

Update # 4 from the Working Group for the Development of *Performance Indicators* based upon the *Competency Profile*

Meeting December 11th and 12th

The working group met in Toronto for two days with a full agenda including finalization of the consultation draft of the Performance Indicators, preparation of the Webinar for each of the regulatory colleges, outlining the Validation Survey process and planning for the March 3rd, 2012 Stakeholders' Workshop in Vancouver. All of these items had as their sub text the intent of *Moving Forward to Implementation* of the Competencies and Performance Indicators.

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 has now finalized its consultation draft, it was decided to again include an example of a Competency and its Indicators in this communication. You will note it is the same example included in Update # 3 but includes revisions and refinement in wording of the Performance Indicators as well as the Assessment Vehicles.

The Competencies were accepted by the Regulatory bodies in the spring/summer of 2010. The Indicators, listed below, are in *draft* form only and anticipate acceptance in principle by the Regulatory Colleges in early 2012.

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

Note that the Competency with its Performance Indicators has a column headed Assessment Vehicle beside it. These Assessment Vehicles outline where the Competency, via its Performance Indicators, is to be assessed.

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 box above indicates where the Performance Indicator can best be evaluated.

What is Next?

- All schools in the regulated jurisdictions will be invited to participate in an on line Validation Survey from mid-January until mid-February. It is anticipated that the schools will consult broadly with faculty and staff to provide the most complete and accurate input per school. Confidentiality of survey respondents will be assured.
- The survey results will be analyzed to provide aggregate data for the working group as well as for survey respondents.
- Several small items are still outstanding and task groups have been created to address these concerns. They will share their findings with the working group for final decisions.
- In anticipation of the March 3rd, 2012 meeting in Vancouver with Regulators, Educators and Associations, the working group will continue with preparations for *Moving Forward to Implementation*.