# C:\Users\ADEA\Pictures\Logo.jpgAustralian Diabetes Educators Association

## Initial Credentialling Referee’s Report

### To Whom It May Concern:

You have been asked to be a referee by a health care professional who is seeking recognition as a Credentialled Diabetes Educator (CDE) by the Australian Diabetes Educator’s Association (ADEA).

This referee report must be completed by a CDE, supervisor and/or other health professional who has directly observed the applicant in a professional capacity.

As a referee you should:

* be able to provide an independent view of the applicant’s ability to meet ADEA Credentialled Diabetes Educator (CDE) competencies (level 1)
* have an in-depth knowledge of the applicant’s practice in relation to the competencies of a CDE
* have reviewed and discussed the applicants CPD portfolio.

This referee’s report can be completed electronically or printed, filled out and scanned back.

The completed report should be sent to:

Credentialling Officer by email at: cde@adea.com.au

or

provided to the applicant for addition to their initial credentialling application.

## About the Referee

**I** Click here to enter text.(Referee Name)

 Click here to enter text. (Contact Phone Number)

Click here to enter text.(Workplace)

 Click here to enter text. (Role)

**hereby agree to act as a referee for** Click here to enter text.(Applicant Name)

**Please list your qualifications and experience in the box below:**

Click here to enter text.

**Relationship to Applicant: (please tick most appropriate answer/s)**

CDE [ ]  CDE NO: Click here to enter text.

Mentor [ ]

Immediate Supervisor [ ]

Manager [ ]

**How long have you known the applicant?** Click here to enter text. **years**

## Assessment of Practice

The applicant must demonstrate all of the competencies for diabetes education practice as per the 2017, ADEA National Competencies for Credentialled Diabetes Educators (CDEs).

As the referee, you are asked to provide information that reflects the applicant’s performance against the level 1 competencies for CDEs. Evidence must be demonstrated in all 5 domains.

1. **Clinical Practice**

**Please comment on the applicant’s clinical practice, providing examples of evidence of competency, where appropriate:**

*Credentialled Diabetes Educators (CDEs) apply knowledge of best practice treatment, management and care of people with prediabetes and diabetes.*

*CDEs work within an interdisciplinary team to tailor clinical interventions to the individual and to maximise the health outcomes for all people living with, or at risk of developing diabetes.*

CDEs:

* apply or promote current principles of evidence based practice to the treatment, management and care of people living with prediabetes and diabetes
* provide or promote clinical care that is consistent with the regulatory framework governing the CDEs primary discipline and refers people with diabetes to other members of the interdisciplinary team to maximise client outcomes
* apply or promote systematic and comprehensive person-centred care that is delivered in a culturally sensitive manner across the lifespan
* clearly articulate the differences between prediabetes, type 1 diabetes, type 2 diabetes, gestational diabetes and other types of diabetes
* clearly articulate the factors associated with the development of diabetes
* recognise and manage hypoglycaemia and hyperglycaemia
* describe the interrelationship between nutrition, exercise, stress, and medications for diabetes management
* demonstrate an understanding of the medicines used to manage diabetes
* demonstrate an understanding of the relationship between diabetes and other conditions (e.g. heart disease, kidney disease)
* demonstrate an understanding of the relationship between diabetes and microvascular disease
* demonstrate an understanding of the basic components of treatment appropriate for each type of diabetes
* demonstrate and understanding of the inter- disciplinary nature of the management and support of a person living with diabetes
* utilise clinical assessment to interpret and monitor clinical indicators of general health status and metabolic management, and accurately analyse this information to guide clinical decision making and referral.

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1. **Education and Counselling**

**Please comment on the applicant’s education and counselling knowledge and skills, providing examples of evidence, where appropriate:**

*Credentialled Diabetes Educators (CDEs) apply evidence based education and self-management skills, interventions and techniques to improve outcomes for people with prediabetes and diabetes.*

*CDEs work within an interdisciplinary diabetes team to tailor interventions to individual self-management education needs.*

CDEs:

* refer to and apply evidence based guidelines and innovative techniques to enhance communication and self-management behaviours
* demonstrate high level communication and counselling skills to facilitate informed decision making by the person with diabetes
* understand and utilise evidence based education and motivational techniques to assist with the education, behaviour change and support of people living with or at risk of developing diabetes
* utilise a person-centred approach that is cognisant of the client’s cultural, economic and social background and life stage when educating and supporting the person living with diabetes or at risk of developing diabetes
* customise programmes or interventions to accommodate the age, literacy level, cultural or ethnic background, and physical, or cognitive abilities of the person living with diabetes or at risk of developing diabetes
* demonstrate a knowledge and understanding of cultural competency and apply cultural competency principles to maximise therapeutic relationships with all individuals in their care who are from different cultural backgrounds than their own
* demonstrate a knowledge and understanding of problem solving techniques and apply a non-judgemental approach when dealing with people living with diabetes or at risk of developing diabetes.

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1. **Research and Quality Improvement**

**Please comment on the applicant’s competency relating to research and quality improvement, providing examples of evidence, where appropriate:**

*Credentialled Diabetes Educators (CDEs) contribute to research and quality improvement to build the evidence base to support improvements in self-management of prediabetes and diabetes education and care.*

CDEs:

* demonstrate commitment to improving the quality and outcomes of treatment, management and care for people living with prediabetes and diabetes through participation in ongoing quality management
* contribute to the monitoring and evaluation of the education and care provided at the individual, program and, where possible, at the population level
* demonstrate knowledge and understanding of quality improvement principles and apply these principles when undertaking or contributing to quality improvement activities
* demonstrate knowledge and understanding of how research is used to develop evidence based guidelines and resources
* demonstrate basic skills in research methodology
* critically appraise research findings
* keep up to date with current research in diabetes education, management and care
* work towards translating research into clinical practice
* apply evidence based research findings to the development and review of resources, policies and procedures
* critically appraise individual knowledge, skills and work practices and develop a professional development plan to address deficiencies in these areas.

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1. **Management and Administration**

**Please comment on the applicant’s management and administrative skills, providing examples of evidence, where appropriate:**

*Credentialled Diabetes Educators (CDEs) apply principles of program and/or business management to contribute to the safe, effective and efficient delivery of diabetes services that support successful self-management of prediabetes and diabetes.*

CDEs:

* demonstrate good organisation and communication skills in order to effectively and efficiently manage a client case load
* demonstrate good liaison skills in order to effectively support people with diabetes to navigate the interdisciplinary nature of diabetes care and management
* demonstrate good written communication skills in accurately documenting and reporting interactions with clients
* demonstrate a good understanding of current and emerging technologies that can be applied to diabetes education, management and support
* collaborate with the referring practitioner, other members of the diabetes care team and the person with diabetes to establish agreed clinical targets
* efficiently and effectively coordinate care, identify unmet needs and refer or recommend referral to other health professionals as appropriate
* demonstrate awareness of the organisational and community structures in place to effectively manage diabetes services
* understand the importance of maintaining accurate records and document clearly and precisely all aspects of relevant service delivery
* utilise and manage diabetes resources in an efficient and effective way
* provide accurate and up to date knowledge and information on the costs and subsidies available to people with diabetes
* contribute to the development of policies and procedures that support efficient diabetes service delivery.

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1. **Leadership and Advocacy**

**Please comment on the applicant’s leadership and advocacy skills, providing examples of evidence, where appropriate:**

*Credentialled Diabetes Educators (CDEs) provide expertise and leadership within the health profession and advocate for best practice diabetes care for all people living with prediabetes and diabetes.*

CDEs:

* are committed to advocating for best practice diabetes education and care
* show leadership in the speciality field of diabetes education management and care and have the knowledge and confidence to act as a consultant and resource for colleagues, other health care providers, carers and other community members
* have the knowledge, skills and confidence to advocate for people with prediabetes and diabetes to improve their health outcomes
* seek opportunities to build capacity and educate members of the community about the prevention and management of prediabetes and diabetes
* advocate to build the capacity of the health workforce and seek opportunities to educate other health professionals about the prevention and management of prediabetes and diabetes
* understand and apply the principles of mentoring
* recognise unsafe or unprofessional practice in self or others and respond appropriately according to professional codes of practice or organisational requirements
* seek opportunities to professionally contribute to the field of diabetes education, management and care.

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**Please provide any additional comments**:

Click here to enter text.

**I confirm that I have:**

[ ]  Reviewed and discussed the applicants CPD portfolio.

[ ]  Received a copy of the ADEA National Competencies for Credentialled Diabetes

 Educators and have provided an independent view of the applicants’ ability to meet these.

**Signature:** Please sign or insert electronic signature here.

**Date:** Click here to enter a date.