

The Self-Assessment Tool is designed for use in all Speech-Language Pathology environments as a user-friendly addition to the College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM) Continuing Competency Program (CCP). The CASLPM Self-Assessment Tool is linked to the *Canadian Alliance of Audiology and Speech-Language Pathology Regulators Essential Competencies of the National Speech-Language Pathology Competency Profiles*. The self-assessment process will allow registrants to identify their current knowledge against the *Essential Competencies* and identify how they meet the expectations of each competency. The Self-Assessment Tool will assist in assessing the registrant's practice and provide direction in the selection of appropriate continuing competency activities over the 3-year cycle. Using the *Essential Competencies* will be helpful in determining professional strengths and weaknesses and directing the registrant's continuing competency activities. Registrants will determine if they have competency in the specific essential competency or if additional development is required. Where additional development is required, the registrant is cued in to develop corresponding continuing competency activities. Ultimately, the learning will improve and enhance the clinician's professional practice.

Instructions for Using the Self-Assessment Tool

- The Self-Assessment Tool enhances the CCP by laying out the *Essential Competencies* encouraging a more complete assessment of your SLP practice.
- The Competencies are classified into the following 7 roles:
 - ⇒ Expert
 - ⇒ Communicator
 - ⇒ Collaborator
 - ⇒ Advocate
 - ⇒ Scholar
 - ⇒ Manager
 - ⇒ Professional
- Use the Self-Assessment Tool to assess your speech-language pathology practice into the following 4 categories:
 - ⇒ **I consistently meet the expectation of this indicator** - almost all or all of the time
 - ⇒ **I usually meet the expectation of this indicator** - more than half of the time
 - ⇒ **I sometimes meet the expectation of this indicator** - less than half of the time
 - ⇒ **I rarely meet the expectation of this indicator** almost never or never
- Prioritize those areas of your practice that need further development
- Select your continuing competency activities

1. Role of Expert:

Speech-language pathologists apply their knowledge of the development and disorders of communication, as well as feeding and swallowing, together with their assessment and intervention skills to provide professional, client-centred care to individuals across the lifespan. This role is central to the function of speech-language pathologists.

1.1 Knowledge Expert

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator.	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Apply profession-specific knowledge to prevent, identify and manage communication disorders, and feeding and swallowing disorders across the lifespan.				
b. Apply basic knowledge from relevant fields that apply to communication and feeding and swallowing across the lifespan.				
c. Apply knowledge of hearing, hearing loss and disorders of the auditory system to the practice of speech-language pathology.				
d. Use evidence and clinical reasoning to guide professional decisions.				

1.2 Clinical Expert

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
e. Identify individuals requiring speech-language pathology services.				
f. Plan, conduct and adjust an assessment.				
g. Analyze and interpret assessment results.				
h. Develop and share recommendations based on the assessment results.				
i. Develop a realistic, evidence-informed, and measurable intervention plan				
j. Implement intervention plan.				
k. Monitor adapt and/or redesign intervention plan based on the client's responses and needs				
l. Provide clinical direction and oversight to support personnel.				

2. Role of Communicator:

Speech-language pathologists facilitate the therapeutic relationship and exchanges that occur before, during and after each encounter. The competencies of this role are essential for establishing rapport and trust, sharing information, developing a mutual understanding and facilitating a shared plan of client-centred care.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Communicate respectfully and effectively using appropriate modalities.				
b. Maintain client documentation.				

3. Role of Collaborator:

Speech-language pathologists seek out and develop opportunities to work effectively with other professionals, the client and their family, caregiver, significant others and/or the community to achieve optimal client-centred care as well as continuity of care when clients change providers and/or caregivers.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Establish and maintain effective collaborations to optimize client outcomes.				

4. Role of Advocate:

Speech-language pathologists use their expertise to advance the health and well-being of a client by assisting them to navigate the healthcare or educational system and access support and resources in a timely manner.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Advocate for necessary services and resources that support an individual client.				
b. Provide information and support to promote a client's self- advocacy.				

5. Role of Scholar:

Speech-language pathologists demonstrate a lifelong commitment to professional learning and self-reflection, as well as to the creation, dissemination, application and translation of current evidence-informed knowledge related to the profession of speech language pathology.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Maintain currency of professional knowledge and performance in order to provide optimal care.				
b. Share professional knowledge with others.				

6. Role of Manager:

Speech-language pathologists are integral participants in decisions relating to the service provided to clients in the healthcare or educational system. The decision process may involve co-workers, resources and organizational tasks.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Manage the clinical setting.				

7. Role of Professional:

Speech-language pathologists are guided by a code of ethics, professional standards, regulatory requirements and a commitment to clinical competence in the service they provide to their clients.

Essential Competencies	Expectations			
	I consistently meet the expectation of this indicator	I usually meet the expectation of this indicator	I sometimes meet the expectation of this indicator	I rarely meet the expectation of this indicator
a. Maintain professional demeanour in all clinical interactions and settings.				
b. Practice ethically.				