

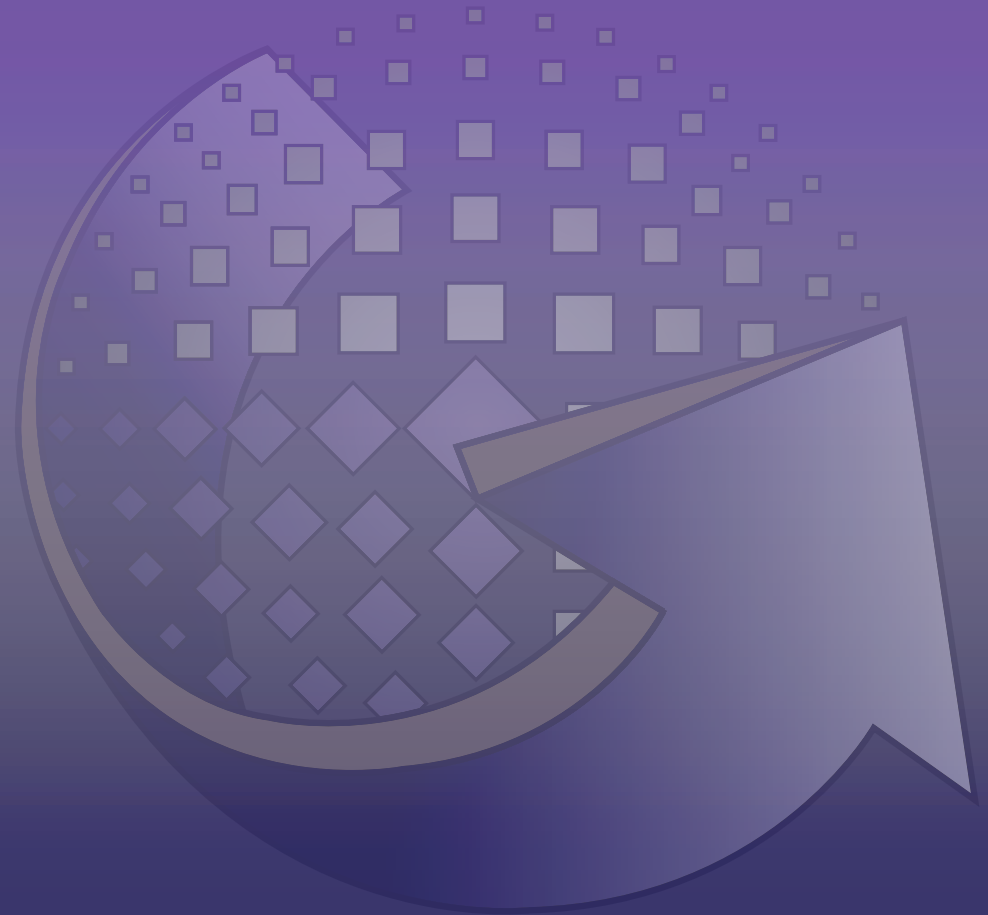
Commission on Dietetic Registration

the credentialing agency for the
eat right. Academy of Nutrition
and Dietetics



Essential Practice Competencies

for the Commission on
Dietetic Registration's
Credentialed Nutrition
and Dietetics Practitioners



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Introduction

The Commission on Dietetic Registration has developed the *Essential Practice Competencies for CDR Credentialed Nutrition and Dietetics Practitioners* to provide overarching validated standards for two credentials, the Registered Dietitian (RD) or Registered Dietitian Nutritionist (RDN), and the Dietetic Technician, Registered (DTR) or Nutrition and Dietetics Technician, Registered (NDTR). Practice competencies define the knowledge, skill, judgment and attitude requirements throughout a practitioner's career, across practice, and within focus areas. Competencies provide a structured guide to help identify, evaluate, and develop the behaviors required for continuing competence. Unlike entry-level competencies, which focus on preparation and evaluation for minimum competence upon completion of an ACEND (Accreditation Council for Education in Nutrition and Dietetics) education program and during early years of practice, the essential practice competencies are intended for use throughout a nutrition and dietetics practitioner's career.

Purpose and Application of the Essential Competencies

There is an expectation that competencies will be used by the dietetics profession to:

- identify learning needs;
- guide continuing professional development and ongoing competence;
- assist in career progression and professional development; and to
- communicate the role and competence of the profession to stakeholders (i.e. employers, external accreditation bodies, the public, etc.).

The competencies are broad in nature and foundational to both RDN and NDTR practice. However, the relevance of the essential competencies depends on the individual practitioner's role and responsibilities. It may not be possible or necessary for the individual to apply certain competencies in a specific practice context. The essential competencies and relevant performance indicators are applied and interpreted in light of the

requirements of the individual's practice context and particular situation. The relevance of a performance indicator will depend on the client, practice setting, situation, and role. Thus, not all of the competencies or performance indicators within a sphere must be demonstrated by the individual.

The depth and breadth of the application of the competencies also differentiates between the RDN and NDTR. Four factors impact this: the client, the practice setting, the situation, and an individual's educational preparation. The competencies apply differently depending upon the complexity of the situation, the client's condition, and the type of the environment in which the activity is performed. The performance indicators or behaviors associated with the competency will be different when applied in different situations. For example, some practitioners may participate in research projects, but others may lead a research initiative. RDNs independently conduct nutrition assessment to evaluate an individual's health, malnutrition and disease, whereas NDTRs perform aspects of nutrition screening under the supervision of an RDN to support the RDN's comprehensive assessment. The more complex the client and/or situation, and the more dynamic the environment, the greater the level of competence required.

Project Process

Development and validation of the essential practice competencies involved seven key steps:

1. literature review and global environmental scan of nutrition and dietetics competencies;
2. development of the competencies framework and outline;
3. competencies writing sessions;
4. stakeholder consultations;
5. mapping of the competencies to the CDR Professional Development

Introduction (continued)

- Portfolio's existing Learning Need Codes (LNCs);
6. national validation study of the essential practice competencies by CDR's credentialed nutrition and dietetics practitioners;
 7. finalization and CDR approval.

CDR held focus group webinars with 78 practicing RDNs and NDTRs, representing a variety of practice roles and perspectives, to establish the competencies outline and framework. This functional framework comprised four hierarchy levels:

A group of 19 RDNs and NDTRs, representing various geographic and practice perspectives, met for a five day writing workshop, differentiating RDN and NDTR practice based on the established outline and framework.

Essential Practice Competencies

There are 14 spheres, 55 practice competencies for RDNs (50 for NDTRs), and 352 performance indicators for RDNs (271 performance indicators for NDTRs). These essential practice competencies are:

- Broad enough to encompass the range of activities within the profession (e.g., clinical care, management, food services, research, education, etc.), and to recognize that RDNs and NDTRs assume many unique roles (e.g., marketing for a food manufacturer, informatics for a health system, etc.).
- Descriptive of the different practice roles between the RDN and NDTR credentials.
- Applicable to all credentialed nutrition and dietetics practitioners

Core Essential Practice Competencies

The core essential practice competencies describe the knowledge, skills, judgment and attitudes that apply to all credentialed practitioners regardless of role, area of practice, or setting.

- Sphere 1: Ethics and Professionalism
- Sphere 2: Communications
- Sphere 3: Leadership and Advocacy
- Sphere 4: Critical Thinking and Decision Making
- Sphere 5: Informatics
- Sphere 6: Research, Evidence-Informed Practice and Quality Improvement
- Sphere 7: Safety and Risk Management
- Sphere 8: Food, Nutrition and Dietetics and Physical Activity
- Sphere 9: Education and Counseling

Functional Essential Practice Competencies

The functional essential practice competencies describe the role-specific knowledge, skills, judgment and attitudes needed for a particular practice focus.

- Sphere 10: Clinical Care
- Sphere 11: Business, Industry and Product Development and Marketing
- Sphere 12: Community and Population Health
- Sphere 13: Foodservice Management
- Sphere 14: Organization Management

Stakeholder Consultation

Throughout the development process, CDR sought feedback from various Academy of Nutrition and Dietetics organizational units (e.g., BOD, ACEND, HOD, QM, CFP, MIGs, DPGs, and Affiliates) to ensure that the final competencies reflected current practice.

Introduction (continued)

National Validation Study

A national validation study was conducted to validate the relevance of the competencies and performance indicators, and to assess their importance in practice. The survey was developed and circulated to 90,677 credentialed RDNs and NDTRs. 18,934 RDNs and 1,349 NDTRs logged into the survey, where they obtained general information on the competencies and their intended purpose. Because the respondents were asked to rate the functional competencies relevant to their area of practice, the number of responses to competencies and performance indicators naturally decreased in Spheres 10 through 14. The RDN survey results reflected strong reliability estimates at 0.97 for the frequency scale, and 0.98 for the importance scale. The NDTR reliability estimates were within acceptable range at 0.91 for the frequency scale, and 0.87 for the importance scale.

Overall, the collected data confirmed that the competencies developed are relevant and important to current practice. Survey participant comments were used to further refine the wording of the Spheres, Competencies, and Performance Indicators, and to expand the list of Practice Illustrations (examples of how the competencies are demonstrated in practice).

Acknowledgements

The *Essential Practice Competencies for CDR Credentialed Nutrition and Dietetics Practitioners* was made possible through the collaboration of the Commission on Dietetic Registration's Competency Assurance Panel, and representatives from the Academy of Nutrition and Dietetics' Quality Management Committee.

The working group, consisting of dedicated RDNs and NDTRs and representing a wide variety of geographical and practice perspectives, provided the leadership and content expertise for this project.

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Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
1.1 Identifies with and adheres to the code of ethics for the profession.	1.1 Identifies with and adheres to the code of ethics for the profession.	<ul style="list-style-type: none"> • Reports an incidence of unprofessional, unsafe or unethical behavior to the appropriate person(s). • Is alert to changing interactions with customers. • Adheres to privacy legislation and organization policies. • Communicates, in writing and verbally, the appropriate professional designation of RD, RDN, DTR or NDTR. • Provides services that are in the best interest of the customer. • Does not use credentials inappropriately—e.g., does not imply more than it represents.
1.1.1 Accepts own responsibility and accountability for actions and decisions related to customers.	1.1.1 Accepts own responsibility and accountability for actions and decisions related to customers.	
1.1.2 Recognizes and manages conflicts of interest.	1.1.2 Recognizes and manages conflicts of interest.	
1.1.3 Understands the impact of personal values and beliefs on practice.	1.1.3 Understands the impact of personal values and beliefs on practice	
1.1.4 Practices with honesty, integrity, transparency and fairness.	1.1.4 Practices with honesty, integrity, transparency and fairness.	
1.1.5 Recognizes and maintains appropriate relationships and boundaries.	1.1.5 Recognizes and maintains appropriate relationships and boundaries.	
1.1.6 Recognizes and manages situations with ethical implications.	1.1.6 Recognizes and manages situations with ethical implications.	
1.1.7 Communicates professional title and credentials accurately.	1.1.7 Communicates professional title and credentials accurately.	
1.1.8 Adheres to the Standards of Professional Performance for RDNs.	1.1.8 Adheres to the Standards of Professional Performance for NDTRs.	

Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
1.2 Works within personal and professional limitations and abilities.	1.2 Works within personal and professional limitations and abilities.	<ul style="list-style-type: none"> • Reflects on and evaluates own practice and asks for external feedback to identify learning needs. • Assesses the quality of services he/she provides and identifies opportunities for improvement. • Ensures he/she has the appropriate knowledge, skill and judgment before performing activities or procedures. • Adheres to recertification and licensure requirements for the profession. • Stays current on evidence-based practices and changes in practice. • Refers to other member of the team (nursing, speech-language pathologist, occupational therapist, physical therapist, physician) when necessary • Uses the Academy of Nutrition and Dietetics Standards of Practice Decision Tool
1.2.1 Identifies and takes the appropriate steps to maintain and enhance competence.	1.2.1 Identifies and takes the appropriate steps to maintain and enhance competence.	
1.2.2 Identifies the knowledge and skills required to provide service.	1.2.2 Identifies the knowledge and skills required to provide service.	
1.2.3 Refers customer to the appropriate professional and/or service provider when needs are beyond personal or professional scope of practice.	1.2.3 Refers customer to the appropriate professional and/or service provider when needs are beyond personal or professional scope of practice.	
1.2.4 Seeks timely and appropriate advice and guidance to provide optimal service.	1.2.4 Seeks timely and appropriate advice and guidance to provide optimal service.	
1.2.5 Identifies a need and seeks additional resources when needed.	1.2.5 Identifies a need and seeks additional resources when needed.	
1.2.6 Anticipates and manages the potential outcomes of own actions or the actions of others.	1.2.6 Anticipates and manages the potential outcomes of own actions or the actions of others.	

Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
1.3 Applies customer-centered principles in practice.	1.3 Applies customer-centered principles in practice.	<ul style="list-style-type: none"> • Allows customer to discuss issues, concerns, expectations and priorities. • Collaborates with the customer and others to examine the benefits, disadvantages, alternatives, risks and consequences of proposed services. • Achieves a mutual understanding with customer of expectations of services. • Identifies and respects economic and sociocultural factors when determining the goals and wants of the customer. • Takes responsibility to collectively work with others to identify and implement resources to support culturally different customers. • Demonstrates trust and respect of individuals who are culturally different. • Provides recommendations for food selection, preparation and storage with a cultural context. • Maintains and enhances his/her knowledge of cultural eating patterns and cultural traditions.
1.3.1 Applies strategies that engage the customer in a collaborative approach.	1.3.1 Applies strategies that engage the customer in a collaborative approach.	
1.3.2 Recognizes the strengths and limitations of a customer.	1.3.2 Recognizes the strengths and limitations of a customer.	
1.3.3 Builds rapport and trust within the relationship while respecting boundaries.	1.3.3 Builds rapport and trust within the relationship while respecting boundaries.	
1.3.4 Communicates the risks, benefits, disadvantages, alternatives, and cost of the proposed treatment plan, contract, and statement of terms or scope of work and confirms customer understanding.	1.3.4 Communicates the risks, benefits, disadvantages, alternatives, and cost of the proposed treatment plan, contract, and statement of terms or scope of work and confirms customer understanding.	
1.3.5 Identifies and respects economic and sociocultural factors when determining the goals and wants of the customer.	1.3.5 Identifies and respects economic and sociocultural factors when determining the goals and wants of the customer.	
1.3.6 Develops and implements culturally appropriate strategies when delivering service.	1.3.6 Follows established culturally appropriate strategies when delivering service.	
1.3.7 Recognizes the limits of own cultural knowledge, skill and abilities and consults with others when needed.	1.3.7 Recognizes the limits of own cultural knowledge, skill and abilities and consults with others when needed.	
1.3.8 Initiates collective efforts with others to implement resources to support culturally diverse customers.	1.3.8 Works collaboratively with others to provide resources to support culturally diverse customers.	
1.3.9 Recognizes and incorporates knowledge of cultural and/or religious foods, practices and preparation.	1.3.9 Recognizes and incorporates knowledge of cultural and/or religious foods, practices and preparation.	

Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
1.4 Adheres to confidentiality and privacy legislation, standards and policies.	1.4 Adheres to confidentiality and privacy legislation, standards and policies.	<ul style="list-style-type: none"> Follows the requirements of the Health Insurance Portability and Accountability Act (HIPAA). Maintains the confidentiality of personal information, including financial records, research participant files, student reports and grades and human resource records. Obtains consent before sending information by e-mail. Ensures information remains confidential when using technology and social media platforms. Trains students and interns in privacy and confidentiality requirements, laws and regulations.
1.4.1 Maintains confidentiality and security in the sharing, transmission, storage and management of personal health information.	1.4.1 Maintains confidentiality and security in the sharing, transmission, storage and management of personal health information.	
1.4.2 Obtains consent for the collection, storage, use and disclosure of information.	1.4.2 Obtains consent for the collection, storage, use and disclosure of information.	
1.4.3 Adheres to legislative requirements and facility/employer guidelines regarding protection of privacy and security of information.	1.4.3 Adheres to legislative requirements and facility/employer guidelines regarding protection of privacy and security of information.	
1.4.4 Takes action to anticipate and minimize foreseeable risks to privacy and confidentiality.	1.4.4 Takes action to anticipate and minimize foreseeable risks to privacy and confidentiality.	
1.4.5 Supports others in meeting their professional obligations to maintain confidentiality and privacy of personal information.	1.4.5 Supports others in meeting their professional obligations to maintain confidentiality and privacy of personal information.	

Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustration
1.5 Adheres to and models professional obligations defined in legislation, standards and organization policies.	1.5 Adheres to and models professional obligations defined in legislation, standards and organization policies.	<ul style="list-style-type: none"> • Reports elder abuse, child abuse, sexual abuse, incompetent practitioners, insurance fraud and unauthorized use of the RD, RDN, DTR or NDTR title. • Adheres to legislation to prevent conflict of interest of self-referral (i.e., Stark law). • Ensure work clothing meets organization policies and supports a professional image. • Follows organization policies when using social media and ensures his/her professional image and the image of the organization are upheld online. • Exercises his/her right to vote in professional elections.
1.5.1 Stays current of, complies with and models national, state and local legislation, policies and standards.	1.5.1 Stays current of, complies with and models national, state and local legislation, policies and standards.	
1.5.2 Stays current of, complies with and models organization policies and standards.	1.5.2 Stays current of, complies with and models organization policies and standards.	
1.5.3 Reports unsafe, unethical or incompetent practice or behaviors.	1.5.3 Reports unsafe, unethical or incompetent practice.	
1.5.4 Models a professional image as defined within organization policy and code of ethics.	1.5.4 Models a professional image as defined within organization policy and code of ethics.	
1.5.5 Engages in national, state and district professional elections.	1.5.5 Engages in national, state and district professional elections.	

Sphere 1: Ethics and Professionalism

Accepts responsibility and accountability for providing competent, ethical, customer-centered nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
1.6 Responsibly applies the principles of financial stewardship and/or management.	1.6 Responsibly applies the principles of financial stewardship and/or management.	<ul style="list-style-type: none"> • Manages food production costs. • Ensures the efficient use of supplies and resources. • Considers economic impact of foods purchased. • Makes appropriate community referrals to food and nutrition resources for clients in order to sustain a nutrition treatment plan.
1.6.1 Considers financial responsibility to the organization and to the population served when making decisions or recommendations.	1.6.1 Considers financial responsibility to the organization and to the population served when making decisions or recommendations.	
1.6.2 Prioritizes goals in order to effectively manage time and workload.	1.6.2 Prioritizes goals in order to effectively manage time and workload.	
1.6.3 Ensures projects meet budgetary requirements.	1.6.3 Ensures projects meet budgetary requirements.	
1.6.4 Takes into consideration the economic status of the customer when making recommendations and ensuring optimal care.	1.6.4 Takes into consideration the economic status of the customer when making recommendations and ensuring optimal care.	
1.6.5 Advocates for financial support for customers to sustain a nutrition and treatment plan.	1.6.5 Advocates for financial support for customers to sustain a nutrition and treatment plan.	

Sphere 2: Communications

Communicates and collaborates with others to achieve common goals and enhance relationships in the provision of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
2.1 Utilizes appropriate communication methods and skills to meet the needs of various audiences.	2.1 Utilizes appropriate communication methods and skills to meet the needs of various audiences.	<ul style="list-style-type: none"> • Uses illustrations to enhance a customer’s understanding. • Identifies language barriers. • Uses the services of an interpreter when appropriate. • Considers the readability and literacy level of the audience. • Looks for resources to translate materials. • Selects the appropriate terminology based on the audience’s level of understanding. • Uses medical abbreviations according to organization policies. • Communicates in a nonjudgmental and professional manner. • Uses all types of media, including social media platforms, e-mail, computer software programs (e.g., Microsoft Office), paper-based documents and standardized templates. • Demonstrates competencies when writing research grants; documenting in customer records, human resource records, committee notes, multidisciplinary team notes, reports and policies and procedures; communicating new policies; and updating the website.
2.1.1 Assesses the communication needs of the individual, customer or population.	2.1.1 Assesses the communication needs of the individual, customer or population.	
2.1.2 Identifies barriers to effective communication.	2.1.2 Identifies barriers to effective communication.	
2.1.3 Tailors message to meet the needs of the target audience.	2.1.3 Tailors message to meet the needs of the target audience.	
2.1.4 Uses a variety of media to deliver information.	2.1.4 Uses a variety of media to deliver information.	
2.1.5 Observes nonverbal cues and responds appropriately.	2.1.5 Observes nonverbal cues and responds appropriately.	
2.1.6 Evaluates the effectiveness of the communication.	2.1.6 Evaluates the effectiveness of the communication.	
2.1.7 Delivers information and opinions in a respectful and professional manner.	2.1.7 Delivers information and opinions in a respectful and professional manner.	
2.1.8 Delivers accurate and credible messaging.	2.1.8 Delivers accurate and credible messaging.	
2.1.9 Ensures written communications are timely, legible, accurate and professional in nature.	2.1.9 Ensures written communications are timely, legible, accurate and professional in nature.	
2.1.10 Applies relevant legislation and organization policies when communicating using all forms of media.	2.1.10 Applies relevant legislation and organization policies when communicating using all forms of media.	

Sphere 2: Communications

Communicates and collaborates with others to achieve common goals and enhance relationships in the provision of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	Practice Illustrations
Competencies and Performance Indicators	Competencies and Performance Indicators	
2.2 Collaborates with others to achieve common goals and to optimize delivery of services.	2.2 Collaborates with others to achieve common goals and to optimize delivery of services.	<ul style="list-style-type: none"> • Reads body language and social and engagement cues. • Engages in active listening and delivers appropriate responses (e.g., challenge, rephrasing). • Listens to all parties in a nonjudgmental manner. • Gathers information and encourages others to contribute to the dialogue. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Collaborates with pharmacist and nurse practitioner in the provision of optimal parenteral nutrition support. • Communicates with school nurse, school teachers and teachers' aids in providing support and education to students with type 1 diabetes.
2.2.1 Identifies the need for and negotiates common ground with customers, interprofessional team members and other stakeholders.	2.2.1 Identifies the need for and negotiates common ground with customers, interprofessional team members and other stakeholders.	
2.2.2 Considers and respects the opinions, creativity, values, beliefs and perspectives of others.	2.2.2 Considers and respects the opinions, creativity, values, beliefs and perspectives of others.	
2.2.3 Identifies opportunities for shared benefit and/or vision.	2.2.3 Identifies opportunities for shared benefit and/or vision.	
2.2.4 Collaborates with others when the required skill is beyond his/her competence.	2.2.4 Collaborates with others when the required skill is beyond his/her competence.	
2.2.5 Demonstrates conflict resolution and mediation skills.	2.2.5 Demonstrates conflict resolution and mediation skills.	

Sphere 2: Communications

Communicates and collaborates with others to achieve common goals and enhance relationships in the provision of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
2.3 Employs strategies and facilitates team-building skills.	2.3 Employs strategies and facilitates team-building skills.	
2.3.1 Applies the principles of collaboration and negotiation in teamwork.	2.3.1 Applies the principles of collaboration and negotiation in teamwork.	
2.3.2 Incorporates team members' knowledge, expertise and personal skills into team processes.	2.3.2 Incorporates team members' knowledge, expertise and personal skills into team processes.	
2.3.3 Models behaviors that maximize group participation by consulting, listening and communicating clearly.	2.3.3 Models behaviors that maximize group participation by consulting, listening and communicating clearly.	
2.3.4 Promotes a friendly, cooperative environment that is conducive to employees' sense of belonging.	2.3.4 Promotes a friendly, cooperative environment that is conducive to employees' sense of belonging.	
2.3.5 Facilitates an understanding and appreciation of the differences among team members and how they each contribute to the team.	2.3.5 Facilitates an understanding and appreciation of the differences among team members and how they each contribute to the team.	<ul style="list-style-type: none"> • Models active listening techniques. • Collaborates with team members to determine team goals. • Respects the ideas and contributions of others. • Gives credit to team members for their contributions. • Adapts personal approach to each team member and situation. • Engages others in decision making and problem solving. • Leads and/or engages in team-building activities. • Creates systems to determine fair workload distribution.

Sphere 3: Leadership and Advocacy

Assumes leadership and advocacy responsibilities to promote and enhance nutrition and dietetics services, and to guide change to impact political, social and commercial environments.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
3.1 Demonstrates and applies leadership skills.	3.1 Demonstrates and applies leadership skills.	
3.1.1 Identifies strengths and opportunities for self-improvement and improvement in others.	3.1.1 Identifies strengths and opportunities for self-improvement and improvement in others.	<ul style="list-style-type: none"> • Provides presentations to staff to increase knowledge. • Recognizes and rewards the performances of others. • Participates and serves in organization and internal and external committees. • Engages in customer rounds, discharge planning and quality assurance meetings. • Shares knowledge in workshops and staff in-service trainings. • Serves as an instructor and preceptor to dietetic interns. • Serves on facility union negotiation team for contract renewal and development. • Initiates knowledge of six sigma and/or lean skills in building a performance-based team.
3.1.2 Fosters a culture in which diversity and cross-team collaboration are valued.	3.1.2 Fosters a culture in which diversity and cross-team collaboration are valued.	
3.1.3 Takes initiative to facilitate change.	3.1.3 Takes initiative to facilitate change.	
3.1.4 Communicates clear performance expectations.	3.1.4 Communicates clear performance expectations.	
3.1.5 Seeks opportunities for, and actively engages in, mentoring and mentorship.	3.1.5 Seeks opportunities for, and actively engages in, mentoring and mentorship.	
3.1.6 Takes an active role in sharing information and knowledge.	3.1.6 Takes an active role in sharing information and knowledge.	
3.1.7 Participates in the development of the organization's strategic plan, mission and vision.	3.1.7 Participates in the development of the organization's strategic plan, mission and vision.	

Sphere 3: Leadership and Advocacy

Assumes leadership and advocacy responsibilities to promote and enhance nutrition and dietetics services, and to guide change to impact political, social and commercial environments.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
3.2 Advocates and challenges others to take action to advance the profession.	3.2 Advocates and challenges others to take action to advance the profession.	<ul style="list-style-type: none"> Advocates for nontraditional roles for RDNs and NDTRs.
3.2.1 Advocates for, and participates in, activities that support advancement of the profession.	3.2.1 Advocates for, and participates in, activities that support advancement of the profession.	<ul style="list-style-type: none"> Promotes use of the RD (or RDN) and DTR (or NDTR) title and specialty certification.
3.2.2 Participates in professional and personal development activities for career growth and skill enhancement.	3.2.2 Participates in professional and personal development activities for career growth and skill enhancement.	<ul style="list-style-type: none"> Educates interdisciplinary team members on the role of RDNs and NDTRs.
3.2.3 Pursues and embraces opportunities to advance practice.	3.2.3 Pursues and embraces opportunities to advance practice.	<ul style="list-style-type: none"> Attends public policy workshops.
3.2.4 Encourages others to engage in personal and professional development activities for career growth and skill enhancement.	3.2.4 Encourages others to engage in personal and professional development activities for career growth and skill enhancement.	<ul style="list-style-type: none"> Participates at the local, state and national level to influence decisions that impact legislation and regulation.
3.2.5 Educates the employer and the public on the role and the benefits of receiving care or services from an RDN and NDTR.	3.2.5 Educates the employer and the public on the role and the benefits of receiving care or services from a NDTR and RDN.	<ul style="list-style-type: none"> Participates in nonprofit advocacy groups.
3.2.6 Communicates with policymakers to influence decisions that impact advancement of the profession.	3.2.6 Communicates with policymakers to influence decisions that impact advancement of the profession.	
3.2.7 Contributes to the development and revision of government policies.		

Sphere 3: Leadership and Advocacy

Assumes leadership and advocacy responsibilities to promote and enhance nutrition and dietetics services, and to guide change to impact political, social and commercial environments.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
3.3 Advocates for the customer and facilitates acquisition of services and resources.	3.3 Advocates for the customer and facilitates acquisition of services and resources.	<ul style="list-style-type: none"> Serves as a liaison between the customer and the provider.
3.3.1 Educates the customer on the availability of nutrition services.	3.3.1 Educates the customer on the availability of nutrition services.	In addition, the RDN: <ul style="list-style-type: none"> Makes community referrals. Leads customer rounds. Communicates end-of-life nutrition care options, modality choices, medication management, and dietary issues. Advocates for legislative change, e.g., more funding for programs. Develops nutrition health and wellness lessons for non-native speakers of English. Serves as a care coordinator or navigator for client/ patient/customer transition of care.
3.3.2 Increases public awareness of the importance of nutrition and public welfare.	3.3.2 Increases public awareness of the importance of nutrition.	
3.3.3 Collaborates with customers and others to support access to services.	3.3.3 Collaborates with customers and others to support access to services.	
3.3.4 Engages in active discussions with others to establish a method to best meet and serve the needs of the customer and the population.	3.3.4 Engages in active discussions with others to establish a method to best meet and serve the needs of the customer.	
3.3.5 Advocates for public health and wellness within the context of the organization and community.	3.3.5 Advocates for public health and wellness within the context of the organization and community.	

Sphere 4: Critical Thinking and Decision Making

Employs critical reasoning and professional judgment in decision making and problem solving relevant to RDN and NDTR scope of practice.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
4.1 Demonstrates sound professional judgment and strategic thinking in practice.	4.1 Demonstrates sound technical judgment and strategic thinking in practice.	<ul style="list-style-type: none"> • Conducts a literature search. • Considers best available evidence. • Utilizes Academy of Nutrition and Dietetics' Evidence Analysis Library. • Considers organization goals and external environment. • Identifies multiple approaches to address a problem. • Asks hypothetical questions. • Conducts a cost–benefit analysis. • Seeks innovative solutions to address a challenging situation without jeopardizing the well-being of the customer and the profession. • Explores new perspectives.
4.1.1 Demonstrates effective problem solving and professional judgment to address a need.	4.1.1 Demonstrates effective problem solving and technical judgment to address a need.	
4.1.2 Interprets and integrates evidence-based research and literature in decision making.	4.1.2 Integrates evidence-based research and literature in decision making.	
4.1.3 Aligns work with organization policies, strategic plan and mission statement.	4.1.3 Aligns work with organization policies, strategic plan and mission statement.	
4.1.4 Demonstrates effective, appropriate and timely consultation with experts and others.	4.1.4 Demonstrates effective, appropriate and timely consultation with experts and others.	
4.1.5 Recognizes situations where services provided to a customer should be adjusted, limited, modified or discontinued.	4.1.5 Under the supervision of the RDN, recognizes situations where services provided to a customer should be adjusted, limited, modified or discontinued.	

Sphere 4: Critical Thinking and Decision Making

Employs critical reasoning and professional judgment in decision making and problem solving relevant to RDN and NDTR scope of practice.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
4.2 Reflects, integrates and evaluates using critical thinking when faced with problems, issues and challenges.	4.2 Reflects, integrates and evaluates using critical thinking when faced with problems, issues and challenges.	<ul style="list-style-type: none"> • Applies decision-making frameworks. • Determines desired outcome and develops objectives and goals based on projected outcomes. • Reviews facts and all supplemental information before formulating an opinion or solution. • Considers alternatives, risks, benefits and root cause of issue. • Demonstrates skills in recognizing patterns. • Conducts an environmental scan. • Weighs the options and considers root cause.
4.2.1 Identifies potential or real problems, issues or challenges.	4.2.1 Identifies potential or real problems, issues or challenges.	
4.2.2 Reflects on own values, beliefs and biases.	4.2.2 Reflects on own values, beliefs and biases.	
4.2.3 Demonstrates insight into personal expertise and limitations.	4.2.3 Demonstrates insight into personal expertise and limitations.	
4.2.4 Investigates alternative explanations for deficits and/or issues.	4.2.4 Investigates alternative explanations to resolve problems.	
4.2.5 Considers alternative methods and provides justification for selected option(s).	4.2.5 Considers alternative methods and provides justification for selected option(s).	
4.2.6 Analyzes and synthesizes information and identifies new information, patterns and findings.	4.2.6 Analyzes and synthesizes information and identifies new information and patterns when resolving problems	
4.2.7 Integrates relevant information with previous learning, experience, professional knowledge, and current practice models.	4.2.7 Integrates relevant information with previous learning, experience, professional knowledge, and current practice models.	
4.2.8 Identifies and implements a plan to address the problem, issue or challenge.	4.2.8 Identifies and implements a plan to address the problem, issue or challenge.	
4.2.9 Evaluates the effectiveness of a plan, and identifies required future actions.	4.2.9 Evaluates the effectiveness of a plan, and identifies required future actions.	

Sphere 5: Informatics

Uses technology to retrieve, interpret, store and disseminate information in an accurate, professional and ethical manner for the delivery of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
5.1. Acquires knowledge of technology systems consistent with role and responsibilities.	5.1. Acquires knowledge of technology systems consistent with role and responsibilities.	<ul style="list-style-type: none"> • Demonstrates competent use of electronic health records. • Demonstrates the proper use of e-mail, social media platforms, document retrieval systems (e.g., PubMed and Medline) and software programs (e.g., Microsoft office, Quickbooks workload measurement tools). • Demonstrates a familiarity with the functions of clinical information systems (e.g., computerized provider order entry, results reporting, documentation, report generation and meal ordering). • Demonstrates proficiency when using selected operating systems (e.g., Mac OS, Windows, Linux). • Finds and evaluates online information sources by using appropriate search engines. • Uses appropriate terms and devices when communicating. • Uses computer applications for data and statistical analysis and research. • Uses web browsers to locate credible information. • Researches and selects proven handheld device to calculate patient nutrition requirements. • Reports data to external databases (e.g., Centers for Disease Control and Prevention, NDIS, corporate offices).
5.1.1 Demonstrates proficient use of technical operating systems and software to communicate and disseminate information; to collect, track and retrieve data; and to create documents, spreadsheets and presentations.	5.1.1 Demonstrates proficient use of technical operating systems and software to communicate and disseminate information; to collect, track and retrieve data; and to create documents, spreadsheets and presentations.	
5.1.2 Applies understanding of informatics terminology and input and output devices (e.g. laptop, smartphone, flash drive).	5.1.2 Applies understanding of informatics terminology and input and output devices (e.g. laptop, smartphone, flash drive).	
5.1.3 Seeks guidance from technology advisors or experts when requirements are beyond competence.	5.1.3 Seeks guidance from technology advisors or experts when requirements are beyond competence.	
5.1.4 Demonstrates knowledge of system interfaces used in the delivery of services.	5.1.4 Demonstrates knowledge of system interfaces used in the delivery of services.	

Sphere 5: Informatics

Uses technology to retrieve, interpret, store and disseminate information in an accurate, professional and ethical manner for the delivery of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations (5.1 continued)
		<ul style="list-style-type: none"> • Uses computer programs to produce reports (e.g., allergy report, average length of stay, drug-nutrient interactions, census and staff ratios). • Communicates system requirements and suggests modification to developers, information technology department and project manager. • In addition, the RDN: • Leads project management tasks related to the development and implementation of an informatics system • Participates as a member of the nutrition informatics research team (e.g., leads the application development team, manages facility online resource library, etc.).

Sphere 5: Informatics

Uses technology to retrieve, interpret, store and disseminate information in an accurate, professional and ethical manner for the delivery of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
5.2 Utilizes technology according to organization needs and workplace policies and procedures.	5.2 Utilizes technology according to organization needs and workplace policies and procedures.	<ul style="list-style-type: none"> Creates educational simulation learning products Creates adaptive and interactive applications (e.g., for monitoring body mass index, energy intake etc.). In addition, the RDN: Creates adaptive and interactive applications to track customer-reported outcomes (e.g., calorie counting application, nutrition-focused physical exam)
5.2.1 Integrates technology platforms with other internal and external services (e.g., risk management, disease management, data tracking and reporting).	5.2.1 Integrates technology platforms with other internal and external services (e.g., risk management, disease management, data tracking and reporting).	
5.2.2 Leads or participates on teams to design or develop criteria for the selection or implementation of software programs, applications or systems to advance work objectives.	5.2.2 Participates on teams to design or develop criteria for the selection or implementation of software programs, applications or systems to advance work objectives.	
5.2.3 Advocates, implements and monitors security and data protection practices.	5.2.3 Advocates, implements and monitors security and data protection practices.	
5.2.4 Determines the workflow and resource needs for clinical information system implementation, maintenance and upgrades.		
5.2.5 Instructs or advises others on the use of clinical information systems, nutrition informatics tools and other technology topics.	5.2.4 Instructs or advises others on the use of clinical information systems, nutrition informatics tools and other technology topics.	
5.2.6 Develops and implements policies and procedures consistent with privacy and confidentiality legislation and regulation.		
5.2.7 Suggests, develops and/or implements innovative enhancements and new software platforms, applications and technologies to meet the needs of the target group and the environment.	5.2.5 Suggests, develops and/or implements innovative enhancements and new software platforms, applications and technologies to meet the needs of the target group and the environment.	

Sphere 5: Informatics

Uses technology to retrieve, interpret, store and disseminate information in an accurate, professional and ethical manner for the delivery of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
5.3 Demonstrates ethical and professional behavior when using technology.	5.3 Demonstrates ethical and professional behavior when using technology.	<ul style="list-style-type: none"> Follows applicable state and federal legislation, including the Health Insurance Portability and Accountability Act (HIPAA) and the Family Educational Rights and Privacy Act (FERPA). Implements secure password practices (e.g., ensures regular password changes, complexity and security). Securely disposes of personal user data as appropriate. Ensures data stored on USB devices are encrypted and password protected. Logs off computer when it is not in use. Installs and regularly updates antivirus software. Obtains informed consent for the collection, disclosure, maintenance and use of personal information and personal health information.
5.3.1 Complies with legislative requirements and organization policies for maintaining and storing personal health information.	5.3.1 Complies with legislative requirements and organization policies for maintaining and storing personal health information.	
5.3.2 Maintains technological security and confidentiality in the electronic sharing, transmission, storage and management of information.	5.3.2 Maintains technological security and confidentiality in the electronic sharing, transmission, storage and management of information.	
5.3.3 Monitors compliance with privacy and confidentiality legislation and organization policies related to informatics.	5.3.3 Monitors compliance with privacy and confidentiality legislation and organization policies related to informatics.	
5.3.4 Takes appropriate action in response to unauthorized access, use and disclosure of information.	5.3.4 Takes appropriate action in response to unauthorized access, use and disclosure of information.	
5.3.5 Demonstrates professional behaviors and boundaries when using social media platforms.	5.3.5 Demonstrates professional behaviors and boundaries when using social media platforms.	

Sphere 5: Informatics

Uses technology to retrieve, interpret, store and disseminate information in an accurate, professional and ethical manner for the delivery of nutrition and dietetics services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
5.4 Demonstrates the ability to store and retrieve data using the International Dietetics and Nutrition Terminology (IDNT) and other standardized languages.	5.4 Demonstrates the ability to store and retrieve data using the International Dietetics and Nutrition Terminology (IDNT) and other standardized languages.	<ul style="list-style-type: none"> Uses most up-to-date standardized terminology in documenting Nutrition Care Process steps.
5.4.1 Complies with IDNT terminology when documenting customer information in electronic databases.	5.4.1 Complies with IDNT terminology when documenting customer information in electronic databases.	
5.4.2 Uses standardized terminology to describe nutrition assessment data, nutrition diagnoses, nutrition interventions, and nutrition monitoring and evaluation.	5.4.2 Uses standardized terminology to describe nutrition assessment data, nutrition diagnoses, nutrition interventions, and nutrition monitoring and evaluation.	
5.4.3 Queries databases composed of standardized terms to retrieve customer information for practice and process improvement to monitor the effectiveness of interventions in individuals and populations.	5.4.3 Queries databases composed of standardized terms to retrieve customer information for practice and process improvement to monitor the effectiveness of interventions in individuals and populations.	

Sphere 6: Research, Evidence-Informed Practice and Quality Improvement

Integrates research methodology, evidence-informed practice, evaluation and quality principles to maintain, improve and advance nutrition and dietetics practice and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
6.1 Leads, manages and/or participates in quality improvement and customer satisfaction activities to improve delivery of services.	6.1 Participates in quality improvement and customer satisfaction activities to improve delivery of services.	<ul style="list-style-type: none"> Engages in quality improvement audits and surveys (e.g., customer satisfaction surveys, chart reviews, food quality). Discusses findings with staff and others to promote change. Implements techniques to avoid injury and improve food quality (e.g., conducts regular in-service and training, posts notices concerning policy modifications, implements changes to reduce risk). Engages in productivity studies (e.g., reviews staff roles and processes for completing tasks). Collects data related to the monitoring of food temperature, quality and taste of food and correct matching of diet order to tray, sanitation audits, temperature logs. Conducts customer acceptance surveys. Considers patient/customer /student/staff/peer surveys to encourage change.
6.1.1 Recognizes and identifies systems errors and risk reduction measures.	6.1.1 Demonstrates awareness of systems errors and risk reduction measures.	
6.1.2 Formulates a clear understanding of the nature of problems or need for improvement to achieve desired outcome.	6.1.2 Formulates a clear understanding of the nature of problems or need for improvement to achieve desired outcome.	
6.1.3 Establishes goals for improving quality of services provided.	6.1.3 Establishes goals for improving quality of services provided.	
6.1.4 Collects qualitative and quantitative data using mixed methodologies and interprets information.	6.1.4 Collects qualitative and quantitative data using mixed methodologies.	
6.1.5 Reviews reports to identify trends and improvements.	6.1.5 Reviews reports to identify trends and improvements.	
6.1.6 Develops and implements strategies, techniques and tools for process improvement in consultation with others.	6.1.6 Identifies and implements strategies, techniques and tools for process improvement in consultation with others.	
6.1.7 Evaluates, documents and communicates quality improvement outcomes.	6.1.7 Evaluates, documents and communicates quality improvement outcomes.	
6.1.8 Monitors quality of own work and engages in continuing education and professional development to enhance practice knowledge.	6.1.8 Monitors quality of own work and engages in continuing education and professional development to enhance practice knowledge.	
6.1.9 Interprets data to formulate judgments, conclusions and reports.	6.1.9 Interprets data to formulate judgments, conclusions and reports.	

Sphere 6: Research, Evidence-Informed Practice and Quality Improvement

Integrates research methodology, evidence-informed practice, evaluation and quality principles to maintain, improve and advance nutrition and dietetics practice and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
6.2 Demonstrates skills in researching, independent critical examination and evaluating literature to influence practice.	6.2 Demonstrates skills in researching, and in collaboration with others, critically examines and evaluates information to influence practice.	<ul style="list-style-type: none"> • Pulls data from electronic health records. • Identifies and selects appropriate research, literature and source documents. • Utilizes peer-reviewed journals, professional search engines. • Demonstrates a clear understanding of the nature of a practice problem and formulates methods to investigate and resolve practice problems.
6.2.1 Uses established benchmarking and best practices to inform practice.	6.2.1 Uses established benchmarking and best practices to inform practice.	
6.2.2 Demonstrates knowledge of research instruments and tools (e.g., surveys, interview tools) to support research initiatives.	6.2.2 Demonstrates knowledge of research instruments and tools (e.g., surveys, interview tools) to support research initiatives.	
6.2.3 Interprets data to make recommendations and to inform decisions.	6.2.3 In collaboration with others, interprets data to make recommendations.	
6.2.4 Disseminates research or performance improvement outcomes to advance knowledge, change practice and enhance effectiveness of services.	6.2.4 Disseminates research or performance improvement outcomes to advance knowledge, change practice and enhance effectiveness of services.	
6.2.5 Applies research/evidence-based findings to improve practice, service delivery, and health and nutrition of customers.	6.2.5 Applies research/evidence-based findings to improve practice, service delivery, and health and nutrition of customers.	

Sphere 6: Research, Evidence-Informed Practice and Quality Improvement

Integrates research methodology, evidence-informed practice, evaluation and quality principles to maintain, improve and advance nutrition and dietetics practice and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
6.3 Participates in and/or leads research initiatives following ethical and professional research methodology.		<ul style="list-style-type: none"> • RDN may: • Conducts research to advance the profession. • Evaluates products and services. • Engages in National Institutes of Health (NIH) training. • Obtains approval from institutional review board and informed consent from research participants. • Engages multiple institutions and disciplines in research. • Documents research outcomes, presents findings at conferences and publishes in peer-reviewed journals. • Demonstrates skills in software programs (e.g., SPSS, AMOS, Excel, EpiData analysis) and nutrition informatics databases (e.g., Evidence Analysis Library, Centers for Disease Control and Prevention, NIH, state-specific department of health). • Distinguishes between hearsay information and more useful evidence and data. • Participates in clinical research and laboratory (bench) research
6.3.1 Uses established benchmarking and best practices to inform practice.		
6.3.2 Conceptualizes and formulates research hypotheses.		
6.3.3 Obtains approval for research initiatives and follows established research code of ethics and policies.		
6.3.4 Defines and establishes appropriate measurements and evaluations.		
6.3.5 Identifies and designs appropriate research instruments or tools.		
6.3.6 Using the scientific process, systematically investigates and searches for information from a wide variety of sources.		
6.3.7 Interprets data to make recommendations and to form realistic and valid conclusions.		
6.3.8 Interprets, analyzes, synthesizes and critically appraises research findings.		

Sphere 6: Research, Evidence-Informed Practice and Quality Improvement

Integrates research methodology, evidence-informed practice, evaluation and quality principles to maintain, improve and advance nutrition and dietetics practice and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
6.3.9 Disseminates research or performance improvement outcomes to advance knowledge, change practice and enhance effectiveness of services.		
6.3.10 Defines appropriate measurements and evaluations for establishing benchmarking and best practices.		
6.3.11 Applies research/evidence-based findings to improve practice, service delivery and health and nutrition of customers.		

Sphere 7: Safety and Risk Management

Applies risk management and safety principles for the protection of the public.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
7.1 Identifies, analyzes and manages risk, adverse events and safety to self, staff, customer and public.	7.1 Identifies, analyzes and manages risk, adverse events and safety to self, staff, customer and public.	<ul style="list-style-type: none"> Follows the principles outlined in the Hazard Analysis Critical Control Points (HACCP). Participates in safety committees and risk management activities. Applies and promotes safe food-handling and sustainable practices. Reports safety-related incidents and adverse events. Reports identified risks or safety issues as defined in organization policies, legislation and regulations. Implements processes for investigating and monitoring patient meal temperature and patient satisfaction, compliance with convenience products and the use of new equipment. Participates in routine safety training (e.g., fire drills). Develops and implements employee safety/accident prevention program.
7.1.1 Advocates for, interprets and adheres to workplace safety legislation, regulations and organization policies.	7.1.1 Advocates for, implements and adheres to workplace safety legislation, regulations and organization policies.	
7.1.2 Advocates for and maintains awareness of safety policies and procedures.	7.1.2 Maintains awareness of safety policies and procedures.	
7.1.3 Investigates and analyzes work environment to identify safety issues and risks to self, staff, customers, public and organization.	7.1.3 Observes work environment to identify safety issues and risks to self, staff, customers, public and organization.	
7.1.4 Takes action on identified risk to self, staff, customer, public and organization.	7.1.4 Takes action on identified risk to self, staff, customer, public and organization.	
7.1.5 Measures, analyzes and reports data to monitor adverse events, errors and accidents.	7.1.5 Measures and reports data to monitor adverse events, errors and accidents.	
7.1.6 Coordinates the implementation of risk management strategies.	7.1.6 Under supervision, implements risk management strategies.	

Sphere 7: Safety and Risk Management

Applies risk management and safety principles for the protection of the public.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
7.2 Applies principles, standards, regulations and organization policies to reduce the risk of foodborne and waterborne illness outbreaks.	7.2 Applies principles, standards, regulations and organizational policies to reduce the risk of foodborne and waterborne illness outbreaks.	<ul style="list-style-type: none"> Follows principles outlined in the HACCP. Conducts and participates in training on work health and hygiene (e.g., hand washing, provide clean working environment, proper food handling) for food and water safety. Sits on disaster-response planning committees. Engages in mock disaster event and emergency trainings. Ensures required disaster-response planning supplies are available and accessible in case of disaster.
7.2.1 Applies knowledge of biological, physical or chemical properties that may cause food to be unsafe for human and animal consumption.	7.2.1 Applies knowledge of biological, physical or chemical properties that may cause food to be unsafe for human consumption.	<p>In addition, the RDN:</p> <ul style="list-style-type: none"> Anticipates and takes action on identified risks to food and water supply. Works with local health departments and inspectors. Educates individuals, groups and population on disease-causing microorganisms in fresh produce. Engages in emergency food supply planning with public officials Designs and/or applies emergency and disaster plans and emergency management processes.
7.2.2 Develops and provides education and counseling on safe food-handling and sustainable practices to prevent and minimize contamination.	7.2.2 Delivers education and promotes safe food-handling and sustainable practices to prevent and minimize contamination.	
7.2.3 Communicates the role of sustainable food practices and food insecurities for populations.	7.2.3 Communicates the role of sustainable food practices and food insecurities for populations.	
7.2.4 Identifies and analyzes insecurities in food and water system.	7.2.4 Implements safety specifications for food and water provided by vendors.	
7.2.5 Develops, implements and adheres to policies and procedures to optimize food and water safety.	7.2.5 Implements and adheres to policies and procedures to optimize food and water safety.	
7.2.6 Identifies and promotes sustainable, resilient, healthy food to staff, customers and public.	7.2.6 Adheres to plans and procedures to provide adequate food storage and supply.	
7.2.7 Identifies and implements risk management and environmental safety principles to enhance public safety and reduce risk to self, staff, customers, public and organization.	7.2.7 Under supervision, implements risk management and environmental safety principles to enhance public safety and reduce risk to self, staff, customers, public and organization.	

Sphere 7: Safety and Risk Management

Applies risk management and safety principles for the protection of the public.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	Practice Illustrations
Competencies and Performance Indicators	Competencies and Performance Indicators	
7.2.8 Develops and implements food safety and sanitation programs in compliance with state and federal regulations.	7.2.8 Develops and implements food safety and sanitation programs in compliance with state and federal regulations.	
7.2.9 Develops and communicates awareness of disaster planning and food and water safety.	7.2.9 Develops and communicates awareness of disaster planning and food and water safety.	
7.2.10 Collaborates with organizations and vendors to develop and implement safety specifications and procedures for the optimization of food and water safety and to provide adequate food storage and supply.	7.2.10 Collaborates with organizations and vendors to develop and implement safety specifications and procedures for the optimization of food and water safety and to provide adequate food storage and supply.	
7.2.11 Applies knowledge of hygienic food preparation practices and causes of foodborne illness in food preparation.	7.2.11 Applies knowledge of hygienic food preparation practices and causes of foodborne illness in food preparation.	

Sphere 7: Safety and Risk Management

Applies risk management and safety principles for the protection of the public.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
7.3 Integrates policies and adheres to infection prevention and control measures.	7.3 Integrate policies and maximize adherence to infection prevention and control measures.	<ul style="list-style-type: none"> • Adheres to guidelines of the Association for Professionals in Infection Control and Epidemiology. • Develops institutional policies pertaining to food and water safety. • Practices universal precautions with high-risk patients. • Educates clients on importance of hand washing and safe food handling to prevent outbreaks of infectious disease and foodborne illness. • Participates on infection control committee.
7.3.1 Recognizes the environmental implications of infectious diseases, compromised health conditions and outbreaks and identifies and implements required preventive action for public safety.	7.3.1 Recognizes the current landscape of infectious diseases and outbreaks and implements and adheres to required preventive measures for public safety.	
7.3.2 Develops, implements and maintains policies and procedures to address infection prevention and control.	7.3.2 Implements and maintains policies and procedures to address infection prevention and control.	
7.3.3 Increases awareness of infection prevention and control for self, staff, customer, public and organization.	7.3.3 Increases awareness of infection prevention and control measures for self, staff, customer, public and organization.	

Sphere 8: Food, Nutrition and Dietetics and Physical Activity

Uses current knowledge and skills to convey the specific application of food and nutrition sciences and physical activity in the dietetics profession.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
8.1 Interprets and applies current food and nutrition science and principles in dietetics practice.	8.1 Applies current food and nutrition science principles in dietetics practice.	<ul style="list-style-type: none"> • Collects and analyzes calorie and protein counts. • Communicates and educates others on national dietary guidelines. • Ensures basic food preparation techniques are utilized in practice (e.g., sensory evaluation of food, knowledge of household food preparation techniques, etc.). • Understands food costs (e.g., mark-up, margin, profitability, waste, etc.). • Demonstrates knowledge of food labeling regulations. • Demonstrates knowledge of recommended food portion sizes and nutrition guidelines. • Demonstrates knowledge of food preservation, fortification and enrichment. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Prescribes vitamins and minerals in accordance with legislation and/or organization policies • Recommends appropriate vitamin and supplement requirements. • Recommends therapeutic modification of foods throughout the life span (e.g., modifies food choices based on medication use, modifies texture based on age, increases flavor through use of spices to address aging effects).
8.1.1 Interprets and applies evidence-based comparative standards for determining nutritional needs.	8.1.1 Uses evidence-based information and standards to determine nutritional needs.	
8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice.	8.1.2 Applies knowledge of food and nutrition as well as the biological, physical and social sciences in practice	
8.1.3 Integrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.	8.1.3 Demonstrates knowledge of macronutrients and micronutrients for absorption, digestion and metabolism throughout the life span in practice.	
8.1.4 Demonstrates knowledge of nutrient requirements throughout the life span and their role in health promotion and disease management.	8.1.4 Demonstrates knowledge of nutrient requirements throughout the life span and their role in health promotion.	
8.1.5 Applies medical nutrition therapy in disease prevention and management.		

Sphere 8: Food, Nutrition and Dietetics and Physical Activity

Uses current knowledge and skills to convey the specific application of food and nutrition sciences and physical activity in the dietetics profession.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
8.2 Recognizes and respects the physical, social, cultural, institutional and economic environments of the individual, group, community and population in practice.	8.2 Recognizes and respects the physical, social, cultural, institutional and economic environments of the individual, group and community in practice.	<ul style="list-style-type: none"> • Demonstrates knowledge of human anatomy and physiology. • Refers to allied health members (social workers, physical therapists, occupational therapists) and others (kinesiologists, practitioners of sports medicine, staff of government agencies, epidemiologists) as needed. • Takes action to accommodate physical or mobility limitations and/or restrictions. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Applies for nutrition initiative grants. • Stays informed on environmental and cultural influences, status of health conditions and disease condition, socioeconomic status of individual and community. • Seizes opportunities to receive funding, education grants and expand the use of available resources.
8.2.1 Assesses the physical, social and cultural needs of the individual, group, community or population.	8.2.1 Under the supervision of the RDN, collects data to support the assessment of the physical, social and cultural needs of the individual, group or community.	
8.2.2 Applies knowledge of health determinants when planning, developing and implementing services, programs, meal plans and menus.	8.2.2 Applies knowledge of health determinants when planning and designing meals and menus.	
8.2.3 Implements individualized services to reflect customer-centered approach as it pertains to the customer's physical, social, cultural, institutional and economic environment.	8.2.3 Implements individualized services to reflect customer-centered approach as it pertains to the physical, social, cultural, institutional and economic environment.	
8.2.4 Imparts knowledge of the importance of physical activity and applies behavior change principles to promote physical activity and decrease inactivity.	8.2.4 Imparts knowledge of the effect of physical activity and exercise in health and prevention.	
8.2.5 Keeps abreast of, advocates for and integrates knowledge of national and local funding models that impact the population and services provided.	8.2.5 Keeps abreast of national and local funding models that impact services provided.	

Sphere 8: Food, Nutrition and Dietetics and Physical Activity

Uses current knowledge and skills to convey the specific application of food and nutrition sciences and physical activity in the dietetics profession.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
8.3 Demonstrates a commitment to maintaining and enhancing knowledge.	8.3 Demonstrates a commitment to maintaining and enhancing knowledge.	
8.3.1 Maintains the knowledge and skill to manage a variety of disease states and clinical conditions.	8.3.1 Maintains the knowledge and skill to manage a variety of disease states and clinical conditions.	
8.3.2 Implements a plan for continual professional improvement.	8.3.2 Implements a plan for continual professional improvement.	
8.3.3 Takes action to address deficiencies to enhance practice.	8.3.3 Takes action to address deficiencies to enhance practice.	
8.3.4 Enhances knowledge to foster career advancement.	8.3.4 Enhances knowledge to foster career advancement.	
8.3.5 Keeps abreast of changes in practice and within practice environments that affect scope of practice.	8.3.5 Keeps abreast of changes in practice and within practice environments that affect scope of practice.	
8.3.6 Keeps abreast of current nutrition and dietetics knowledge and trends.	8.3.6 Keeps abreast of current nutrition and dietetics knowledge and trends.	
8.3.7 Integrates new knowledge and skills into practice.	8.3.7 Integrates new knowledge and skills into practice.	

Sphere 8: Food, Nutrition and Dietetics and Physical Activity

Uses current knowledge and skills to convey the specific application of food and nutrition sciences and physical activity in the dietetics profession.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
8.4 Demonstrates and applies knowledge of culinary practices to effect behavioral change, taking into consideration customer needs and demands.	8.4 Demonstrates and applies knowledge of culinary practices, taking into consideration customer needs and demands.	<ul style="list-style-type: none"> Shows awareness of organic food use. Promotes illness prevention and health awareness with local produce (e.g., safe foods for cancer patients, etc.)
8.4.1 Plans and designs nutritionally sound meals, menus and meal plans that meet customer needs and demand and that promote health and disease management.	8.4.1 Plans and designs nutritionally sound meals, menus and meal plans that meet customer needs.	<ul style="list-style-type: none"> Plans and conducts cooking classes, workshops and food fairs.
8.4.2 Develops and/or modifies recipes, menus and meals using sensory perceptions and other food components.	8.4.2 Develops and/or modifies recipes, menus and meals using sensory perceptions and other food components.	<ul style="list-style-type: none"> Develops educational materials and display boards (e.g., low sodium use, culturally relevant materials, etc.).
8.4.3 Uses a variety of cooking techniques, food preparation and production and delivery systems.	8.4.3 Uses a variety of cooking techniques, food production and delivery systems.	<p>In addition, the RDN:</p> <ul style="list-style-type: none"> Works collaboratively with local growers to meet the needs of the consumer, determines supply, and educates the public on the impact of chemical and pesticide use.
8.4.4 Considers customer's choice, beliefs, food sensitivities, allergies, wants and needs.	8.4.4 Considers customer's choice, beliefs, food sensitivities, allergies, wants and needs.	<ul style="list-style-type: none"> Promotes transition from a cook-chill delivery system to a pre-plated entrée delivery system.
8.4.5 Uses counseling techniques to promote behavior changes in food preparation.		

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.1 Recognizes and applies education and learning theories and principles in practice.	9.1 Recognizes and applies education and learning theories and principles in practice.	<ul style="list-style-type: none"> Identifies environmental, social and economic factors, as well as illness and learning disabilities, that foster or hinder learning. Identifies and uses opportunities for adult learners to be self-directed and to express personal history and experiences. Uses age-appropriate learning experiences, quizzes and games to support application of knowledge. Identifies language, educational level and learning capability of clients.
9.1.1 Demonstrates and applies age-appropriate education principles.	9.1.1 Demonstrates and applies age-appropriate education principles.	
9.1.2 Identifies and works to minimize and overcome barriers to learning.	9.1.2 Identifies and works to minimize and overcome barriers to learning.	
9.1.3 Identifies and analyzes factors that influence behavioral change.	9.1.3 Identifies and analyzes factors that influence behavioral change.	
9.1.4 Evaluates factors that influence the learning process and skill building.	9.1.4 Demonstrates an understanding of factors that influence the learning process and skill building.	
9.1.5 Assesses, evaluates and applies educational theories.		

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.2 Establishes, develops and implements program outlines and learning plans to meet the needs of various individuals, groups and populations.	9.2 Establishes learning needs for healthy individuals and groups (under the supervision of the RDN when managing more complex health issues).	<ul style="list-style-type: none"> • Develops and conducts needs assessments. • Conducts in-services with staff for monitoring and tracking foodservice department progress. • Determines parameters of a project for each project participant's role.
9.2.1 Assesses learning needs of the individual or target group.		
9.2.2 Determines and takes into consideration the literacy level and readability needs of the individual, group and population.	9.2.1 Determines and takes into consideration the literacy level and readability needs of the individual, group and population.	
9.2.3 Applies educational theories and uses assessment results for planning process and development of materials and teaching aids.	9.2.2 Follows a pre-developed learning plan.	
9.2.4 Collaborates with learner(s) and colleagues to formulate specific, measurable and attainable objectives and goals.	9.2.3 Formulates specific, measurable and attainable objectives and goals.	

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.3 Designs, selects and implements education strategies to meet the learning needs of the individual, group, community and population.	9.3 Selects and incorporates pre-developed educational materials to meet the learning needs of the individual or group.	<ul style="list-style-type: none"> • Researches existing databases for reference materials. • Evaluates consumer information to ensure consistency with scientific evidence. • Accesses educational materials from the Academy of Nutrition and Dietetics website and other credible sources. • Engages customer through use of educational techniques such as return demonstration and modeling behaviors. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Develops and implements customized patient education materials based on source documents.
9.3.1 Critiques and selects appropriate, current, evidence-based, practice-based reference materials to support the development of nutrition education resources.	9.3.1 Reviews and selects pre-developed materials from credible sources to support the development of nutrition education resources.	
9.3.2 Develops and/or selects a variety of learning activities based on a plan of action and outcomes, and the needs of the individual, group, community and population.	9.3.2 Implements a variety of pre-defined activities based on a plan of action and outcomes and the needs of the individual, group and community.	
9.3.3 Develops and/or selects culturally sensitive, evidence-based materials that are appropriate to the audience.		
9.3.4 Develops and/or selects educational materials at appropriate literacy level to achieve objectives.		
9.3.5 Uses a variety of strategies to deliver a plan of care or learning plan.		

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.4 Teaches, guides and instructs a variety of individuals, groups or populations.	9.4 Provides nutrition and lifestyle education to healthy individuals and groups or—under the supervision of the RDN—to individuals with more complex health issues.	<ul style="list-style-type: none"> • Mentors interns, students, staff, peers and colleagues. • Provides education and instruction to healthy populations using predeveloped tools and plans of care.
9.4.1 Assesses current knowledge and skills of the individual, group, community and population.	9.4.1 Identifies current knowledge and skills of the individual and/or group.	
9.4.2 Selects and uses appropriate content and teaching methods to meet individual and group needs.	9.4.2 Selects and uses appropriate content and teaching methods to meet individual and group needs.	
9.4.3 Takes into consideration special needs and disabilities and provides accommodations.	9.4.3 Takes into consideration special needs and disabilities and provides accommodations.	<p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Instructs students enrolled in higher education institutions. • Provides education to interns, students and patients in individual and group settings. • Provides education and instruction to complex customers in a variety of settings. • Develops individual education plan for persons with learning disabilities.
9.4.4 Adjusts education plan to meet the needs of the individual, group and population		
9.4.5 Implements an individualized teaching plan in order to promote, maintain and enhance nutritional health and learning.	9.4.4 Under supervision, delivers an individualized teaching plan in order to promote, maintain and enhance nutritional health and learning.	
9.4.6 Uses socially and culturally appropriate strategies in order to respect diverse cultures and values.	9.4.5 Uses socially and culturally appropriate strategies in order to respect diverse cultures and values.	
9.4.7 Demonstrates competent use of technology to enhance the learning experience and delivery of information.	9.4.6 Demonstrates competent use of technology to enhance the learning experience and delivery of information.	
9.4.8 Evaluates the impact of the individual's learning and new knowledge and skills.	9.4.7 Identifies the impact of the individual's learning and new knowledge and skills.	

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.5 Evaluates learning including teaching style and delivery using appropriately designed instruments for data collection	9.5 Evaluates learning including teaching style and delivery using appropriately designed instruments for data collection	<ul style="list-style-type: none"> • Engages students and/or clients in feedback surveys. • Observes impact of learning on change in behaviour, health and/or knowledge. • Engages patients in return demonstrations. <p>In addition, the RDN may:</p> <ul style="list-style-type: none"> • Facilitate testing of student knowledge.
9.5.1 Identifies usable evaluation questions from existing instruments.	9.5.1 Employs an evaluation tool to assess outcome of educational process.	
9.5.2 Writes new items to be used in data collection for evaluation of learning.	9.5.2 Under the RDN's supervision, analyzes and synthesizes evaluation data to recommend modification to the program, class and/or course.	
9.5.3 Develops procedures for standardized use of instruments.		
9.5.4 Uses evaluation instrument to collect data and assess outcomes of education process.		
9.5.5 Analyzes and synthesizes evaluation data to recommend and make modifications to program.		

Sphere 9: Education and Counseling

RDN: Provides education and counseling to meet the learning needs of students and customers.

NDTR: Provides education to meet the learning needs of students and customers.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
9.6 Uses effective counseling and coaching skills and strategies in practice.		<ul style="list-style-type: none"> • Conducts counseling, behavior modification and motivational sessions. • Modifies teaching strategy in consideration of customer's stage of change. • Promotes healthy food choices and healthy eating behaviors.
9.6.1 Determines and applies counseling theories, psychological methods and strategies that empower customers to make changes.		
9.6.2 Obtains permission and informed consent for the provision of counseling as appropriate.		
9.6.3 Determines the customer's expectations and aspirations and manages situations wherein these expectations cannot be met.		
9.6.4 Assesses customer's readiness to change when applying specific counseling strategies.		
9.6.5 In collaboration with the customer, develops counseling or coaching goals.		
9.6.6 Assists with resolution of barriers to achieving counseling and coaching goals.		
9.6.7 Determines if further action is required as follow-up to counseling and coaching.		

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
10.1 Performs nutrition screening to evaluate individual health, malnutrition and disease while adhering to the Standards of Practice (SOP) in Nutrition Care for RDNs.	10.1. Performs nutrition screening to support the RDN's comprehensive nutrition assessment while adhering to the Standards of Practice (SOP) in Nutrition Care for NDTRs.	<ul style="list-style-type: none"> • Uses a variety of validated screening and assessment tools individualized to patient needs (e.g., fluid balance sheets, calorie counts, etc.). • Uses screening tool(s) and professional judgment to determine referral to other practitioners (social worker, community program, physician, nurse).
10.1.1 Identifies and selects valid and reliable screening tool(s) to obtain and verify relevant data in support of nutrition assessment.	10.1.1 Conducts nutrition screening using standardized, validated tools to identify patient risks and level of criticality.	
10.1.2 Conducts the nutrition screening to identify patient risks and level of criticality and to direct services.	10.1.2 Communicates screening information to the RDN.	
10.1.3 Works collaboratively with the interdisciplinary team (including NDTRs) to identify and implement valid and reliable nutrition screening to support access to care.		

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
<p>10.2 Implements the Nutrition Care Process to ensure individual health goals are established, monitored and achieved while adhering to the Standards of Practice in Nutrition Care for RDNs</p>	<p>10.2 Implements the Nutrition Care Process under the supervision of the RDN while adhering to the Standards of Practice in Nutrition Care for NDTRs.</p>	<ul style="list-style-type: none"> • Assesses the patient’s nutritional status through nutrition-focused physical exam and available anthropometric data. • Interviews patient, family members and/or substitute decision makers. • Validates information from other sources (e.g., reviews chart, referral form, multidisciplinary notes). <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Uses comparative standards to estimate energy, fat, protein, carbohydrate, fiber, fluid, vitamin, and mineral needs and determine recommended body weight, body mass index and desired growth patterns. • Takes into consideration blood laboratory values and test results. • Determines if adaptive equipment is required (e.g., grip on food utensils) and makes referrals. • Independently screens patients for needed internal and external services and resources (e.g., nursing, occupational therapy, speech-language pathology, social work, physician, community resources).
<p>10.2.1 Identifies and selects valid and reliable tools to conduct a comprehensive nutrition assessment.</p>	<p>10.2.1 Under the supervision of the RDN, collects and calculates nutrition assessment data to support the development of a nutrition diagnosis.</p>	
<p>10.2.2 Works collaboratively with interdisciplinary team to identify and implement valid and reliable nutrition assessment tools to support access to care.</p>	<p>10.2.2 Communicates to the RDN objective and subjective data to support determination of nutrition problems/nutrition diagnosis.</p>	
<p>10.2.3 Analyzes and synthesizes the assessment data to identify nutrition problems following the Standards of Practice in Nutrition Care for RDNs.</p>		
<p>10.2.4 Integrates foundational dietetics knowledge with critical appraisal of assessment data to diagnose nutrition problems (using problem solving, etiology, signs and symptoms [PES] statements), which can be resolved or improved through treatment or nutrition intervention.</p>		
<p>10.2.5 Develops nutrition prescription to communicate required food and nutrient needs.</p>		
<p>10.2.6 Effectively communicates findings and nutrition diagnoses to clients and the health care team.</p>		

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
10.2.7 Prioritizes specific nutrition problem(s).		
10.2.8 Establishes the plan of care, directly addressing the nutrition diagnosis in collaboration with the patient in defining the time, frequency and duration of the intervention.		
10.2.9 In collaboration with the client and interdisciplinary team (including NDTRs), selects and implements current and evidence-based nutrition interventions and patient education.	10.2.3 As directed by the RDN, assists with implementation of nutrition interventions and patient education.	
10.2.10 Monitors and identifies factors affecting patient progress in meeting goals.	10.2.4 As directed by the RDN, monitors factors affecting patient progress in meeting goals.	
10.2.11 Monitors, identifies and adjusts the intervention based on patient progress in meeting established goals		
10.2.12 Establishes new goals and a new plan of care when original or interim goals are met.	10.2.5 Communicates findings to support the adjustment or redesign of the plan of care/ intervention as needed.	

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
10.3 Engages patient or substitute decision maker in the informed consent process prior to and during the provision of services.	10.3 Engages patient or substitute decision maker in the informed consent process prior to and during the provision of services.	<ul style="list-style-type: none"> Ensures the patient and/or substitute decision maker understands the reason for, benefits of, alternative options to and potential foreseeable risks of the proposed assessment, plan of care or medical nutritional therapy intervention before starting or modifying the plan of care, intervention or services. Understands who has the legal authority to provide informed consent when the patient is incompetent or incapacitated. Understands the rights of a minor. Understands and applies organization policies related to third-party consent for nutrition and dietetic services (e.g., obtain consent from the nurse, case worker, physician).
10.3.1 Demonstrates knowledge and applies principles of the informed consent process in accordance with organization policies, protocols and state and federal regulations.	10.3.1 Understands principles of the informed consent process in accordance with organization policies, protocols and state and federal regulations.	
10.3.2 Obtains consent from patients for the involvement of support personnel, students and other providers in the provision of medical nutrition therapy.	10.3.2 Obtains consent from patients for the involvement of support personnel, students and other providers involved in the provision of nutritional foodservices.	
10.3.3 Verifies with the patient that he/she engaged in a third-party informed consent process (if referral was obtained by a third party)	10.3.3 Verifies with the patient that he/she engaged in a third-party informed consent process (if referral was obtained by third party).	
10.3.4 Demonstrates awareness that informed consent is an ongoing process.	10.3.4 Demonstrates awareness that informed consent is an ongoing process	
10.3.5 Identifies situations in which informed consent is problematic and takes steps to rectify issues.	10.3.5 Identifies situations where informed consent may be problematic and takes steps to rectify issues.	

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
10.4 Applies knowledge of the interrelationship and impact of pharmacotherapy, dietary supplements, functional foods and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for RDNs.	10.4 Under the supervision of the RDN, identifies and communicates the interrelationship and use of pharmacotherapy, dietary supplements, functional foods and nutrients on health and disease in accordance with Scope of Practice and Standards of Professional Performance for NDTRs.	<ul style="list-style-type: none"> Obtains and documents patient history regarding their current and past use of medications, dietary supplements and nutritional supplements. Keeps abreast of drug and nutrient interactions. Communicates to the appropriate person the potential for drug-nutrient interactions. Provides educational materials to the patient when a drug-nutrient interaction is identified. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> Makes recommendations for dietary supplement use and modification to diet due to a noted drug-nutrient interaction. Develops educational materials to increase awareness of the appropriate use of vitamins and supplements and drug-nutrient interactions.
10.4.1 Collects information related to the patient's use of pharmacotherapy and dietary supplements.	10.4.1 Collects information related to the patient's use of pharmacotherapy and dietary supplements.	
10.4.2 Applies knowledge of pharmacotherapy and its effect on nutrient absorption, utilization and metabolism when developing and/or revising the plan of care.	10.4.2 Recognizes and communicates any potential adverse drug–nutrient interaction to the appropriate professional.	
10.4.3 Evaluates, educates and counsels on the interrelationship and impact of pharmacotherapy on nutrient absorption.	10.4.3 Provides standardized and pre-developed information to support patient education on potential adverse drug–nutrient interaction.	
10.4.4 Makes recommendations for the appropriate use of vitamin and mineral supplementation in the management of health and disease.	10.4.4 Provides standardized and pre-developed information to support patient education regarding the appropriate use of vitamin and mineral supplementation in the management of health and disease.	
10.4.5 Adheres to legislation, regulations, standards and organization policies related to recommending, prescribing and dispensing vitamins and minerals, dietary supplements, functional foods and medical nutrition foods/products.	10.4.5 Adheres to legislation, regulations, standards and organization policies related to recommending vitamins and minerals, dietary supplements, functional foods, and medical nutrition foods/products.	

Sphere 10: Clinical Care

Provides safe, effective and ethical medical nutrition therapy to assist the client in establishing and achieving individual health and nutrition goals tailored to prevent and/or manage disease, injury or condition.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
10.5 Documents and maintains records according to the SOP for the RDN, legislation, regulations and organization policies.	10.5 Documents and maintains records according to the SOP for the NDTR, legislation, regulations and organization policies.	<ul style="list-style-type: none"> • Documents the assessment process and findings, measurable goals, plan of care and/or medical nutrition intervention, patient progress, outcomes and the patient consent process. • Establishes a filing system to support tracking of historical data and records. • Ensures records are securely retained for the length of time required by the organization and/or by regulation. • Collects, stores and releases records only with the consent of the patient.
10.5.1 Uses a systematic approach to record keeping.	10.5.1 Uses a systematic approach to record keeping.	
10.5.2 Maintains clear, accurate and appropriate records of patient encounters, communications with patient and others, plans and interventions according to organization policies, standards and state and federal regulations.	10.5.2 Maintains clear, accurate and appropriate records of patient encounters, communications with patient and others, plans and interventions according to organization policies, standards and state and federal regulations.	
10.5.3 Adheres to legislative and organization requirements regarding the protection of privacy and security of information and storage and disclosure of patient records.	10.5.3 Adheres to legislative and organization requirements regarding the protection of privacy and security of information and storage and disclosure of patient records.	
10.5.4 Takes action to anticipate and minimize foreseeable risk of unauthorized access to records.	10.5.4 Takes action to anticipate and minimize foreseeable risk of unauthorized access to records.	

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.1 Leads or participates in the development of products and/or services related to food, nutrition, equipment and systems.		<ul style="list-style-type: none"> • Conducts product and sensory test panels/ evaluations. • Conducts consumer evaluation for packaging of products. • Conducts consumer needs satisfaction surveys.
11.1.1 Conducts feasibility studies to determine validity of, and need for, products or services.		
11.1.2 Develops and implements evaluation tools and methodologies to test products and services.		
11.1.3 Leads and facilitates product testing using research methodologies to determine acceptability and viability and to confirm desired outcomes.		
11.1.4 Interprets and advises on food manufacturing standards, regulatory requirements, policies and national dietary guidelines to inform others and to support product development.		
11.1.5 Incorporates market research, consumer insights and current evidence-based trends in order to develop new products and services.		

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.2 Uses evidence-based literature and research to support the marketing, advertising and sales of products and services.	11.2 Integrates product, service and industry knowledge with evidence-based scientific research when engaging in sales, advertising and marketing of products and services.	<ul style="list-style-type: none"> Serves as nutrition and dietetics subject matter expert while working as a pharmaceutical sales representative for a medical nutrition product. Works with food distributors, consultants and business and industry representatives to support the marketing, advertising and sales of products and services. Identifies benefits, risks and contraindications of the product or services. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> Engages in independent practice selling vitamins. Engages in the development, packaging and project management of a new product launch. Evaluates the benefits, risks and contraindications of products and services to determine reliability and accuracy of information and claims.
11.2.1 Evaluates product characteristics, ingredients and claims in order to ensure accuracy and compliance with regulatory requirements.	11.2.1 Gathers data to support the evaluation of product characteristics, ingredients and claims in order to ensure compliance with regulatory requirements.	
11.2.2 Works collaboratively with the team to identify market trends and target customers' wants and needs.	11.2.2 Participates in team discussion to identify market trends and target customers' wants and needs.	
11.2.3 Conducts environmental scans and evaluates product ingredients and product/service claims to develop advertising and marketing strategies.	11.2.3 Conducts environmental scans and literature reviews and collects data to support team decisions to develop advertising and marketing strategies.	
11.2.4 Collects, reviews and evaluates the literature and data to define target audience.	11.2.4 Collects data to define target audience.	
11.2.5 Reviews and evaluates science and evidence-based literature, to validate claims.	11.2.5 Communicates product claims to identify validated product ingredients and characteristics in collaboration with product development team.	
11.2.6 Communicates claims about product and service to customers, identifying validated product ingredients, indications and evidence-based characteristics.	11.2.6 Contributes to the development of customer messaging, taking into consideration change management and motivation.	

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.2.7 Educates project team on nutrition claims using current science and evidence-based literature.	11.2.7 Considers audience needs and product features and suggests adjustments to messaging and delivery method accordingly.	
11.2.8 Develops messaging, applying principles of change management, motivation and evidence-based practice.	11.2.8 Collaborates and communicates with external stakeholders to support product acceptance.	
11.2.9 Considers audience and adjusts messaging and delivery method accordingly.	11.2.9 Leads and facilitates product testing using established research methodologies to determine acceptability and viability, and to confirm desired outcomes.	
11.2.10 Develops evidence-based scientific information that is clear and customer focused.		

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.3 Incorporates key sales principles while maintaining integrity of self, the organization and the nutrition and dietetics profession.	11.3 Incorporates key sales principles while maintaining integrity of self, the organization and the nutrition and dietetics profession.	<ul style="list-style-type: none"> • Delivers ethical messaging in presentations. • Incorporates a variety of communication styles into presentations. • Demonstrates professional integrity and reliability when booking appointments, conducting sales calls and engaging in customer service activities. • Is able to communicate in a clear, ethical and professional manner. • Uses a variety of media to maintain interest and involvement. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Adheres to legislation, regulations, standards and guidelines when selling and dispensing vitamins, supplements and minerals. • Leads and manages the sale team. • Adds value to the team and empowers others by helping the sales team stay current on the research, knowledge and trends affecting the industry.
11.3.1 Adheres to the code of ethics of the profession.	11.3.1 Adheres to the code of ethics of the profession.	
11.3.2 Establishes, implements and evaluates measurable goals to meet projections or targets.	11.3.2 Establishes, implements and evaluates measurable goals to meet projections or targets.	
11.3.3 Instills and maintains trust and respect from the customer, stakeholders and others.	11.3.3 Instills and maintains trust and respect from the customer, stakeholders and others.	
11.3.4 Maintains accurate and legible documentation of customer interactions.	11.3.4 Maintains accurate and legible documentation of customer interactions.	
11.3.5 Adheres to legislation, regulations, standards and guidelines when selling products and services.	11.3.5 Adheres to legislation, regulations, standards and guidelines when selling vitamins, supplements and minerals.	
11.3.6 Demonstrates advanced communication, negotiation and leadership skills and flexibility with customers, team and others.	11.3.6 Demonstrates advanced communication, negotiation and leadership skills and flexibility with customers, team and others.	

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.3.7 Develops and implements marketing materials and advertisements, adhering to legislative, regulatory and organization policies.	11.3.7 Supports the development and implementation of marketing materials and advertisements, ensuring adherence to legislative, regulatory and organization policies.	<ul style="list-style-type: none"> • Demonstrates ability to recognize and calculate the cost-benefit comparison of various options during the negotiation process in order to achieve mutuality. • Demonstrates a coaching system. • Encourages RDN and NDTR involvement in the planning process in order to build individual self-reliance.
11.3.8 Adheres to industry regulations, standards and policies when engaging in market testing process and market research testing activities for products or services.	11.3.8 Follows industry regulations, standards and policies when engaging in market testing process and market research testing activities for products or services.	
11.3.9 Accurately and objectively interprets stakeholder consultation and data to inform product and services development and delivery.		

Sphere 11: Business, Industry and Product Development and Marketing

Applies nutrition expertise and ethical principles when developing, advertising, selling, and marketing products and services.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
11.4 Develops advertising messages and materials in a professional and ethical manner.	11.4 Develops advertising messages and materials in a professional and ethical manner.	<ul style="list-style-type: none"> • Markets using online, print and radio advertising or public service announcements. • Demonstrates knowledge of the difference between health messaging and advertising. • Contributes to or writes newsletter articles and blogs. • Makes presentations at marketing events. • Markets patient education materials. • Provides brochures announcing classes and programs to patients. • Initiates changes in marketing programs and products based on demographic reports regarding customer spending habits.
11.4.1 Stays abreast of changing trends and technology in promotion, marketing and advertising.	11.4.1 Stays abreast of changing trends and technology in promotion, marketing and advertising.	
11.4.2 Adheres to advertising regulations and organization policies.	11.4.2 Adheres to advertising regulations and organization policies.	
11.4.3 Ensures advertising information is balanced, accurate and in the public's best interest.	11.4.3 Ensures advertising information is balanced, accurate and in the public's best interest.	
11.4.4 Collaborates with others to develop materials and messaging when the required skills exceed ability levels.	11.4.4 Collaborates with others to develop materials and messaging when the required skills exceed ability levels.	
11.4.5 Demonstrates an understanding of human sciences related to advertising and marketing.		

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.1 Advocates for health and disease prevention in the community and population.	12.1 Advocates for health and disease prevention in the community.	<ul style="list-style-type: none"> • Advocates for programs that support healthy food choices. • Develops and/or engages in training programs. • Acts as a health coach. • Conducts nutrition and food-preparation classes. • Participates in health and/or nutrition screening programs. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> • Creates policies that address healthy food choices in school systems
12.1.1 Promotes nutrition programs and resources to address issues of food security, nutritional health and overall health and wellness.	12.1.1 Promotes nutrition programs and resources to address issues of food security, nutritional health and overall health and wellness.	
12.1.2 Leads or participates in the development of food, nutrition and health policies.	12.1.2 Participates in the development of food and nutrition policies.	
12.1.3 Collaborates with community partners and stakeholders in promoting nutritional health and disease prevention.	12.1.3 Under the supervision of the RDN, collaborates with community partners and stakeholders in promoting nutritional health and disease prevention.	
12.1.4 Influences legislation, regulation, and policy changes to impact nutrition in the community.		

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.2 Assesses the need to develop and implement community or population health programs and/or intervention.		<ul style="list-style-type: none"> • Identifies determinants of health, including education level, health and disease condition, environmental and cultural influences, resources and socioeconomic status of individual and/or community. • Identifies the behaviors, lifestyles and/or environmental factors that must be changed to positively affect health or other related issues. • Collects and analyzes data related to the values, beliefs, limitations and strengths of the population. • Identifies the risk factors or risk conditions that the program plan will address. • Obtains data from the National Institutes of Health and national disease reporting systems, including the Centers for Disease Control and Prevention, state health departments and vital records.
12.2.1 Identifies determinants of health and their influence on population health status.		
12.2.2 Identifies and reviews relevant literature and evidence-based research to create program plans and to justify needs and/or actions.		
12.2.3 Identifies individual, public/private organization and government roles and responsibilities within public health and health care systems.		
12.2.4 Identifies available resources and funding opportunities.		
12.2.5 Collaborates with stakeholders to determine level of support, opportunities and risks.		
12.2.6 Determines resource needs for community and public health programs.		
12.2.7 Utilizes applicable databases to analyze and assess variables associated with the target population.		
12.2.8 Synthesizes assessment data to determine and prioritize program goals and objectives.		

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.3 Develops a community and population health program or intervention to meet the needs of the community and/or population.	12.3 Supports leadership in the planning, development and implementation of a community health population program and/or intervention.	<ul style="list-style-type: none"> • Conducts an environmental scan of similar programs. • Surveys the population to define needs and wants. • Collects population statistics . • Interviews similar program leadership to obtain insight into trials and tribulations. • Conducts a literature search and compile references that support program goals, objectives and potential outcomes. <p>In addition the RDN may:</p> <ul style="list-style-type: none"> • Selects methods and strategies for the intervention (e.g., education, information delivered by multimedia modes) • Applies for grants and/or seeks funding partners. • Completes a cost analysis to develop, implement and sustain program.
12.3.1 Designs programs and/or interventions based on assessment and evidence-based literature.	12.3.1 Under supervision and direction of the RDN, collects data to support the assessment and development of the programs or interventions.	
12.3.2 Applies community-based and population-based models and theories in the development of programs and/or interventions.	12.3.2 Provides input to program lead regarding the development of programs.	
12.3.3 Takes into consideration any population and environmental disparities (health, availability, finances, access) when developing programs.	12.3.3 Supports implementation of the programs by conducting a literature search and identifying potential resources.	
12.3.4 Collaborates with community partners to design the program.	12.3.4 Communicates benefits to promote use of the program and/or policies.	
12.3.5 Takes into consideration public health policies and standards related to food and nutrition.	12.3.5 Under supervision, provides nutrition information and education within the community.	
12.3.6 Prioritizes goals and objectives based on level of importance and the ability to change the health problem.	12.3.6 Collects data to support evaluation of the sustainability of the program.	

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.3.7 Documents social and epidemiological findings and the availability, accessibility, timetable, budget implications and allocation of the programs' priority goals and objectives.		
12.3.8 Assesses the compatibility of the program goals and objectives with those of the organization and its administration and adjusts accordingly.		
12.3.9 Identifies measurable outcomes and indicators for evaluation plan.		

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.4 Implements community-based and population-based programs and/or interventions in collaboration with stakeholders.		<ul style="list-style-type: none"> • Develops relationships with community and government agencies. • Manages resource limitations. • Provides nutrition education to WIC (Special Supplemental Nutrition Program for Women, Infants and Children) clients. • Collaborates with business executives to develop worksite wellness programs. • Educates community health leaders to disseminate nutrition education to community members. • Uses motivational interviewing techniques to support behavioral change.
12.4.1 Implements programs and/or interventions while adhering to public health policies and standards.		
12.4.2 Collaborates with community partners to implement programs based on the assessed needs, values, beliefs, limitations and strengths of the population.		
12.4.3 Utilizes appropriate behavioral change theories, social marketing, behavior economics and communication strategies in the delivery of nutrition programs.		
12.4.4 Identifies and implements strategies for reaching individuals and populations in collaboration with stakeholders.		
12.4.5 Provides nutrition information and education to the community.		
12.4.6 Applies and integrates the Nutrition Care Process to meet the complex needs of the target population.		

Sphere 12: Community and Population Health

Provides nutrition and dietetics services to promote health and wellness and to prevent disease in communities and populations.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
12.5 Evaluates nutrition programs to measure program effectiveness and outcomes and recommends modifications to support changes and/or sustainability of program.	12.5 Supports RDN in evaluation of nutrition programs and recommends modifications to support changes and/or sustainability of program.	<ul style="list-style-type: none"> Organizes and facilitates focus groups for evaluation of nutrition programs. Administers feedback surveys. <p>In addition, the RDN:</p> <ul style="list-style-type: none"> Develops pre-assessment and post-assessment Develops program evaluation tools. Generates charts and graphs to track and communicate outcomes. Presents findings to government and community agencies. Establishes a filing system to support tracking of historical data and records. Reports evidence of outcomes to grant-funding sources (e.g., data regarding fruit and vegetable consumption in school-aged children as related to obesity).
12.5.1 Develops or contributes to an evaluation process and/or cost-benefit analysis to determine the effectiveness and outcomes of the program.	12.5.1 Collects data to support the evaluation process and/or cost-benefit analysis to determine the effectiveness and outcomes of the program.	
12.5.2 Develops a mechanism and/or maintains databases to monitor and measure goals, outcomes and trending data.	12.5.2 Under the supervision of the RDN, maintains databases to monitor and measure goals.	
12.5.3 Critically reviews evaluations to make recommendations for changes.	12.5.3 Supports RDN in the development of presentation to stakeholders to communicate evaluation findings to promote change and/or substantiate program.	
12.5.4 Develops recommendations considering evaluation data, needs of the population, trending data, cost-benefit analysis and funding source.		
12.5.5 Presents evaluation findings, outcomes and recommendations to stakeholders to promote change and/or substantiate program.		

Sphere 13: Foodservice Management

Applies foodservice systems management principles in safe delivery of food and water.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
13.1 Analyzes, designs and monitors foodservice systems to optimize operations.	13.1 Analyzes, designs and monitors foodservice systems to optimize operations.	<ul style="list-style-type: none"> Understands and adheres to the parameters of the Americans with Disabilities Act and guidelines of the Occupational Safety and Health Administration and the NSF. Follows the Hazard Analysis Critical Control Points (HACCP) approach. Considers fire codes and the US Food and Drug Administration Food Code. Understands ease of sanitation durability, flame resistance, and non-absorption. Seeks input from and consults others about floor layout, equipment, storage space, food space, etc. Considers principles of ergonomics in facility design. Designs plans that emphasize hand-washing compliance, equipment disconnect procedures and adequate drains and water supply.
13.1.1 Conducts a needs assessment in collaboration with staff to determine overall department needs.	13.1.1 Collaborates with staff to determine department needs.	
13.1.2 Designs a plan for the purchase of equipment for the production and service of food that meets required safety and sanitation standards.	13.1.2 Designs a plan for the purchase of equipment for the production and service of food that meets required safety and sanitation standards.	
13.1.3 Applies nutrition and foodservice principles when developing equipment specifications that meet the expectations of internal and external stakeholders.	13.1.3 Considers nutrition and foodservice principles when participating in the development of equipment specifications.	
13.1.4 Applies budgeting principles when ordering equipment.	13.1.4 Applies budgeting principles when ordering equipment.	
13.1.5 Considers staffing, processes, equipment and layout plans in developing and optimizing workflow.	13.1.5 Considers staffing, processes, equipment and layout plans in developing and optimizing workflow.	
13.1.6 Adheres to all relevant regulatory guidelines in establishing facility layout and design.	13.1.6 Adheres to all relevant regulatory guidelines in establishing facility layout and design.	
13.1.7 Applies principles of food safety and sanitation in the design and purchase of equipment for production and service of food.	13.1.7 Applies principles of food safety and sanitation in the design and purchase of equipment for production and service of food.	

Sphere 13: Foodservice Management

Applies foodservice systems management principles in safe delivery of food and water.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
13.2 Develops, directs, manages and evaluates the use of standardized recipes for food production in delivery systems.	13.2 Implements, manages, and evaluates the use of standardized recipes for food production in delivery systems.	<ul style="list-style-type: none"> • Considers patient satisfaction surveys when developing menus.
13.2.1 Adheres to and communicates relevant regulations, dietary guidelines and organization policies in menu development and implementation.	13.2.1 Adheres to and communicates relevant regulations, dietary guidelines and organization policies in the implementation of the menu.	<ul style="list-style-type: none"> • Evaluates the needs of the population, including needs based on age, health status, socioeconomic status, preference, allergies, religious observances, therapeutic modifications and cultural beliefs.
13.2.2 Evaluates and incorporates individual and target group needs and requirements in order to develop menu items.	13.2.2 Collaborates with the RDN and/or leadership in evaluating and incorporating the individual or group in the development of a menu.	<ul style="list-style-type: none"> • Develops menus, taking into consideration food flavor, texture, color, consistency, shape, therapeutic modifications and cost.
13.2.3 Incorporates principles of food science and preparation in recipe development.	13.2.3 Incorporates principles of food preparation in recipe development.	<ul style="list-style-type: none"> • Considers delivery systems when planning menus (e.g., bulk or self-service).
13.2.4 Develops menus in consideration of production and service capabilities of facility and staff.	13.2.4 Evaluates menu to determine the capabilities of the facility and staff to support efficient and effective production.	<ul style="list-style-type: none"> • Considers the type of menus and services (e.g., standard menus, room services, restaurants, nursing homes, menu cycle lengths, etc.) when developing and/or implementing recipes.
13.2.5 Participates in and coordinates with committees and staff to review and determine purchasing and product needs.	13.2.5 Participates in and coordinates with committees and staff to review and determine purchasing and product needs.	
13.2.6 Develops tools and measurements to evaluate menu items, quality of products, costs, nutritional values and customer needs.	13.2.6 Participates in ongoing evaluation of menu items, quality of products, costs, nutritional values and customer needs.	
13.2.7 Modifies recipes and menus that accommodate diverse health, economic and cultural needs in order to achieve nutritional goals and requirements.	13.2.7 Collaborates with the RDN and/or leadership in modifying recipes and menus that accommodate diverse health, economic and cultural needs in order to achieve nutritional goals and requirements.	
13.2.8 Seeks and incorporates staff and customer feedback in developing menus and recipes.	13.2.8 Seeks and incorporates staff and customer feedback in developing menus and recipes.	

Sphere 13: Foodservice Management

Applies foodservice systems management principles in safe delivery of food and water.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
13.3 Develops, manages and demonstrates accountability for operational budgets in foodservice systems.	13.3 Develops, manages and demonstrates accountability for operational budgets in foodservice systems.	<ul style="list-style-type: none"> • Monitors food waste costs, cost per meal and staffing costs. • Maintains and tracks data to generate accurate reports (e.g., monitors data that differentiate between food and labor costs, etc.). • Considers sales data, contracts, market trends and staff ratios. • Conducts quarterly audit to ensure all employee files are up to date. • Identifies and communicates performance expectations. • Audits inventory controls and costs on a regular basis.
13.3.1 Leads the development of budget preparation in accordance with accepted accounting principles and organizational policies.	13.3.1 Develops budgets that meet accepted accounting principles and organizational policies.	
13.3.2 Implements a reliable system for budgets and financial record maintenance that adheres to generally accepted accounting principles.	13.3.2 Maintains a reliable system for budget and financial record maintenance that adheres to generally accepted accounting principles.	
13.3.3 Collects data and utilizes technology to assess current trends in order to forecast revenues and expenses.	13.3.3 Collaborates with others to collect data and utilize technology to assess current trends in order to support forecast of revenue and expenses.	
13.3.4 Synthesizes and analyzes data from multiple sources to manage budget.	13.3.4 Summarizes and reports data collection from multiple sources to manage budget.	
13.3.5 Identifies opportunities to maintain and increase revenue.	13.3.5 Identifies opportunities to maintain and increase revenue.	
13.3.6 Initiates capital requests, providing evidence to justify need.	13.3.6 Initiates capital requests, providing evidence to justify need.	
13.3.7 Demonstrates understanding of payment and reimbursement models and their financial impact.		

Sphere 14: Organization Management

Applies principles of food and nutrition management to support the organization’s mission, vision and strategic plan to improve customer service.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
14.1 Employs principles of productivity to optimize safe, ethical and efficient resource utilization.	14.1 Employs principles of productivity to optimize safe, ethical and efficient resource utilization.	<ul style="list-style-type: none"> • Defines project scope and deadlines. • Uses metrics, such as patients seen per day, staffing models and meals per patient per day. • Uses productivity documentation tools to monitor patient-to-staff ratio, to analyze statistics related to output (e.g., calls made per day, patient/customer contact per day, etc.), to generate quarterly performance measures and to track quality improvement initiatives. • Uses relative value units. • Implements strategies to support disaster-response planning, labor shortages, equipment failures, and construction. • Educates and/or monitors staff compliance with sanitation laws and health department regulations. • Plans opportunities for staff to attend external and internal trainings.
14.1.1 Develops and applies criteria to measure and monitor productivity in order to support safe, ethical and efficient services delivery.	14.1.1 Applies criteria to measure and monitor productivity in order to support safe, ethical and efficient services delivery.	
14.1.2 Develops goals and outcomes to measure and enhance productivity.	14.1.2 Develops goals and outcomes to measure and enhance productivity.	
14.1.3 Assesses skills and competence of staff to optimize workflow.	14.1.3 Assesses skills and competence of staff to optimize workflow.	
14.1.4 Monitors staff compliance with laws, policies, procedures and established systems.	14.1.4 Monitors staff compliance with laws, policies, procedures and established systems.	
14.1.5 Leads and participates in department and organization goal setting in order to align department’s goals with organization’s strategic plan.	14.1.5 Leads and participates in department goal setting to support the organization's strategic plan.	
14.1.6 Measures goals and tracks outcomes against established benchmarks to ensure desired goals, standards and regulatory requirements are met.	14.1.6 Measures goals and tracks outcomes against established benchmarks to ensure desired goals, standards and regulatory requirements are met.	
14.1.7 Develops, implements, monitors and evaluates strategies for efficient workflow.	14.1.7 Implements, monitors and evaluates strategies for efficient workflow.	

Sphere 14: Organization Management

Applies principles of food and nutrition management to support the organization’s mission, vision and strategic plan to improve customer service.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	Practice Illustrations
Competencies and Performance Indicators	Competencies and Performance Indicators	
14.1.8 Communicates process changes to staff, customers, vendors and other stakeholders.	14.1.8 Communicates process changes to staff, customers, vendors and other stakeholders.	
14.1.9 Ensures staff is working within individual scope of practice and competence.	14.1.9 Ensures staff is working within individual scope of practice and competence.	
14.1.10 Advocates and allocates resources to increase staff skills, considering the best interests of the public.	14.1.10 Advocates and allocates resources to increase staff skills, considering the best interests of the public.	

Sphere 14: Organization Management

Applies principles of food and nutrition management to support the organization’s mission, vision and strategic plan to improve customer service.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
14.2 Applies principles of financial management to support and achieve budgetary goals.	14.2 Applies principles of financial management to support and achieve budgetary goals.	<ul style="list-style-type: none"> • Administers goods and services within budget. • Implements strategies to correct budget variance. • Determines cost effectiveness, cost-benefit ratio and cost utility. • Completes the appropriate forms and follows processes to maximize reimbursement.
14.2.1 Establishes and maintains an operational budget.	14.2.1 Establishes and maintains an operational budget.	
14.2.2 Manages expenditures and revenues using established procedures and tools.	14.2.2 Manages expenditures and revenues using established procedures and tools.	
14.2.3 Synthesizes and analyzes data from multiple sources to manage organizational budget.	14.2.3 Synthesizes and analyzes data from multiple sources to manage organizational budget.	
14.2.4 Conducts and participates in a cost analysis to establish budget priorities.	14.2.4 Conducts and participates in a cost analysis to establish budget priorities.	
14.2.5 Interprets operational data and financial statements to manage programs and services within budget.	14.2.5 Interprets operational data and financial statements to manage programs and services within budget.	
14.2.6 Applies knowledge of payment and reimbursement models.		
14.2.7 Negotiates payment and reimbursement for customers/patients in order to promote access to care.		

Sphere 14: Organization Management

Applies principles of food and nutrition management to support the organization’s mission, vision and strategic plan to improve customer service.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	Practice Illustrations
Competencies and Performance Indicators	Competencies and Performance Indicators	
14.3 Applies principles of project management to achieve goals and objectives.	14.3 Incorporates and communicates principles of project management to achieve project objectives and goals.	<ul style="list-style-type: none"> • Develops a project charter, establishing the project sponsor, scope of project (time, cost and deliverables) and parameters for successful completion of project. • Communicates with stakeholders, including patients, employees, administrators, business partners, etc. • Develops a case to justify programs, services, products or procedures. • Participates in and leads a SWOT (strengths, weaknesses, opportunities, threats) analysis. • Considers internal and external/environmental influences when developing a project charter and defining scope of project.
14.3.1 Defines the project parameters in collaboration with key stakeholders.	14.3.1 Participates in team meetings to establish project parameters.	
14.3.2 Leads and/or participates in stakeholder analysis and collaboration in order to establish project objectives and goals.	14.3.2 Participates in stakeholder analysis and collaboration in order to establish project objectives and goals.	
14.3.3 Communicates purpose and desired outcomes to stakeholders in order to achieve project objectives and goals.	14.3.3 Communicates purpose and desired outcomes to stakeholders in order to achieve project objectives and goals.	
14.3.4 Manages risks to ensure successful completion of project.	14.3.4 Assists in management of identified risks to support successful completion of the project.	
14.3.5 Identifies and anticipates risks related to the project and/or organization.	14.3.5 Identifies and reports risks related to the project.	
14.3.6 Tracks progress and completion of deliverables and takes action to keep project within scope.	14.3.6 Tracks progress and completion of deliverables and takes action to keep project within scope.	

Sphere 14: Organization Management

Applies principles of food and nutrition management to support the organization’s mission, vision and strategic plan to improve customer service.

Registered Dietitian Nutritionists (RDNs)	Nutrition and Dietetics Technicians, Registered (NDTRs)	
Competencies and Performance Indicators	Competencies and Performance Indicators	Practice Illustrations
14.4 Coordinates human resource activities, adhering to labor agreements, organization policies and applicable legislation.	14.4 Coordinates human resource activities, adhering to labor agreements, organization policies and applicable legislation.	<ul style="list-style-type: none"> • Collaborates with staff to set measurable individual performance goals and priorities. • Establishes performance competencies. • Monitors and documents competencies. • Identifies and recommends new human resource policies. • Investigates opportunities for tuition reimbursement programs and continuing education. • Provides constructive feedback, recognizing strengths and opportunities for improvement.
14.4.1 Utilizes policies and processes to manage workforce.	14.4.1 Utilizes policies and processes to manage workforce.	
14.4.2 Initiates and participates in recruitment and hiring of staff.	14.4.2 Initiates and participates in recruitment and hiring of staff.	
14.4.3 Plans and coordinates staff orientation and training.	14.4.3 Plans and coordinates staff orientation and training.	
14.4.4 Reviews and updates job descriptions to reflect current practices and the organization’s needs.	14.4.4 Reviews and updates job descriptions to reflect current practices and the organization’s needs.	
14.4.5 Initiates and manages staff remediation and termination processes, applying applicable legislation and labor agreements.	14.4.5 Initiates and manages staff remediation and termination processes, applying applicable legislation and labor agreements.	
14.4.6 Establishes, communicates and measures performance expectations of staff.	14.4.6 Communicates and measures performance expectations of staff.	

Practice Competencies Glossary

Disclaimer:

Note that the Glossary is included with the sole intent to clarify the use of terms in the Practice Competencies and/or in the Goal Wizard, and is not intended to replace the Academy's Definition of Terms.

Advocacy – A wide range of activities conducted to influence decision makers at various levels. This definition intentionally includes not only traditional advocacy work like litigation, lobbying, and public education, but also capacity building, network formation, relationship building, communication, and leadership development.

Client/Patient/Resident/Family/Customer – Generally, these terms are used interchangeably with the actual term used in a given situation dependent on the setting and the population receiving care or services. In a clinical setting, the terms client/patient are commonly used. As a universal term, the use of “customer” is intended to encompass all the other terms with the meaning taken by the reader or listener reflecting the context of the situation and setting. Use of “customer” is not intended to imply monetary exchange. The Standards of Professional Performance for Registered Dietitians and the Standards of Professional Performance for Dietetic Technicians, Registered include the following “Note: The term *customer* is used in this evaluation resource as a universal term. Customer could also mean client/patient, client/patient/customer, participant, consumer, or any individual, group, or organization to which the RD (RDN, or DTR, NDTR) provides service.”

Clinical Nutrition and Dietetics Practice – Utilizes the skills, knowledge, and applied judgment of the RDN or RD whose practice involves nutrition care, medical nutrition therapy and related services provided to individuals

and/or groups of all ages to address health promotion; and prevention, delay or management of diseases and/or conditions.

Code of Ethics – A statement or series of principles issued by an organization to help its members/credentialed practitioners conduct their actions in accordance with its primary values and standards of conduct. The Preamble of the Code of Ethics for the Profession of Dietetics 2009 “was created by the Academy’s Board of Directors, House of Delegates and Commission on Dietetic Registration to provide guidance to dietetics practitioners in their professional practice and conduct. Dietetics practitioners have voluntarily adopted the Code of Ethics to reflect the values and ethical principles guiding the dietetics professional and to set forth commitments and obligations of the dietetics practitioner to the public, clients, the profession, colleagues and other professionals.”

Community Nutrition – Community nutrition encompasses individual and interpersonal-level interventions that create changes in knowledge, attitudes, behavior and health outcomes among individuals, families or small, targeted groups within a community setting.

Credential(s) – A designation (often a certification) conferred by an organization (usually a licensing board, certification body or employer) that documents the knowledge, skills, attitudes, abilities and/or competencies

Practice Competencies Glossary (continued)

that a practitioner has mastered. The credential is often a prerequisite for practicing in a defined professional role or health care setting (e.g., an RDN or RD providing inpatient clinical care or an NDTR or DTR directing a hospital's foodservice).

Comparative Standards – National, international, institutional and/or regulatory standards when available are essential for evidence-based nutrition and dietetics practice. Nutrition and dietetics practitioners must identify the most appropriate reference standard(s) or goal(s) based on practice setting, age of client/patient/customer when applicable, disease injury state and severity when applicable, or other parameters applicable to a setting or client/patient/customer population.

Evidence-based nutrition and dietetics practice – Evidence-based nutrition and dietetics practice involves systematically finding research evidence and assessing its validity, applicability and importance to food and nutrition practice decisions; and is based on the best available evidence in the context of the practice situation and the values of clients, customers and communities to achieve positive outcomes. Best available evidence includes research, national and/or international guidelines, policies, consensus statements, expert opinion and quality improvement data. Evidence-based nutrition and dietetics practice involves continuing evaluation of outcomes, which becomes part of the evidence base.

Funding Model – Refers to a systematic and methodical means of establishing a reliable revenue stream to support an organization or project. This may include federal, educational or other grants, a relationship with a state or federal program, a relationship with another organization, or establishment of fees or service charges.

Human Sciences (Social Sciences) – The study and analysis of behaviors, attitudes, activities, or relationships of humans or individuals as members of society.

Informed Consent – The process of securing agreement from the client/patient for a medical, surgical or other healthcare intervention such as nutrition intervention/plan of care/nutrition counseling, or from a potential research subject only after they have been fully informed of the possible consequences, side effects or potential complications of the treatment or procedure, or participation in the research study.

Nutrition Screening Tools – Quick and convenient, validated and reliable tools used to identify a client/patient/group who may have a nutrition diagnosis or be at risk for a nutrition-related problem and/or malnutrition, e.g., Malnutrition Screening Tool (MST), Malnutrition Universal Screening Tool (MUST).

Nutrition Care Process – A process for identifying, planning for, and meeting nutrition needs which includes four steps: Nutrition Assessment, Nutrition Diagnosis, Nutrition Intervention, Nutrition Monitoring and Evaluation.

Population and Public Health – Population refers to the identification of a specific group, such as clients/patients in a state, community or residents of a facility. Public Health applies principles to design programs, systems, policies and environments that aims to improve or maintain the optimal health of populations and targeted groups.

Practice Competencies Glossary (continued)

Professional Practice – In the context of nutrition and dietetics – activities undertaken as an employee or a volunteer in the administration, delivery, promotion, and support of nutrition and dietetics-related client/patient/customer care, services, education, business, research, and public service; and in local, state and national association activities.

Risk Management – Identifying, analyzing and evaluating potential problems, shortfalls, crises or even missed opportunities followed by the development of strategies or methods to mitigate, control or eliminate the risks. Risk management occurs in a health care setting as well as in an organization, or in a strategic or political context.

Social and Health Determinants – Any number of factors that may impact a client's/patient's/population's health or nutrition status. Such factors can include, but are not limited to education, socioeconomic status, living conditions, relationships, human genomics, access to healthcare, access to food, and individual behaviors, such as exercise, diet, sleep, smoking, environmental factors.

Standards of Practice (SOP) and Standards of Professional Performance (SOPP) for Registered Dietitian Nutritionists or Registered Dietitians (RDNs or RDs) and Nutrition Dietetic Technicians, Registered or Dietetic Technicians, Registered (NDTRs or DTRs) – Standards of Practice (SOP) and Standards of Professional Performance (SOPP) are tools for credentialed nutrition and dietetics practitioners to use in professional development. They serve as guides for self-evaluation and to determine the education and skills needed to advance an individual's level of practice. Although not regulations, the standards may be used by regulatory agencies to determine competence for credentialed nutrition and dietetics practitioners. The SOP relate directly to client care/patient care for Nutrition

Assessment, Nutrition Diagnosis, Nutrition Intervention, and Nutrition Monitoring and Evaluation. The SOPP represent 6 domains of professionalism: Quality in Practice, Competence and Accountability, Provision of Services, Application of Research, Communication and Application of Knowledge, and Utilization and Management of Resources. To view the listing of focus area SOP and SOPP, members may visit the Scope/Standards of Practice Webpage at www.eatright.org/scope to access the Standards Collection on the *Journal* website at www.andjrnl.org/content/sop. Non-members may directly access the *Journal* website at www.andjrnl.org/content/sop.

Stakeholder – The significant participants involved in or affected by a given process, such as the public, clients/patients/customers, employers, accrediting bodies, licensing boards, RDNs or RDs, and NDTRs or DTRs.

Technical Judgment – Judgment exercised by the professional that is developed through clinical, academic or other professional experience over time, combined with knowledge gleaned from academic and/or continuing education pursuits.

Technology Platform – Typically refers to a computer or information technology (IT) context – the technology platform may be an operating system, an application, a system for electronic healthcare records, a system for coding and billing, or any database or electronic system that enables or facilitates health care or professional activities.

Third Party – In the health care environment, a third party is typically an entity or organization that is outside the therapeutic relationship, such as a third party payer. A third party payer is any organization, public or private, that pays or insures health or medical expenses on behalf of beneficiaries or recipients, such as commercial insurance companies, Medicare, and Medicaid.

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