

# A NEW PEER REVIEW PROCESS: Moving from Competence to Excellence

*Certification, Professional Development, National Faculty, and Peer Review*



**Bringing the Pieces of the Puzzle Together**

# It Begins with Certification

- When all competencies have been met, the aspirant will be granted the status of Certified Supervisor and be allowed to function as a supervisor of Level I/Level II students. A Certified Supervisor may be given a Professional Development Plan that will include recommendations for continued growth. The evaluation of the supervisor's initial Professional Development Plan will take place as part of the Peer Review Process at a time interval included in the plan.
- A Certified Supervisor who was certified without a Professional Development Plan has their first peer review three years after their certification.
- A Certified Supervisor who was certified without a Professional Development Plan or who has completed their professional development plan as affirmed by the Peer Review Team becomes National Faculty Eligible. This means that should the individual desire, they are eligible to engage in the process of becoming a member of the National Faculty.



# Professional Development

- After the successful completion of the certification process, *all* are obligated to participate in regular professional development for ongoing maintenance of competence and pursuit of excellence.
- **There will be three tracks:**
  - a. Level I/Level II CPE Educator
  - b. Newly Certified Supervisors who wish to become National Faculty (Supervisors who can supervise SESs)
  - c. National Faculty

# Professional Development

## **Professional Development WILL Be:**

Curriculum Driven

## **Professional Development WILL Involve:**

Ongoing Consultation

Peer Review

Advanced Training

Continuous Support

## **Professional Development WILL NOT be:**

“Just” continuing education

Another hoop to jump through

Re-evaluation of competence



# National Faculty

- All ACPE Supervisors who wish to work with an SES are obligated to participate as National Faculty.
- For current ACPE Supervisors, anyone who has supervised an SES within the past three years is eligible to be National Faculty provided they agree to participate in a “bridge” curriculum designed specifically for them and the core SES curriculum along with their initial student(s), and the on-going curriculum and current requirements for National Faculty.

# National Faculty

- ACPE Supervisors who have not supervised an SES within the past three years are eligible to be National Faculty pending completion of a curriculum designed specifically for them and the core SES curriculum along with their initial student(s), and provided they agree to participate in the on-going curriculum and current requirements for National Faculty.
- National Faculty will be an add-on designation for newly certified Supervisors who either did not have a professional development plan upon certification or who have completed the professional development plan assigned them at that time. They will be expected to complete a curriculum designed specifically for them, complete the core SES curriculum along with their initial student(s), accept a mentor for their first two years of practice as National Faculty, and agree to participate in the on-going curriculum and current requirements for National Faculty.



# Peer Review Overview

- For current supervisors, Peer Review is required every 3 years; newly certified supervisors will have an initial peer review after certification and will then go on to the 3 year cycle.
- Records will be kept by the national office and notifications will be sent to all Supervisors due for a review in a given year.
- Peer Review Sub-Committee Chair assigns a peer review committee member to each person to be reviewed. That person will serve as chair of the review and together with the supervisor determine the other participants and the date and location of the review.
- A follow up report form will be completed after the peer review and sent to the national office.
- All Supervisors are expected to be part of an on-going consultation group that includes others engaged in similar practice (Level I/II CPE; Supervisory CPE; or both).



# Peer Review – Team Composition

The Peer Review Sub-Committee Chair will assign a peer review committee member to each supervisor up for review. That person will serve as the chair of the review, and together with the supervisor, determine who the other participants will be, as well as the date and location of the review.

## **For Supervisors of Level I/Level II CPE:**

The committee will include three or more additional members: at least one (1) ACPE Supervisor and one (1) Clinical Member or Professional Clinical Person

## **For National Faculty (working with SESs):**

The committee will include three (3) (or more) additional members including at least two (2) ACPE Supervisors with one (1) involved in Supervisory Education



# Peer Review - Materials

- Work done on any areas of growth related to the Foundational and Functional competencies identified by the person's previous peer review (or committee appearance for newly certified); areas identified by any concerned parties prior to the peer review; and any areas identified by the supervisor through self-evaluation.
- Video and written assessment of clinical work with individual students or peer groups.
- Materials are to be submitted to committee members 14 days prior to the review.

# Peer Review – The Meeting

- The team reviews all materials prior to the consultation. 2 hours is the anticipated minimum time to be spent in direct consultation with the supervisor.
- Time and place to be arranged in dialogue between supervisor and Convener/Chair.

# Peer Review – Post Meeting

- **ACPE Peer Review Report Form (Completed by the Committee)**  
Content includes:
  - General Summary
  - Foundational Competencies
  - Functional Competencies
  - Recommendations for Professional Development
  - Additional Referrals
- **Supervisor Feedback Report Form (Completed by the Supervisor)**

# Peer Review – Post Meeting

- The Recorder sends the Peer Review Report Form to the Supervisor. The Supervisor uploads a copy of the form to their Portfolio.
- Supervisor provides written feedback of peer review process to be shared with Area Committee Peer Review Chair.

# Q & A

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