

RDN or RD Not Presently Employed—Learning Plan

Scenario

RDN or RD with approximately 12 years of practice experience in clinical and community nutrition who is not presently practicing.

KH was employed full-time in clinical and community nutrition for 12 years before taking leave from work to address family needs. While she is not working, she wants to maintain her credential as an RDN or RD. She is uncertain of what job she might pursue when she returns to work and wants to keep her options open. Therefore, a general approach for maintaining her skills in clinical and community nutrition may be helpful. The Goal Wizard identified several essential practice competencies in her **Practice Competency Profile** that reflect the skills and roles she fulfilled while working:

Selected Competency

- 1.2 Works within personal and professional limitations and abilities.
- 1.3 Applies customer-centered principles in practice.
- 5.4 Demonstrates the ability to store and retrieve data using the International Dietetics and Nutrition Terminology (IDNT) and other standardized languages.
- 8.1 Interprets and applies current food and nutrition science and principles in dietetics practice.
- 8.2 Recognizes and respects the physical, social, cultural, institutional, and economic environments of the individual, group, community, and population in practice.
- 8.3 Demonstrates a commitment to maintaining and enhancing knowledge.
- 9.4 Teaches, guides, and instructs a variety of individuals, groups, or populations.
- 9.6 Uses effective counseling and coaching skills and strategies in practice.
- 10.1 Performs nutrition screening to evaluate individual health, malnutrition, and disease while adhering to the Standards of Practice (SOP) in Nutrition Care for RDNs.
- 10.2 Implements the Nutrition Care Process to ensure individual health goals are established, monitored, and achieved while adhering to the Standards of Practice in Nutrition Care for RDNs.
- 10.3 Engages patient or substitute decision maker in the informed consent process prior to and during the provision of services.
- 10.4 Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods, and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.
- 10.5 Documents and maintains records according to the SOP for the RDN, legislation, regulations, and organization policies.
- 12.1 Advocates for health and disease prevention in the community and population.
- 12.2 Assesses the need to develop and implement community or population health programs and/or interventions.
- 12.3 Develops a community and/or population health program or intervention to meet the needs of the community and/or population.
- 12.4 Implements community-based and population-based programs and/or interventions in collaboration with stakeholders.
- 12.5 Evaluates nutrition programs to measure program effectiveness and

Sphere 1
Sphere 1

outcomes and recommends modifications to support changes and/or sustainability of program.

After reviewing her Practice Competency Profile, KH narrowed her Learning Plan to include concepts for maintaining a broad knowledge base in nutrition for possible return to work in the future. Following is KH's **Learning Plan**:

Goal	Competency	Competency Description/Performance Indicator
1	1.3	Applies customer-centered principles in practice.Performance Indicators 1.3.2 Recognizes the strengths and limitations of a customer.
2	8.1	Interprets and applies current food and nutrition science and principles in dietetics practice.Performance Indicators 8.1.2 Applies knowledge of food and nutrition as well as the biological, physical, and social sciences in practice. 8.1.3 Integrates knowledge of macronutrients and micronutrients for absorption, digestion, and metabolism throughout the life span in practice. 8.1.4 Demonstrates knowledge of nutrient requirements throughout the life span and their role in health promotion and disease management.
3	8.2	Recognizes and respects the physical, social, cultural, institutional, and economic environments of the individual, group, community, and population in practice.Performance Indicators 8.2.2 Applies knowledge of health determinants when planning, developing, and implementing services, programs, meal plans, and menus. 8.2.4 Imparts knowledge of the importance of physical activity and applies behavior change principles to promote physical activity and decrease inactivity.
4	8.3	Demonstrates a commitment to maintaining and enhancing knowledge.Performance Indicators 8.3.1 Maintains the knowledge and skill to manage a variety of disease states and clinical conditions. 8.3.5 Keeps abreast of changes in practice and within practice environments that affect scope of practice. 8.3.6 Keeps abreast of current nutrition and dietetics knowledge and trends.
5	10.4	Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods, and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.Performance Indicators 10.4.2 Applies knowledge of pharmacotherapy and its effect on nutrient absorption, utilization, and metabolism when developing and/or revising the plan of care.
6	12.1	Advocates for health and disease prevention in the community and population.

....Performance Indicators

12.1.1 Promotes nutrition programs and resources to address issues of food security, nutritional health, and overall health and wellness.

RDN or RD Specialty Practice—Learning Plan

Scenario

RDN or RD in specialty practice for 30 years.

SM is a practitioner with 30 years of experience in dietetics. He is a specialist in his field and anticipates continuing in this area of practice in the future. Based on his responses to questions in the Goal Wizard and his refinements to that profile, this is his **Practice Competency Profile**:

Selected Competency

1.2 Works within personal and professional limitations and abilities.	Sphere 1
1.5 Adheres to and models professional obligations defined in legislation, standards, and organization policies.	Sphere 1
4.1 Demonstrates sound professional judgment and strategic thinking in practice.	
4.2 Reflects, integrates, and evaluates using critical thinking when faced with problems, issues, and challenges.	
5.1 Acquires knowledge of technology systems consistent with role and responsibilities.	
5.4 Demonstrates the ability to store and retrieve data using the International Dietetics and Nutrition Terminology (IDNT) and other standardized languages.	
6.1 Leads, manages, and/or participates in quality improvement and customer satisfaction activities to improve delivery of services.	
6.2 Demonstrates skills in researching, independent critical examination, and evaluating literature to influence practice.	
6.3 Participates in and/or leads research initiatives following ethical and professional research methodology.	
7.1 Identifies, analyzes, and manages risk, adverse events, and safety to self, staff, customer, and public.	
8.1 Interprets and applies current food and nutrition science and principles in dietetics practice.	
8.2 Recognizes and respects the physical, social, cultural, institutional, and economic environments of the individual, group, community, and population in practice.	
8.3 Demonstrates a commitment to maintaining and enhancing knowledge.	
10.1 Performs nutrition screening to evaluate individual health, malnutrition, and disease while adhering to the Standards of Practice (SOP) in Nutrition Care for RDNs.	
10.2 Implements the Nutrition Care Process to ensure individual health goals are established, monitored and achieved while adhering to the Standards of Practice in Nutrition Care for RDNs.	
10.3 Engages patient or substitute decision maker in the informed consent process prior to and during the provision of services.	
10.4 Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods, and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.	

10.5 Documents and maintains records according to the SOP for the RDN, legislation, regulations, and organization policies.

SM refined his **Learning Plan** to the following five goals:

Goal	Competency	Competency Description/Performance Indicator
1	1.5	Adheres to and models professional obligations defined in legislation, standards, and organization policies.Performance Indicators 1.5.1 Stays current of, complies with, and models national, state, and local legislation, policies, and standards.
2	4.2	Reflects, integrates, and evaluates using critical thinking when faced with problems, issues, and challenges.Performance Indicators 4.2.6 Analyzes and synthesizes information and identifies new information, patterns, and findings. 4.2.8 Identifies and implements a plan to address the problem, issue, or challenge. 4.2.9 Evaluates the effectiveness of a plan and identifies required future actions.
3	6.1	Leads, manages and/or participates in quality improvement and customer satisfaction activities to improve delivery of services.Performance Indicators 6.1.2 Formulates a clear understanding of the nature of problems or need for improvement to achieve desired outcome. 6.1.5 Reviews reports to identify trends and improvements. 6.1.6 Develops and implements strategies, techniques, and tools for process improvement in consultation with others.
4	7.1	Identifies, analyzes, and manages risk, adverse events, and safety to self, staff, customer, and public.Performance Indicators 7.1.1 Advocates for, interprets, and adheres to workplace safety legislation, regulations, and organization policies. 7.1.5 Measures, analyzes, and reports data to monitor adverse events, errors, and accidents. 7.1.6 Coordinates the implementation of risk management strategies.
5	10.4	Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods, and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.Performance Indicators 10.4.1 Collects information related to the patient's use of pharmacotherapy and dietary supplements. 10.4.2 Applies knowledge of pharmacotherapy and its effect on nutrient absorption, utilization, and metabolism when developing and/or revising the plan of care. 10.4.3 Evaluates, educates, and counsels on the interrelationship and impact of pharmacotherapy on nutrient absorption. 10.4.5 Adheres to legislation, regulations, standards, and organization policies related to recommending, prescribing, and dispensing vitamins and minerals, dietary supplements, functional foods, and medical nutrition foods/products.

NDTR or DTR Foodservice—Learning Plan

Scenario

NDTR or DTR working in foodservice management for 40 years.

MH is a NDTR or DTR who has spent her successful career largely in foodservice management. With an eye toward retirement, she completes the CDR Goal Wizard to identify her learning goals for the next 5 years. Here is her **Practice Competency Profile**:

Selected Competency

1.6 Responsibly applies the principles of financial stewardship and/or management.	Sphere 1
2.1 Utilizes appropriate communication methods and skills to meet the needs of various audiences.	
2.3 Employs strategies and facilitates team-building skills.	
3.1 Demonstrates and applies leadership skills.	
4.1 Demonstrates sound technical judgment and strategic thinking in practice.	
4.2 Reflects, integrates, and evaluates using critical thinking when faced with problems, issues, and challenges.	
7.2 Applies principles, standards, regulations, and organization policies to reduce the risk of foodborne and waterborne illness outbreaks.	
8.1 Applies current food and nutrition science principles in dietetics practice.	
8.2 Recognizes and respects the physical, social, cultural, institutional, and economic environments of the individual, group, and community in practice.	
8.3 Demonstrates a commitment to maintaining and enhancing knowledge.	
8.4 Demonstrates and applies knowledge of culinary practices, taking into consideration customer needs and demands.	
11.3 Incorporates key sales principles while maintaining integrity of self, the organization, and the nutrition and dietetics profession.	
13.1 Analyzes, designs, and monitors foodservice systems to optimize operations.	
13.2 Implements, manages, and evaluates the use of standardized recipes for food production in delivery systems.	
13.3 Develops, manages, and demonstrates accountability for operational budgets in foodservice systems.	
14.2 Applies principles of financial management to support and achieve budgetary goals.	
14.3 Incorporates and communicates principles of project management to achieve project objectives and goals.	
14.4 Coordinates human resource activities, adhering to labor agreements, organization policies, and applicable legislation.	

After review of her Practice Competency Profile, MH chose five goals for her **Learning Plan**:

Goal	Competency	Competency Description/Performance Indicator
1	1.6	Responsibly applies the principles of financial stewardship and/or management. ...Performance Indicators
		1.6.2 Prioritizes goals in order to effectively manage time and workload.
2	7.2	Applies principles, standards, regulations, and organization policies to reduce the risk of foodborne and waterborne illness outbreaks. ...Performance Indicators
		1.6.3 Ensures projects meet budgetary requirements.
		7.2.5 Implements and adheres to policies and procedures to optimize food and water safety.
		7.2.8 Develops and implements food safety and sanitation programs in compliance with state and federal regulations.
		7.2.10 Collaborates with organizations and vendors to develop and implement safety specifications and procedures for the optimization of food and water safety and to provide adequate food storage and supply.
		7.2.11 Applies knowledge of hygienic food preparation practices and causes of foodborne illness in food preparation.
3	8.1	Applies current food and nutrition science principles in dietetics practice. ...Performance Indicators
		8.1.2 Applies knowledge of food and nutrition as well as the biological, physical, and social sciences in practice.
		8.1.4 Demonstrates knowledge of nutrient requirements throughout the life span and their role in health promotion.
4	8.4	Demonstrates and applies knowledge of culinary practices, taking into consideration customer needs and demands. ...Performance Indicators
		8.4.1 Plans and designs nutritionally sound meals, menus, and meal plans that meet customer needs.
		8.4.2 Develops and/or modifies recipes, menus, and meals using sensory perceptions and other food components.
		8.4.4 Considers customers choice, beliefs, food sensitivities, allergies, wants, and needs.
5	14.4	Coordinates human resource activities, adhering to labor agreements, organization policies, and applicable legislation. ...Performance Indicators
		14.4.3 Plans and coordinates staff orientation and training.
		14.4.6 Communicates and measures performance expectations of staff.

