

Update # 3 from the Working Group for the Development of *Performance Indicators* based upon the *Competency Profile*

Meeting October 21st and 22nd

The working group met in St. John’s Newfoundland to continue the development of Performance Indicators. The previous experience in writing, critiquing and agreeing upon drafted performance indicators moved the process forward more quickly than anticipated. By the end of the meeting, a complete draft document was prepared with only several small sections needing consideration and revision in preparation for presentation by Webinar to the Regulatory Boards and Council.

The group participated in a far reaching discussion about the implementation of the *Competency Profile* and the associated *Performance Indicators*. It was agreed that the focus of the March meeting in Vancouver would be *Moving Forward to Implementation*. To address this focus, it will be important to have strong representation from Regulators, Associations and Educators.

An Example of a Practice Competency and its’ Related Performance Indicators

Over the past Updates, definitions of Competencies and Performance Indicators have been provided. Since the group is now at the stage of finalizing the first draft, it was decided that an example of a Competency and its Indicators would be included in this communication. The Competencies were accepted by the Regulatory bodies in the spring/summer of 2010. The Indicators, listed below, are in *draft* form only and have not yet been accepted. They are included to clarify the process. Note that the Competency with its Performance Indicators has a column headed Assessment Vehicle beside it. These Assessment Vehicles outline where the Performance Indicator is to be assessed.

Practice Competency		Performance Indicator	Assessment Vehicle				
			Reg Exam MC	Reg Exam OP	Ed Academic	Ed Simulated	Ed Clinical
Perform postural assessment.							
	1.	<i>Describe the process for performing a postural assessment.</i>	x	x	x	x	
	2.	<i>Differentiate between normal and abnormal findings.</i>	x	x	x	x	
	3.	<i>Identify the indications, contraindications and precautions for performing postural assessment.</i>	x	x	x	x	x
	4.	<i>Communicate the assessment procedure to patient.</i>		x		x	x
	5.	<i>Demonstrate postural assessment based upon patient history and presentation.</i>		x		x	x

There are five assessment vehicles.

1. Registration examination in a multiple choice format.
2. Registration examination in an oral practical/OSCE format.
3. Educational institution in an academic setting.
4. Educational institution in a simulated setting.
5. Educational institution in a clinical setting.

The assessment vehicles are avenues to assess that the massage therapy student has successfully met the Performance Indicator at an entry to practice level. The 'x' in the boxes above indicates where the Performance Indicator can best be assessed.

What is Next?

- A number of working groups have been established to address the outstanding issues and present their suggestions and solutions to the group as a whole for discussion and eventual inclusion in the document.
- The group will meet in Toronto in December to finalize the draft and to work on the validation survey which will be distributed to Educators early in 2012.
- In anticipation of the March 3rd, 2012 meeting in Vancouver with Regulators, Educators and Associations, the group will continue to prepare for *Moving Forward to Implementation*.