

Palliative Care Services
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To The CAPPE/ACPEP Foundation

Dear Colleagues

Re: DACUM Chart – *The Certified Spiritual Care Professional (Specialist, Pastoral Care)*

On behalf of Gary Myatt, and members of Education Standards Commission (ESC) of CAPPE/ACPEP, it is my pleasure to offer this brief report to the Foundation and its generous donors on the recently completed DACUM Workshop in Lumsden, Saskatchewan (September 21-23, 2006). I was tasked to convene a national selection process for Workshop participants, to facilitate the logistics of the event and act as process recorder.

For many years our Association has desired a means of revising its educational programs in order to provide greater quality assurance to learners and employers. In particular, there has been a strong interest expressed in adding a workplace competency approach to our traditional learner-centred philosophy. At the June 2005 strategic planning and business meetings in Toronto, the Education Standards Commission (ESC) unanimously recommended that a formal process of curriculum design and development be undertaken by the Association, utilizing the DACUM methodology as an initial step. This initiative was subsequently endorsed by the Board of CAPPE/ACPEP.

The DACUM (acronym for Developing a Curriculum) method was chosen for its widely acknowledged methodological rigor and wide acceptance in professional and vocational education design. As an occupational analysis approach, it asks the question, “What does the skilled worker do?” Its product is a visually appealing and conceptually transparent “chart” (see attached) which describes the Scope of Practice, Major Areas of Responsibility and the Related Major Tasks of a profession. This method provides one of the cornerstone pieces for curriculum design and development. Interested persons will find a series of communications with suitable references on this topic on the CAPPE/ACPEP web site (members only section), under “DACUM.”

The ESC proceeded to arrange its first modified DACUM Workshop (2.5 days) in Lumsden, Saskatchewan this past September, under the very experienced and sensitive facilitation of Dr. Ann and Lawrence Wilson, of Wilson Education Consultants, Inc. (Edmonton). Dr. Wilson's PhD is in Education and she is a world leader in the facilitation of DACUM workshops. Lawrence Wilson's graduate degree is in Health Administration. In January of 2005, they facilitated another spiritual care DACUM Workshop in Calgary, which gathered CAPPE/ACPEP Hospice Palliative Care Chaplains and Educators from across Canada and produced a chart entitled "*The Professional Hospice Palliative Care Spiritual Care Provider.*" This was Canada's first DACUM profile on a chaplaincy discipline, and gave the Wilsons key experience and familiarity with our spiritual care language and practice.

The ESC determined that the best place to begin was with a Workshop on "*The Certified Spiritual Care Professional (Specialist, Pastoral Care),*" using language consistent with our Certifications and Practice Standards. A selection committee of 6 Teaching Supervisors and Specialists endorsed by the ESC was convened to select 10 pan-Canadian -- including Quebec -- representative Specialists (and one Teaching Supervisor) to form the DACUM Panel. Those selected very well reflect the diversity of qualifications, affiliations, roles and experience encompassed in the certification. Participants' names are found on the attached Chart.

The DACUM approach uses a guided group reflection process to describe the common responsibilities and tasks of the role. Identified items are grouped and prioritized to reflect significant agreement regarding their importance in the actual work place. The strength of the method is its ability to assist a wide range of practitioners to reach significant agreement in a short period of time. It is a process involving strong and sometimes divergent statements of principle and identification of core areas of practice. Key aspects of these discussions were documented and attached to the Chart. Panel members received a draft copy of the Chart after the event and were asked to validate that the contents accurately reflect the discussion. Validation comments are also included in the Chart materials.

Now that the Chart is in our hands, what is next? It is proposed that the ESC, in its February 2007 meetings, will draft a "go forward" plan. The usual process involves appointing one or more curriculum writers to engage in a process for further design and development. This might involve a review of Standards, soliciting comments on the DACUM Chart from members, and commencing the probably lengthy process of drafting curricular materials. When a draft curriculum is received, it will require a process of review and revision before a final product is released. There will, of course, be policy considerations in respect of how this material will be implemented in our programs. Please keep in mind, as well, that if this process appears to work for us, we may still need to look at the same process for Specialist, Pastoral Counseling, and the two Supervisory certifications.

This will be a journey of some years for our Association. Of course, there will be significant expenses in executing this next phase, which may point to a key role for our Foundation and its donors. The importance of this initiative to the future of our

Association and the market worthiness of our training programs and certification processes cannot be underestimated.

Thank you for your kind interest in this report.

Respectfully submitted (for the ESC, Gary Myatt – Chair),

Dan Cooper
RAC-SK
Member, ESC