



## HMDCB Continuing Certification Professional Development Tool

This table can be used to identify and track developmental progress as part of HMDCB's Continuing Certification Program. Please complete this tool in the manner that best meets your professional development goals.

<b>Domain</b>	<b>What skills, knowledge and competencies do I need to gain between now and recertification?</b>	<b>What actions will I take to achieve these goals?</b>	<b>What resources or support will I need?</b>	<b>What will my success criteria be?</b>	<b>Targeted dates for completion</b>
<b>Patient and Family Care</b>	Strong area for me. Could gain more comfort in family meetings	Review HMD books and journal articles on conducting family meetings / ask for feedback from team members after meetings	HMD books / ask others if they have a favorite journal article on conducting family meetings	Personal comfort with these meetings and improved feedback from team	
<b>Medical Knowledge</b>	Increase my comfort with non-pain symptom management	Read UNIPAC, FAST FACTS and Hospice Companion sections on non-pain symptom management	Already have these books.	Feel more comfortable on non-pain symptom calls; improve my scores on HMDCB exam in this area.	
<b>Medical Leadership &amp; Communication</b>	I feel good on communication skills, but never have focused specifically on leadership – what are the leadership skills needed to be a hospice physician?	Meet with Medical Director and ask advice on this area.	Look on AAHPM website for books on leadership; look at the Hospice Medical Director Resource Book.	Feedback from Medical Director that I have learned key leadership skills.	
<b>Professionalism</b>	Mainly struggled with questions referencing burn-out.	Study AAHPM webinar on burn-out and self-care. Read UNIPAC section on this area.	This resource from the AAHPM webinar; attend any sessions on this topic at the Annual Assembly.	Feel less burn-out personally and improve my scores on these questions on exam.	
<b>Systems-based Practice</b>	Need to improve in the area of a nuances on regulatory issues and details of Additional Development Request (ADR) process (don't do much in this area)	Study the COPs. Study up on the ADR process.	COPs are on-line. Meet with medical director or compliance officer to go through what the ADR process is all about.	Take the HPM Pass on regulatory issues and get a good score there. Feel comfortable helping with next ADR our company needs.	