MRAD 209: Professional Practice 1

Achieving Competence

MRT Program

Dreyfus & Dreyfus model

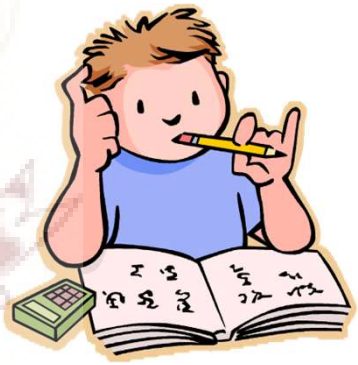
Describes the stages of learning a new skill

- Novice
- Advanced Beginner
- Competent
- Proficient
- Expert



Novice

- Rigid adherence to rules
- Little situational perception
- No discretionary judgment



Novice - Student

- In lab, you are very focused on centering points, collimation numbers
- Have difficulty looking at big picture
- Starting to develop workflow
- Only do things one way

Advanced Beginner

- Guidelines for action are based on personal attributes
- Situational perception is limited
- All aspects of new skill are considered equally important

Advanced Beginner - Student

- Will start establishing own workflow
- Will start to grasp new ideas
- Able to effectively take direction

Competent

- Can start to see actions as part of final outcome
- Able to plan
- Comfortable with standard procedures and normal routines
- Recognizes deviation from normal routine, but may not fully understand it

Competent - Student

- In MRT you will be comfortable taking the lead on cases
- Becoming more confident and less dependent on preceptor's guidance
- Becoming more efficient

Proficient

- Sees situation holistically instead of just aspects
- Sees what is important in situations
- Understands deviation from normal routine
- Decision-making less labored

Proficient - Student

- Able to apply guidelines to situations
- Able to critically think, work independently and make good decisions with a lot of variance in situations.

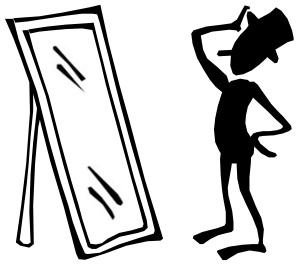
Expert

- No longer relies on rules
- Intuitive grasp of situations based on deep understanding
- Creative approaches to problems
- Vision of what is possible

5+ years practice

Achieving Competence

- Practice: labs, simulation courses, practicum
- Image Critique
- Discussions
- Self-Assessments
  - Consciously thinking and reflecting on what you're doing to learn from the experience
  - Self-awareness and honesty is important
  - Should not damage self-esteem.
  - Goal is improvement



Achieving Competence

- Includes application and knowledge of:
  - Codes of Ethics
  - Standards of Practice
  - CAMRT Best Practice Guidelines
  - CAMRT competency profile

- Tools for:
  - Non-technical aspects of practice
  - Deviation from standard routine
  - Troubleshooting and risk management

Achieving Competence

- Purpose of Best Practice Guidelines
  - Provide guidance for policy
  - Do not set policy
  - Apply risk management in hypothetical scenarios
  - Outline strategies for prevention

What do you think defines entry-level proficiency ?

CAMRT definition

- Entry-level proficiency is characterized as follows:

- When presented with routine situations, the entry- level MRT performs relevant competencies in a manner consistent with generally accepted standards in the profession, independently, and within a reasonable timeframe. The entry-level MRT anticipates what outcomes to expect in a given situation, and responds appropriately, selecting and performing competencies in an informed manner.

CAMRT definition

- The entry-level MRT recognizes unusual, difficult to resolve and complex situations which may be beyond her / his capacity. The entry-level MRT takes appropriate steps to address these situations, which may include consulting with others, seeking supervision or mentorship, reviewing literature or documentation, or referring the situation to a more experienced MRT.

CAMRT Competency Profile

- Checklist for entry level MRTs
- Provides direction for education institutes
- Inform Ministries of Health, employers, public of entry-to-practice standards
- Provides MRT's areas for professional development
- Develop blueprint for certification exams

CAMRT Competency Profile

Divided into 5 modules each representing a general area of practice:

A: Professional Practice
B: Patient Management
C: Health and Safety
D: Operation of Equipment
E: Procedure Management

CAMRT Competency Profile

- Let's take a closer look!

Certification Exam

- When is the exam?
- What type(s) of questions are on the exam?
- What competencies will be tested?
- How much does it cost?
- How am I graded?
- What happens if I fail?

CAMRT Exam Preparation Resources