

Prior Assessed Learning (PAL) Application

Name: Sample Intern

Identify your different work and life experiences which provide you with advanced knowledge and skills. The "job code" you assign to each experience will be used in Column A below.

<u>Job Code</u>	<u>Title or descriptor: include inclusive dates, person to contact to verify, description</u>
1.	Dietary aide for 400-bed nursing home, 6/19/1988 to 6/1991, supervised 10 employees
2.	Dietary manager for 400-bed nursing home, 6/1/1991 to 6/1996, supervised 30 employees
3.	Assistant director of food & nutrition services for 400-bed nursing home, 6/1996 to 6/1999, managed \$5 million budget
4.	Coordinator of volunteer services for local youth & shelter agency, 6/1990 to 6/1999, supervised 20 volunteers
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Add additional numbers/lines/spaces as needed.

ACEND Competency Requirements for Entry-Level Dietitians (revised 2017)

Upon completion of the supervised practice component of dietitian education, each graduate's capabilities will include the following core competencies.

Review the skills and activities listed below and then describe, in the following columns, the experiences or education that have provided you with the described competency.	A Job Code	B Describe work/life or professional/continuing education experiences (excluding college coursework used to complete degree and/or DPD verification.) <i>"What I did"</i>	C Describe what was learned. Describe how professional growth was achieved. <i>"What I learned from this experience.."</i> or <i>"How I grew professionally from this experience..."</i>
1. Scientific and Evidence Base of Practice: integration of scientific information and research into practice. Upon completion of the DI, graduates are able to:			
CRDN 1.1 Select indicators of program quality and/or customer service and measure achievement of objectives. (Guidance: Outcomes could include clinical, programmatic, quality, productivity, economic or other outcomes in wellness, management, sports, clinical, settings, etc.)	1,2,3,4	Gained experiences working in clinical and professional settings. Organized outlines and schedules and routinely evaluated progress.	This taught me the value of thorough interdisciplinary and patient communication. Routine evaluation is essential for improvement and growth of an individual or a program.
CRDN 1.2 Apply evidence-based guidelines, systematic reviews and scientific literature (such as the ADA Evidence Analysis Library and Evidence-based Nutrition Practice Guidelines, Cochrane Database of Systematic Reviews and the U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, National Guideline Clearinghouse Web sites) in the nutrition care process and model and other areas of dietetics practice	1,2,3,4	Regularly used peer reviewed journals to support numerous papers and presentations. Attended various presentations addressing current studies and research in the field of nutrition. Assessed and educated moderate risk patients with a variety in medical conditions using the nutrition care process.	Learned the importance of staying up to date with current research and information. To use evidence based research to form knowledgeable opinions on nutritional topics and incorporate them into nutritional care. I also learned efficient methods of searching for research online and developed my own "go-to" sites for evidence-based practice.
CRDN 1.3 Justify programs, products, services and care using appropriate evidence or data			
CRDN 1.4 Evaluate emerging research for application in dietetics practice			

CRDN 1.5 Conduct nutrition projects using appropriate research methods, ethical procedures and data analysis	4	PhD degree –Dissertation Research project	Learned by following appropriate methods and guidelines to support the research question. To follow ethical guidelines in gathering the data. Used SPSS, a statistical software database for data analysis.
CRDN 1.6: Incorporate critical-thinking skills in overall practice.	1,2,3,4	Gained experiences working in clinical and professional settings as well as from obtaining my PhD.	In each setting, I had to take the information provided and interpret each scenario. I would transfer experiences I've had in the past to new situations and brainstorm ideas that could be implemented in each setting in an appropriate manner. This taught me how to think beyond surface level, develop my own questions and determine the resources I needed to find the answers.
2. Professional Practice Expectations: beliefs, values, attitudes and behaviors for the professional dietitian level of practice. Upon completion of the DI, graduates are able to:			
CRDN 2.1 Practice in compliance with current federal regulations and state statutes and rules, as applicable, and in accordance with accreditation standards and the Scope of Nutrition and Dietetics Practice and Code of Ethics for the Profession of Nutrition and Dietetics	1,2	Gained experiences working in clinical and professional settings. Assess and educate moderate risk patients with a variety in medical conditions following federal regulations.	Learned the importance of accurate charting, following appropriate procedures and deadlines. Grew from regularly talking with patients and other medical professionals.
CRDN 2.2 Demonstrate professional writing skills in preparing professional communications	4	PhD degree –Dissertation Research project	Learned by following appropriate methods and guidelines for specific journals I was submitting my research to be published in.

CRDN 2.3: Demonstrate active participation, teamwork and contributions in group settings.			
CRDN 2.4: Function as a member of inter-professional teams.			
CRDN 2.5 Assign duties to NDTRs and/or support personnel as appropriate			
CRDN 2.6 Refer clients and patients to other professionals and services when needs are beyond individual scope of practice			
CRDN 2.7 Apply leadership skills to achieve desired outcomes			
CRDN 2.8: Demonstrate negotiation skills.			
CRDN 2.9 Participate in professional and community organizations	4	Participated in various professional and community organizations. Directed discussions concerning program implementation, organizing events and project completion. As well acted as a participant, followed directions, attended meetings and completed requirements.	To act a good group participant it is important to engage in activities, be respectful to all members of the group, demonstrate timeliness, and maintain a positive attitude.
CRDN 2.10 Demonstrate professional attributes in all areas of practice	1,2,3,4	Participated in various professional and community organizations. Directed discussions concerning program implementation, organizing events and project completion. As well acted as a participant, followed directions, attended meetings and completed requirements.	I learned that being a good leader is really being a great communicator and facilitator.
CRDN 2.11 Show cultural competence/sensitivity in interactions with clients, colleagues and staff.	1,2	I supervised a very diverse group of employees.	I learned to listen more, always show respect for different ideas and cultures.
CRDN 2.12: Perform self-assessment and develop goals for self-improvement throughout the program.			

CRDN 2.13: Prepare a plan for professional development according to Commission on Dietetic Registration guidelines.			
CRDN 2.14 Demonstrate advocacy on local, state or national legislative and regulatory issues or policies impacting the nutrition and dietetics profession.			
CRDN 2.15: Practice and/or role play mentoring and precepting others.			
3: Clinical and Customer Services: Development and delivery of information, products and services to individuals, groups and populations			
<p>CRDN 3.1 Perform the Nutrition Care Process and use standardized nutrition language for individuals, groups and populations of differing ages and health status, in a variety of settings</p> <p>Assess the nutritional status of individuals, groups and populations in a variety of settings where nutrition care is or can be delivered</p> <p>Diagnose nutrition problems and create problem, etiology, signs and symptoms (PES) statements</p> <p>Plan and implement nutrition interventions to include prioritizing the nutrition diagnosis, formulating a nutrition prescription, establishing goals and selecting and managing intervention</p> <p>Monitor and evaluate problems, etiologies, signs, symptoms and the impact of interventions on the nutrition diagnosis</p> <p>Complete documentation that follows professional guidelines, guidelines required by health care systems and guidelines required by the practice setting</p>	1,2	<p>As a dietary aide and manager, graduate assistant and graduate student</p> <p>I have preformed the Nutrition Care Process on patients with various medical conditions and ages, this includes oncology, pediatric psychiatry, OBGYN, cardiac and clinical skills lab.</p>	<p>Gained understanding as to how the 4 steps work when followed appropriately and witnessed how the Nutrition Care Process can improve a patient's nutritional status.</p>

CRDN 3.2: Conduct nutrition focused physical exams.			
CRDN 3.3 Demonstrate effective communications skills for clinical and customer services in a variety of formats and settings			
CRDN 3.4 Design, implement and evaluate presentations to a target audience			
CRDN 3.5: Develop nutrition education materials that are culturally and age appropriate and designed for the literacy level of the audience.			
CRDN 3.6 Use effective education and counseling skills to facilitate behavior change			
CRDN 3.7 Develop and deliver products, programs or services that promote consumer health, wellness and lifestyle management			
CRDN 3.8 Deliver respectful, science-based answers to client questions concerning emerging trends			
CRDN 3.9 Coordinate procurement, production, distribution and service of goods and services, demonstrating and promoting responsible use of resources.	1,2	As a dietary aide and manager, I ordered and supplied uniforms to kitchen and cafeteria employees, took monthly office supply orders for the clinical dietitians and completed monthly CQIS.	Being organized is necessary for accurate coordination of goods and services. It is imperative to have a schedule, budget and list of resources. Regular assessment of needs, money and consumer/ employee satisfaction is essential.
CRDN 3.10 Develop and evaluate recipes, formulas and menus for acceptability and affordability that accommodate the cultural diversity and health needs of various populations, groups and individuals	1,2	As a dietary aide and manager, I was required developing recipes and budget friendly menus for populations at varying degrees of health and economical status.	Recipes should be easy to understand, meet the needs, budgets and contain accessible ingredients for the target consumer. It is crucial to assess what target consumer will and will not eat, their normal diets and new foods they are willing to try. Meeting their expectations assures consumer satisfaction.

4. Practice Management and Use of Resources: strategic application of principles of management and systems in the provision of services to individuals and organizations.			
Upon completion of the DI. graduates are able to:			
CRDN 4.1 Participate in management of human resources	1,2	As a dietary aide and manager, I was responsible for hiring, supervising, disciplining, terminating employees.	Learned to follow all legal requirements and facility protocol for different HR situations.
CRDN 4.2 Perform management functions related to safety, security and sanitation that affect employees, customers, patients, facilities and food	1,2	As a dietary aide and manager, I gained experience in patient food safety and sanitation from multiple hospital kitchens.	I gained a deeper understanding of food safety guidelines. Food storage, preparation and temperatures, efficiency of meal production/ delivery and equipment sanitization play primary roles in food safety.
CRDN 4.3 Conduct clinical and customer service quality management activities	1,2	As a dietary aide and manager, I conducted monthly in--services for kitchen and cafeteria employees on food safety and environmental hazards and specialty diets and completed monthly CQIS. Responsibilities as a nutrition ambassador required completing patient satisfaction surveys.	This taught me the importance of providing continuing education and allowing opportunities for involvement to all employees. To ensure optimal customer satisfaction it is important to receive regular feedback via surveys or interviews.
CRDN 4.4 Use current nutrition informatics to develop, store, retrieve and disseminate information and data	1,2,3,4	I gained experience with current informatics technology from numerous sources. I am capable of using a wide range of informatics technology including; Microsoft Office, SPSS, Blackboard, DropBox, Electronic health records (ORCA, EPIC, SUNRISE) etc	This taught me to continually stay up to date with developing informatics technology. Always monitor for errors, back up important files and have patience.
CRDN 4.5: Analyze quality, financial or productivity data for use in planning			
CRDN 4.6 Propose and use procedures as appropriate to the practice setting to promote sustainability, reduce waste and protect the environment			

CRDN 4.7 Conduct feasibility studies for products, programs or services with consideration of costs and benefits			
CRDN 4.8 Develop a plan to provide or develop a product, program or service that includes a budget, staffing needs, equipment and supplies			
CRDN 4.9: Explain the process for coding and billing for nutrition and dietetics			
CRDN 4.10: Analyze risk in nutrition and dietetics practice.			