



CCP Review Outcomes

I am participating in the CCP review. When will I receive my results?

We will email you your results in early 2021.

What are the possible results of the review?

CCP reviewers use the scoring rubric to evaluate self-development plans submitted online during renewal. There are four possible outcomes for a self-development plan:

1. **Exemplary:** This result means the self-development plan met all requirements and has excellent flow, presentation and/or innovative qualities. Registrants whose self-development plans are identified as exemplary are asked if a de-identified version of their self-development plan can be posted to the College website as examples for other registrants.

*A minimum of two CCP reviewers (Quality Practice Consultants) must reach consensus, using the scoring rubric, for a self-development plan to be determined as **exemplary**.*

2. **Met:** This result means the self-development plan has met the requirements of the program. The self-development plan demonstrates planned learning and integration of learning into practice. All three questions on the scoring rubric are “yes”. No further follow-up required.
3. **Met with recommendation:** This result means the self-development plan demonstrates completion of a learning activity and integration of learning into practice; however, there is room for improvement. The self-development plan is missing a learning goal and/or there is a lack of flow between the goal, activities and impact. Recommendation to refer to available CCP resources will be provided. No further follow-up required.
4. **Not Met:** This result means the self-development plan does **not** demonstrate evidence of self-directed learning or integration of learning into practice. Registrants whose self-development plans are identified as not met are provided additional support to meet the program requirements. The next step is to demonstrate how the following year's self-development plan meets the program requirements by submitting information from a 2020 self-development plan into the online renewal application for 2021.

*A minimum of two CCP reviewers (Quality Practice Consultants) must reach consensus, using the scoring rubric, for a self-development plan to be determined as **not met**.*

What are the possible results of multi-source feedback?

Multi-source feedback results are collated and provided in a report. Each registrant receives a summary of feedback received from colleagues and clients (if applicable). This feedback is compared to the cumulative average score of all nurses who have participated in CRNM multi-source feedback. This average score is the benchmark that determines if further follow-up is required. There are five possible outcomes for multi-source feedback:

1. **Complete - Above Benchmark:** This result means the minimum number of colleague and client (if applicable) responses were received and the results are above the benchmark (the average score of all nurses who have participated in multi-source feedback). No further follow-up required.
2. **Complete - Below Benchmark:** This result means the minimum number of colleague and client (if applicable) responses were received but the results are below the benchmark (the average score of all nurses who have participated in multi-source feedback). The next step is to complete a competency-based interview.
3. **Partial Complete - Above Benchmark:** If engaged in the clinical stream of multi-source feedback, this result means the minimum number of responses to create a full report could not be reached, and the report is above the benchmark (the average score of all nurses who have participated in multi-source feedback). The next step is to write a reflective five to seven page (double-spaced) paper on the value of client and/or colleague feedback. The paper must describe how the registrant engaged in the process, how they can or have used feedback to enhance their practice, and how they actively work to obtain client and family and/or colleague feedback and incorporate it in to their practice.
4. **Partial Complete - Below Benchmark:** If engaged in the clinical stream of multi-source feedback, this result means the minimum number of responses to create a full report could not be reached, and the report is below the benchmark (the average score of all nurses who have participated in multi-source feedback). The next steps are to:
 - a. Complete a competency-based interview.
 - b. Write a reflective five to seven page (double-spaced) paper on the value of client and/or colleague feedback. The paper must describe how the registrant engaged in the process, how they can or have used feedback to enhance their practice, and how they actively work to obtain client and family and/or colleague feedback and incorporate it in to their practice.
5. **Incomplete:** This result means the minimum number of colleague and client (if applicable) responses were not received. The next steps are to:
 - a. Complete a competency-based interview.
 - b. Write a reflective five to seven page (double-spaced) paper on the value of client and/or colleague feedback. The paper must describe how the registrant engaged in the process, how they can or have used feedback to enhance their practice, and how they actively work to obtain client and family and/or colleague feedback and incorporate it in to their practice.