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Core Curriculum Project – Phase 1

DACUM Workshop

Certified Spiritual Care Professional
(Specialist, Clinical Pastoral Education)

To all Members
May 1, 2006

Dear Colleagues

Please carefully read this exciting new development in our Association's desire to provide quality clinically-based training. Your ongoing interest and involvement is solicited.

OVERVIEW:

For many years, there has been a discussion in our Association around the idea of developing a common core curriculum, for our training programs. The maintenance of our commitment to a person-focused learning experience and the contemporary importance of including an emphasis on competency have been aspects of this conversation. The Board of CAPPE/ACPEP has approved the recommendation of the Education Standards Commission that we proceed in this fiscal year to actively address this long-standing interest.

Given the unique nature of individual supervisors and the educational experience in any unit, a core curriculum is envisaged as a resource for supervisors wishing to provide a quality-assured, occupationally relevant approach to education, not as a device to limit personal creativity and preferences in instruction. Centres utilizing such materials will be able to offer students assurance that the content of learning meets national standards and work place requirements more fully than we are able to do today. The potential value of this approach to potential students and their prospective employers should be obvious.

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METHOD:

The Commission supports an **occupational analysis approach** to the design and development of such curricula. This approach looks at what is actually “done on the job” by a fully qualified professional, and utilizes the expertise of actual practitioners rather than academics or administrators to design an **occupational profile**. The best known occupational analysis method is the DACUM Workshop, which produces the "DACUM Chart." DACUM is an acronym for “**D**eveloping **A** **C**urriculum**M**,” and was pioneered in Canada and the United States in the 1960’s. It has since been used internationally with a wide variety of professions and occupations, and is highly regarded in education design circles for its “methodological rigor, process validity, descriptive reliability and ease of use.”¹

The workshop utilizes a professionally facilitated “guided group process” typically starting one evening and running the following two days. After the event, the facilitators prepare the Chart, attend to documentation of the initial participant validation of the Chart, and will deliver the product to the organization.² Such profiles typically become the basis for curriculum design and development,³ job descriptions,⁴ certification standards and workplace evaluations. Following a process of peer validation for the profile, the Commission will explore avenues of curriculum development based upon it.

We are planning our **first DACUM Workshop** for September 21 – 23, 2006, in Lumsden, Saskatchewan. The Board has retained the services of **Wilson Associates Education Consultants, Inc.**, of Edmonton. They are the only certified DACUM facilitators to have led a workshop on a spiritual care discipline (see endnote 1) and are fairly familiar with our conceptual world. In keeping with the language of our Professional Practice Standards (2004), the first workshop will produce the chart for the *Certified Spiritual Care Professional (Specialist, CPE)*. If this process is judged to be successful as the basis for the design and development of Basic and Advanced CPE curriculum, it will then be used in subsequent years for Specialist PCE and for Supervisor CPE and PCE.

SELECTION:

It is intrinsic to the manageability of the DACUM process that no more than 10 – 12 participants attend this event and constitute the **DACUM Panel**. The Association will pay all travel and accommodation costs for Panel members, in the manner usual to CAPPE/ACPEP business meetings. Travel and lodging arrangements will be made by the National Office. Days away from work are the participant’s responsibility.

The Commission has established a set of inclusion criteria and a selection process:

- Each Regional Admitting Chair, in consultation with her/his Regional Executive, will be asked to propose 2 candidates who are:
 - Certified Specialists (CPE) with the ability to express the knowledge, skills and attributes requisite to full and effective function in the clinical practice context
 - may be Teaching Supervisors, provided that s/he is also a Certified Specialist, and has an active clinical practice in the field of specialization
 - willing to agree to attend the FULL event (this is essential)
- The Regional Admitting Chairs will forward the 2 names to the Convenor of the Selection Committee by **May 31st**

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- From this list, the Selection Committee appointed by the Commission (Dan Cooper [Convenor], Glen Horst, Jan Kraus, Mary Dodge Bovaird, Mike Chow, Phyllis Smyth), will meet electronically to select 10-12 participants for the Panel by **June 30th**, based upon the following criteria:
 - Gender balance
 - Diversity of perspective, training and experience (Panel diversity is an asset to the method):
 - area of specialization (e.g. corrections, health care, parish)
 - educational and professional background
 - religious affiliation
 - culture and ethnicity
 - length of time in the role

Members will receive periodic updates on our progress and the results of the Workshop.

We trust that this plan provides our Association with some timely and strategically important forward direction, and that this letter has anticipated in advance your likely questions. If you have further questions, please direct them either to Gary Myatt, Chair (ESC) or Dan Cooper (Convenor, Selection Committee). We have asked Jack Tattrie to place a link on the CAPPE/ACPEP web site that will have some further information from Wilson Associates, and helpful suggestions concerning the DACUM process.

Thank you, in advance for your collaboration.

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¹ Cooper, D, Temple-Jones, J, et al. The Hospice Palliative Care Spiritual Care Provider Curricular Resource Package. ©2006 The Pallium Project. Introductory Topics Section.

² Interested persons are invited to do a web-based search on “DACUM.” A helpful resource is Norton, R. E. (1997). *DACUM Handbook*, (2nd Ed., Leadership Training Series No. 67). Ohio State University, College of Education, Centre on Education and Training for Employment.

³ The first DACUM Chart for a spiritual care profession was developed in Calgary, AB (January 2005) by the Collegial Development and Peer Review Group of the Pallium Project Spiritual Care Development Initiative. For “*The Professional Hospice Palliative Care Spiritual Care Provider*,” and the *Curricular Resource Package* developed utilizing this profile see www.pallium.ca and links on the CAPPE/ACPEP Website www.cappe.org

⁴ The Caritas Health Group in Edmonton, AB has used *The Professional Hospice Palliative Care Spiritual Care Provider* occupational analysis profile as the basis for a position description for Palliative Care Chaplains.