

## **CHAPTER V**

### **GUIDELINES/RECOMMENDATIONS FOR CPD**

#### **Recommendations**

The outcome of this research along with analysis of the literature, guidelines and expert opinions have brought to light some points to be taken into consideration while planning the professional development courses.

#### **5.1. Curriculum Planning**

The detailed curriculum planning is required before scheduling any professional development programs. The comprehensive assessment of the needs of practitioners along with understanding of current trends in clinical dental practice is required for the foundation for curriculum planning. The knowledge, skills and attitude change with time with new inventions and innovations, hence the curriculum formed should be regularly revisited and modified as per changing needs.

#### **5.2. Assessment of Needs**

The goals of the program should be based on clearly identified needs or interests. It is the responsibility of organisers along with regulating authority to identify the needs and interest of dental practitioners. The methodology of identifying the needs should be clearly defined and documented. The need assessment should be done through multiple sources and at various levels from time to time.

#### **5.3. Factors to consider in program planning**

Various factors like degree of specialization, years of practice, gender, past CDEs attended play vital role in selection of professional development courses. The costs involved in professional development is another important dimension that may

influence the choice of programs. There are direct costs incurred like course fees, registration charges, accommodation and travel and indirect costs such as loss of income due to absence from the practice. The program planners should not neglect this aspect in course planning.

#### **5.4. Recognition/Accreditation process**

The sound scientific basis and quality standards for the program should be maintained. The program organisers should submit the detailed plan of CDE well in advance for scrutiny and approval to the regulating/accrediting body. If the program is to be conducted in the form of multiple modules, the detailed planning of all the modules should be submitted. It is the responsibility of recognising/accrediting body to ensure that the program has sound scientific basis and the documentation regarding the same is verified.

The organisers of the program should clearly state goal and learning objectives of the program and it should be in accordance with needs of public or profession.

The policy makers, educators and program planners should have detailed understanding of the Adult learning, various theories and factors influencing adult learning.

The documents submitted to the regulating body for accreditation should clearly define all learning objectives of the program. Specific learning objectives (SLO) may comprise of the expected changes in attitude and approach of the practitioner to dental problems, correction of old concepts and school of thoughts with provision of newer knowledge and skills in specified area. Introduction to mastery of specific skills or technique alteration in habit of learner should also be part of educational objectives.

### **5.5. Role of Accrediting body**

There should be appointment of nodal agencies like State Dental Council that looks after the quality of CDEs. There should be an observer appointed from the Dental Council for the accredited program to ensure that all the norms are followed.

The Mandatory Continuing Dental Education program should be planned taking all the aspects of the dental practice into consideration. While designing the criteria for licensure renewal, due weightage should be given to some of the important but often neglected topics such as Medical law and ethics, Management of medical emergencies, Basic life support, etc. The publication of cases/research in reputed (like PubMed) indexed journals, publication of chapters in book or complete book should also be considered for licensure renewal.

### **5.6. Resource Faculty for Program**

The resource person designated to teach in CDEs should be well-qualified by education and experience in the subject matter of CDE. It is the responsibility of the organizers to select good speakers who should be able to deliver the planned learning objectives. The ratio of guest speaker to the number of participants should be in coordination with the learning objectives. In case of Guest lectures a single speaker can address a greater number of participants, but for hands-on courses the ratio of instructor to participant should be as less as possible to give justice to the program.

### **5.7. Finances and Budgeting for CDEs**

Organisers of CDE program should submit the detailed budget and financial planning of the programs without any commercial Conflict of interest. If any financial support is obtained from any of the companies, the same should be disclosed to the

accrediting agency as well as participants and financial benefit should be extended to the participants in the form of subsidised registration charges.

The promotional activities, exhibits should not disturb or dilute the scientific focus of the professional development program. The details of sponsors as well as the financial support from the companies should be disclosed as a disclaimer from the organisers. The continuing professional development program should be focused only on providing knowledge and skills to the practitioners and should be run on no profit no loss basis.

### **5.8. Educational Methods**

The educational methods used should be apt to the learning objectives of the program. There should be proper facilities supporting the educational methods used along with proper instructional medium. The organizers of the CDEs should provide resource materials and relevant evidences for references to facilitate post-course practical application of course content as well as continued learning.

In the professional development program involving live demonstration on the patient, proper protection of patient must be ensured. Patient should be properly informed in detail that he or she will be part of clinical demonstration. It should be informed to the patient about who is going to operate the procedure and what procedure will be done. Detailed informed consent must be obtained from the patient in writing.

### **5.9. Marketing and Publicity of Program**

It is very important to look into the publicity aspects of CDE program. It is the responsibility of regulating authority to ensure that the publicity material for brochure used is informative and not misleading. The brochure for the program should include all the relevant information like the organizers' details, course content, details about speakers or resource persons, registration charges and dates, refund and cancellation

policies and the instruments or equipments if any to be brought by the participants (for hands-on workshops). The organisers should clearly state the accreditation status and the points allotted to the said programs.

#### **5.10. Conflict of Interests**

Program organisers should be well aware of the legalities in organising such programs and should clearly mention about the jurisdictional areas.

CDE program conducted should be free from any conflicts due to commercial interests. Focus of programs should be on improvements in the knowledge and skills of the practitioner rather than promotion of any specific device, instrument, material or technique. The Continuing Dental Education program should not have any conflict of interest and should follow all the principles of professional ethics.

#### **5.11. Feedback Mechanism**

It is very important to have proper evaluation mechanism. The detailed feedback from the participants should be obtained regarding various aspects of CDE program.

#### **5.12. Conclusion**

Research and analysis of the status of continuing dental education in the state of Gujarat has opened many avenues for future work in this field. This research has provided the baseline data and provided the overview about the choices, preferences and hindrances in pursuing professional upgradation for dental practitioners. Results of our study has clearly demonstrated that the level of degree has definite influence on the choices for professional development. Hence while planning the Continuing Dental Education courses, this aspect should be considered and the separate courses for the general practitioners and specialists should be planned. Various other factors such as past experiences of professional development programs attended, gender, costs

incurred also influence the attendance in CDE courses. The results of our study clearly show that the timings for conduction of CDE programs has great impact on attendance. The programs should be preferably conducted on weekends and the holidays. The assessment of the needs and preferences of the practitioners including the preferred learning method, preferred timing of learning is very important in planning the curriculum for the CD courses. The highest standards of dental education and more specifically the Continuing Dental Education will ensure the high standards of dental practice resulting in in a good care for the patients.

The assessment of the need and planning of CDE curriculum cannot be one time exercise. Dentistry is changing very rapidly with introduction of new materials, techniques and scientific concepts. The professional development programs also should be a dynamic one which should be revisited reviewed regularly taking feedback from multiple sources and modified accordingly.

It is very important to include the skill, knowledge and attitude components in planning professional development programs. The results of our research has clearly shown preference for hands-on courses, the courses with live patient demonstration or hands on courses on mannequins .

Professional development programs also play a very important role in improving the standards of dental practice in our country to the global levels. Assurance of quality in these programs is of vital importance and the regulating bodies such as Dental Council and professional associations such as Indian Dental Association should play a pivotal role in improving Continuing Dental Education programs in our country. The planning and implementation of the professional development programmes in our country should be at par with international standards. It is very important to introduce

mandatory professional development programs for renewal of dental practice licence in our country. This will have dual advantage of encouraging the practitioners to learn to be up-to-date with the recent happenings in dentistry eventually to provide high quality Dental Care to the patients. In the current challenging time for the dental profession in our country which are characterized by changing dynamics of dental practice, information overload and increasing expectations from the patients, the Continuous Professional Development will play a very important role in success of dental practice.