation and established policies in managing information. <i>May include: freedom of information and protection of privacy acts, personal information protection acts, health information acts</i>		✓
3.2 Protects the confidentiality and security of information throughout collection, storage, use, dissemination and destruction processes.	✓	
3.3 Protects integrity, reliability and authenticity of records.	✓	

Competency 4. Applies information management principles and current technology in practice.

Performance Indicators	C	D
4.1 Documents and maintains information in compliance with established guidelines.	✓	
4.2 Maintains accurate, clear, concise and timely documentation of professional services.	✓	
4.3 Uses current technology in practice. <i>May include: software, multimedia, web casts, e-mail, instant messaging, listservs, file transfers, videoconferencing, electronic charting</i>	✓	

Standard 1: Professional Practice

Competency, performance indicator and related knowledge statement numbers identified for further development:

Competency #1, Performance Indicator #1.2

Competency #3, Performance Indicator #3.1

Standard 2: Communication

Communicates and interacts effectively with individuals and groups in the provision of professional services. This standard applies to all dietitians.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 5. Communicates clearly and effectively.

Performance Indicators	C	D
5.1 Selects appropriate methods for communications. <i>May include: face-to-face, telephone, group meeting, letter / memo, e-mail</i>	✓	
5.2 Identifies and addresses barriers to communication. <i>May include: literacy issues, cultural issues, lack of understanding, interruptions, physical distractions, fear</i>	✓	
5.3 Adapts communication style to meet needs and level of understanding of individuals and groups.	✓	
5.4 Uses effective verbal communication skills.	✓	
5.5 Writes clearly, concisely and professionally.	✓	
5.6 Facilitates two way communications.	✓	
5.7 Uses active listening techniques. <i>May include: encouraging, clarifying, restating / paraphrasing, reflecting, summarizing, validating</i>	✓	
5.8 Interprets and responds to non-verbal communications.	✓	

Competency 6. Uses effective information gathering skills.

Performance Indicators	C	D
6.1 Determines the purpose and objectives of information gathering activities.	✓	
6.2 Develops plans and gathers accurate, comprehensive, relevant information. <i>May include: client interviews, focus groups, meetings</i>		✓
6.3 Builds trust and rapport with others to facilitate the information gathering process.	✓	
6.4 Establishes plans based on outcome of information gathering activities.	✓	

Competency 7. Provides education to meet the learning needs of individuals and groups.

Self Assessment Statements	C	D
7.1 Assesses the learning needs of individuals and groups. <i>May include: clients, care givers, students, dietetic interns, other professionals, staff</i>	✓	
7.2 Develops learning plans and supporting education resource materials to meet the learning needs of individuals and groups.	✓	
7.3 Adapts content and instruction style in the delivery of education to meet the needs of individuals and groups.	✓	
7.4 Evaluates effectiveness of education provided in achieving planned outcomes.	✓	

Competency 8. Facilitates team work.

Performance Indicators	C	D
8.1 Applies principles of collaboration and negotiation in team work. <i>Teams may include: clients, care givers, agencies, other professionals, staff</i>	✓	
8.2 Incorporates team members' knowledge, expertise and personal skills in team processes.	✓	
8.3 Collaborates with team members to determine goals.	✓	
8.4 Adapts personal approach to team members and situations.	✓	
8.5 Works with team members to identify and resolve conflicts.		✓
8.6 Contributes to team decision making.	✓	
8.7 Assumes responsibility for completion of assigned tasks.	✓	

Competency 9. Uses effective counseling / coaching skills.

Performance Indicators	C	D
9.1 Determines goals of counseling / coaching sessions in collaboration with individuals. <i>May include: clients, care givers, students, dietetic interns, other professionals, staff</i>	✓	
9.2 Identifies and resolves barriers to achieving goals of counseling / coaching.	✓	
9.3 Engages individuals in anticipating and discussing issues relevant to their situation during counseling / coaching sessions.	✓	
9.4 Collaborates with individuals to develop plans to achieve goals of counseling / coaching.	✓	
9.5 Provides follow up to counseling / coaching sessions to determine if further action is required.	✓	

Standard 2:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Competency #6, Performance Indicator #6.2

Competency #8, Performance Indicator #8.5

Standard 3: Competence

Maintains competence in dietetic practice and the provision of professional services. This standard applies to all dietitians.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 10. Maintains professional competence.

Performance Indicators	C	D
10.1 Reflects on and evaluates own current practice.	✓	
10.2 Assesses quality of services provided and identifies opportunities for improvement.	✓	
10.3 Recognizes limitations in practice qualifications and own level of competence.	✓	
10.4 Identifies professional competence goals.	✓	
10.5 Develops plans for meeting professional competence goals.	✓	

10.6 Engages in activities to gain new knowledge, skills and behaviors to meet professional competence goals.	✓	
10.7 Applies new knowledge, skills and behaviors to practice.	✓	

Competency 11. Acts as a reliable source for current food and nutrition information.

Performance Indicators	C	D
11.1 Applies food and nutrition related legislation, regulations, standards and guidelines to practice. <i>May include: Food & Drugs Act, Food & Drug Regulations, Nutrition Labeling Regulations, Canada's Food Guide to Healthy Eating, Dietary Reference Intakes, Public Health Act, Food & Food Establishment Regulations, Occupational Health & Safety Regulations, Workplace Hazardous Materials Information System (WHMIS), Workers' Compensation Board (WCB)</i>	✓	
11.2 Promotes healthy food choices and healthy eating behaviors.	✓	
11.3 Applies knowledge of nutrition requirements throughout the life cycle in practice.	✓	
11.4 Demonstrates knowledge of foods, cultural / religious foods, eating patterns and food trends in Canadian populations.		✓
11.5 Plans menus and meal plans that conform to consumer needs, nutritional requirements and esthetic characteristics of foods.	✓	
11.6 Applies knowledge of food science and basic food preparation techniques in practice.	✓	
11.7 Completes accurate calculations related to practice. <i>May include: imperial / metric conversions, nutrient requirements for clients, nutrient composition of foods, recipes, dietary intakes, food costs / selling prices, budget preparation</i>	✓	
11.8 Applies knowledge of quality food standards and food safety in practice.	✓	
11.9 Communicates the role, scope of practice and areas of expertise of the Registered Dietitian to others.	✓	

Competency 12. Applies current research and evidence based practice findings into services provided.

Performance Indicators	C	D
12.1 Evaluates current research / evidence based practice findings to determine the reliability and credibility of information.	✓	
12.2 Determines applicability of current research / evidence based practice findings to practice setting.	✓	
12.3 Applies research / evidence based practice findings to improve practice.	✓	

Competency 13. Applies critical thinking skills in problem solving and decision making.

Performance Indicators	C	D
13.1 Collects and analyzes relevant information related to an identified issue.	✓	
13.2 Develops and analyzes potential solutions to resolve the identified issue.	✓	
13.3 Implements the best solution to resolve the identified issue.	✓	
13.4 Evaluates the success of the solution and implements further action if required.	✓	

Competency 14. Manages change in practice.

Performance Indicators	C	D
14.1 Identifies the need for change and desired outcomes. <i>May include change in: role, practice, work environment, organization</i>	✓	
14.2 Assesses readiness, implications and relevant issues related to change.	✓	
14.3 Develops and implements plans to achieve desired outcomes.	✓	
14.4 Evaluates and revises plans to achieve desired outcomes.	✓	

STANDARD 3:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Competency #11, Performance Indicator #11.4

Standards 1 – 3: Area Selected for Further Development (Select One)

This Competence Plan relates to:	<input checked="" type="checkbox"/> Standard 1: Professional Practice	Competency # 1
	<input type="checkbox"/> Standard 2: Communication	Performance Indicator # 1.2
	<input type="checkbox"/> Standard 3: Competence	(Refer to Part 2 – Self Assessment) NOTE: If not currently in dietetic practice, Competence Plan must focus on Competency # 11

Standards 4 – 7: All members working in dietetic practice must select the standard area(s) that apply to their practice / area(s) of expertise; complete the self assessment for those standard areas and develop one Competence Plan from Standards 4 – 7. If your practice profile does not fall within any of the four designated practice areas, you may choose to complete your second plan from any of Standards 4 – 7 (OR from Standards 1 – 3, as outlined above).

Standard 4: Client Care

Provides professional services to achieve the nutrition care goals of clients. This standard applies to all dietitians practicing in the area of client care.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service

D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 15. Uses a client centered approach to care.

Performance Indicators	C	D
15.1 Uses a variety of assessment strategies, individualized to client needs. <i>Clients may include: patients, residents, care givers</i>	✓	
15.2 Interviews clients to conduct needs assessments.	✓	
15.3 Considers the ability and resources of the clients to execute the nutrition care plan.	✓	
15.4 Collaborates with clients / care givers in determining realistic nutrition goals and managing nutrition care.	✓	

Competency 16. Contributes to client care through collaboration with inter-professional team.

Performance Indicators	C	D
16.1 Advocates on behalf of clients with the inter-professional team.	✓	
16.2 Coordinates and integrates care to ensure quality and continuity of care.	✓	
16.3 Refers clients to other members of the inter-professional team.	✓	

Competency 17. Conducts comprehensive nutrition assessments.

Performance Indicators	C	D
17.1 Uses a structured system to identify clients at nutrition risk.	✓	
17.2 Determines psycho-social factors that may influence nutrition intake / status.	✓	
17.3 Conducts and analyzes client diet history.	✓	
17.4 Completes accurate analysis of food records.	✓	
17.5 Analyzes and compares food intake with nutritional requirements.	✓	
17.6 Assesses client nutritional status through physical observation and anthropometric measures.	✓	
17.7 Reviews and assesses relevant laboratory data.	✓	
17.8 Determines potential nutrient-drug interactions.		✓
17.9 Interprets findings of comprehensive nutrition assessment to identify normal, abnormal and deviant states of health.	✓	
17.10 Draws relevant conclusions from nutrition assessment data.	✓	
17.11 Prioritizes identified health needs in consultation with clients / care givers and inter-professional team.	✓	

Competency 18. Develops, implements and evaluates nutrition care plans.

Performance Indicators	C	D
18.1 Integrates assessment data in development of the nutrition care plan.	✓	
18.2 Considers co-morbidities in development of the nutrition care plan.	✓	
18.3 Consults with the inter-professional team in development of the nutrition care plan.	✓	
18.4 Identifies nutrition goals and develops nutrition care plan to achieve planned outcomes in collaboration with clients.		✓
18.5 Formulates meal plans to achieve planned outcomes.	✓	
18.6 Determines appropriate formula and feeding route for clients. <i>May include: oral, enteral, parenteral</i>	✓	
18.7 Provides nutrition education to clients / care givers.	✓	
18.8 Coordinates implementation of nutrition care plan.	✓	
18.9 Implements strategies and supports for those unable to manage their own care.	✓	
18.10 Assesses client progress in achieving planned outcomes.	✓	
18.11 Evaluates effectiveness of nutrition care plan in achieving planned outcomes.	✓	

STANDARD 4:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Competency #17, Performance Indicator #17.8

Competency #18, Performance Indicator #18.4

Standard 5: Community and Population Health

Provides professional services to promote health and prevent disease in communities and populations. This standard applies to all dietitians practicing in the area of community and population health.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 19. Demonstrates understanding of public health system operation.

Performance Indicators	C	D
19.1 Applies understanding of public health and health care systems to the provision of community and population health services.		
19.2 Identifies individual, public / private organizational and government roles and responsibilities within public health and health care systems.		
19.3 Applies knowledge of food security / food insecurity in the provision of community and population health services. <i>May include: sustainability, social justice elements</i>		
19.4 Applies principles of behavioral sciences, social sciences, biostatistics, epidemiology and environmental public health in the development of community and population health services.		

Competency 20. Promotes nutrition health and disease prevention in the community.

Performance Indicators	C	D
20.1 Advocates for nutrition programs and resources.		
20.2 Participates in food and nutrition policy development and evaluation based on community and population health needs.		
20.3 Participates in processes and policy development that affect food, food security and nutrition in communities and populations.		
20.4 Collaborates with community partners and stakeholders in promoting community and population health.		
20.5 Develops and implements strategies to promote healthy food choices and healthy eating behaviors.		
20.6 Develops and implements strategies for disease prevention and management.		

20.7 Consults with and provides nutrition information within the community. <i>May include: individuals, groups, schools, agencies, outreach workers</i>		
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Competency 21. Conducts assessments to determine needs for community based food and nutrition programs / services.

Performance Indicators	C	D
21.1 Identifies determinants of health and their influence on community and population health status.		
21.2 Assesses the nutrition health and functional status of communities and populations.		

Competency 22. Plans and develops community based food and nutrition programs / services.

Performance Indicators	C	D
22.1 Determines goals for community based food and nutrition programs / services in collaboration with community partners. <i>May include: individuals, groups, schools, agencies, outreach workers</i>		
22.2 Identifies available resources for development of community based food and nutrition programs / services.		
22.3 Selects strategies for addressing needs for community based food and nutrition programs / services.		

Competency 23. Implements and evaluates community based food and nutrition programs / services.

Performance Indicators	C	D
23.1 Delivers nutrition programs / services to meet identified needs of communities and populations.		
23.2 Develops and delivers professional communications. <i>May include: presentations, articles for print media, press releases, public relations programs, communications plans, media interviews</i>		
23.3 Identifies and implements strategies for reaching individuals and populations that do not access available community services.		
23.4 Evaluates effectiveness and recommends improvements for community based food and nutrition programs / services.		

STANDARD 5:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Standard 6: Management of Organizations

Applies organization management principles in the provision of professional services. This standard applies to all dietitians practicing in the area of organization management.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 24. Applies principles of organization management into practice.

Performance Indicators	C	D
24.1 Participates in the development and implementation of program / service planning.		
24.2 Develops and delivers programs / services in compliance within organizational goals and objectives.		
24.3 Allocates human and financial resources to achieve organizational goals and objectives.		

Competency 25. Develops and implements organizational policies / procedures.

Performance Indicators	C	D
25.1 Consults with stakeholders and gathers information relevant to identified policy / procedure development needs.		
25.2 Develops clear and concise policies / procedures.		
25.3 Implements policies / procedures into organizational plans, program and services.		

Competency 26. Performs activities related to human resource management.

Performance Indicators	C	D
26.1 Complies with government regulations, human resource policies and collective agreement in managing employees. <i>May include: employment standards codes</i>		
26.2 Determines staffing requirements and coordinates scheduling of staff to meet human resource needs.		
26.3 Develops job descriptions and performance standards.		
26.4 Develops and implements recruitment, selection and staff retention strategies to meet human resource needs.		
26.5 Develops and implements programs to meet human resource needs. <i>May include: orientation, training, employee assistance programs</i>		

Competency 27. Leads and directs others.

Performance Indicators	C	D
27.1 Promotes an organizational learning culture.		
27.2 Creates a culture of ethical behavior in the organization.		
27.3 Directs and supervises personnel involved in the delivery of services.		
27.4 Adapts leadership style to individuals and situations.		
27.5 Identifies and facilitates resolution of conflict situations.		
27.6 Delegates to others within their employment scope and level of competence.		
27.7 Plans and conducts meetings to achieve desired outcomes.		

Competency 28. Develops and implements performance management and evaluation programs.

Performance Indicators	C	D
28.1 Complies with human resource policies / procedures and collective agreements in managing the performance of others. <i>May include: employees, dietetic interns, students, volunteers, teams</i>		
28.2 Conducts employee performance evaluations.		
28.3 Manages the progressive disciplinary process according to established procedures.		

Competency 29. Integrates principles of financial management into practice.

Performance Indicators	C	D
29.1 Develops reports based on collection of accurate financial / operational data.		
29.2 Interprets operational data and financial statements to manage programs and services within budget.		
29.3 Conducts cost-effectiveness, cost-benefit and cost-utility analysis to identify budget priorities.		
29.4 Prepares budgets based on identified priorities.		
29.5 Provides services within budget allocations.		
29.6 Interprets and implements strategies to correct budget variances.		

Competency 30. Incorporates quality improvement cycle into services provided.

Performance Indicators	C	D
30.1 Assesses quality of services provided and identifies opportunities for improvement. <i>May include: quality improvement audits, client / customer satisfaction surveys</i>		
30.2 Establishes goals for improving quality of services provided.		
30.3 Develops and implements quality improvement plans.		
30.4 Evaluates quality improvement data and implements continuous quality improvement planning.		

Competency 31. Incorporates risk management strategies to practice.

Performance Indicators	C	D
31.1 Identifies and assesses potential risks that may impact the delivery of safe, effective service. <i>May include: disaster, pandemic, contingency, strike / lock out, threat, supply / service disruptions</i>		
31.2 Develops and implements plans for managing identified risks.		
31.3 Evaluates and recommends improvements to risk management plans.		

STANDARD 6:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Standard 7: Management of Foodservice Systems

Applies principles of foodservice systems management in the provision of safe, nutritious food. This standard applies to all dietitians practicing in the area of foodservice management.

C = Competent: has the knowledge / skills required to provide competent, safe, professional service
D = Area for further development: would like to further enhance knowledge / skills

Essential Competencies

Competency 32. Applies principles of menu planning.

Performance Indicators	C	D
32.1 Plans and implements master menus that conform to consumer needs, nutrition requirements, esthetic characteristics of foods, available equipment, staff skill level and budget restrictions.		✓
32.2 Evaluates menus based on established criteria.	✓	

Competency 33. Applies principles of managing the purchasing process.

Performance Indicators	C	D
33.1 Evaluates products based on established criteria for customer acceptance, nutrition content, cost and quality.	✓	
33.2 Coordinates the purchasing, receiving, storage and issuing of food, beverages, small wares and equipment.		✓

Competency 34. Manages the production and distribution / service of quantity and quality food products.

Self Assessment Statements	C	D
34.1 Manages the production of products that meet established quality standards. <i>May include: standardized recipes, formulas, special diet products</i>	✓	
34.2 Manages food distribution and service ensuring accuracy, quality and portion control.	✓	

Competency 35. Coordinates facility design and workflow.

Performance Indicators	C	D
35.1 Analyzes and implements strategies for efficient workflow in facility layout and design.		✓
35.2 Applies principles of ergonomics to workstation design.	✓	
35.3 Develops and implements work simplification and productivity strategies.	✓	

Competency 36. Applies principles of managing workplace safety and sanitation.

Performance Indicators	C	D
36.1 Develops and implements food safety and sanitation programs in compliance with government regulations.	✓	
36.2 Develops and implements employee safety / accident prevention programs in compliance with government regulations.	✓	

STANDARD 7:

Competency, performance indicator and related knowledge statement numbers identified for further development:

Competency #32, Performance Indicator #32.1

Competency #33, Performance Indicator #33.2

Competency #35, Performance Indicator #35.1

Standards 4 – 7: Area Selected for Further Development (Select One)

This Competence Plan relates to:	<input type="checkbox"/> Standard 4: Client Care	Competency # 35
	<input type="checkbox"/> Standard 5: Community and Population Health	Performance Indicator # 35.1
	<input type="checkbox"/> Standard 6: Management of Organizations	(Refer to Part 2 – Self Assessment)
	<input checked="" type="checkbox"/> Standard 7: Management of Foodservice Systems	

OR

If your practice profile does not fall within any of the four designated practice areas, as your second goal you *may* select an additional area for further development from Standards 1 – 3.

This Competence Plan relates to:	<input type="checkbox"/> Standard 1: Professional Practice	Competency # _____
	<input type="checkbox"/> Standard 2: Communication	Performance Indicator # _____
	<input type="checkbox"/> Standard 3: Competence	(Refer to Part 2 – Self Assessment)