



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

January 2022

CAPR Expert Advisory Panel on the Future of Competency Assessment

BACKGROUND:

While CAPR regularly follows international best practice standards for high-stakes licensure exams and undertakes external expert reviews of its program, in 2016, the Board sought to strengthen CAPR's work from "meeting" best practice standards to "exceeding" them. As such, the 2018-2022 Board strategic plan directed CAPR staff to develop an innovation agenda starting in the 3rd year of the strategic plan.

Work on the innovation agenda began in earnest in 2019 with a broad Stakeholder Visioning Day. At its February 2020 meeting, the CAPR Board of Directors approved key priorities for the innovation agenda and staff prepared for implementation.

The implementation was interrupted by the declaration of the global pandemic just two weeks after this Board meeting. However, CAPR did continue with key elements of the innovation plan as best as possible. Innovations included: the reduction of the number of stations in the clinical component (including the elimination of the written component of the OSCE), exploration of a new delivery format of the exam (including electronic scoring), and more frequent exam administrations.

At this time, and in agreement with Board direction from April 2021, CAPR returns in earnest to its interrupted plan to consider major innovations to its evaluation services. In February 2022, an Expert Advisory Panel will be convened to lead the exploratory background work and preparatory research.

CAPR Expert Advisory Panel

Principles

The overarching goal of entry-to-practice competency assessment is **public protection**. CAPR's Strategic Framework 2018-2023 includes a Strategic Objective to:

Ensure Excellence in Evaluation Services, by:

- developing and implementing a leading-edge competency assessment through innovation and evidence-based policy-making, and
- continuing to be leaders in education credential assessment.

Innovations will be:

- grounded in evidence
- risk stratified, and
- future oriented.

The Approach

The following approach to innovation and the future of competency assessment at CAPR will be applied:

- An *Expert Advisory Panel on the Future of Competency Assessment*, will be established, chaired by the Chair of the Evaluation Services Committee and accountable to the Evaluation Services Committee.
- 8-10 members will be appointed to the Expert Advisory Panel, including national and international experts in competency assessment, key national and international members of the physiotherapy profession (see Terms of Reference [Appendix A](#)).
- The Expert Advisory Panel will be collaborative and solutions based.
- The Expert Advisory Panel will be responsible for collecting and reviewing input from a broad range of sources (see proposed sources in [Appendix B](#)), and for making a recommendation to the Evaluation Services Committee regarding the future of evaluation services at CAPR.

The Evaluation Services Committee will keep the Board apprised of the work of the Expert Advisory Panel and present final recommendations to the Board for review and approval.

Project Timelines

| Tentative Timing | Activity |
|----------------------|--|
| Nov 2021 | <ul style="list-style-type: none"> • Convene Evaluation Services Committee • Recommend Terms of Reference for the Expert Advisory Panel to the Board of Directors • Identify potential Panel members • Develop a communications plan to keep stakeholders informed about the progress and next steps of the project |
| Dec 2021 | <ul style="list-style-type: none"> • Board approval of Terms of Reference |
| Jan 2022 | <ul style="list-style-type: none"> • Implementation of the communications plan • Approach potential Panel members • Circulate broad call for Panel members |
| Feb 2022 | <ul style="list-style-type: none"> • Appointment of members to the Panel by Evaluation Services Committee • Welcome/Orientation meeting of Expert Advisory Panel <ul style="list-style-type: none"> ○ Propose background work, including broad consultations, to be done to inform committee discussions and recommendations; ○ Develop description of research to be conducted (primary and secondary research, peer-reviewed literature) and plan for collection ○ Review/approve draft RFPs and circulate |
| Mar 2022 | <ul style="list-style-type: none"> • Expert Advisory Panel meeting <ul style="list-style-type: none"> ○ Review proposals submitted ○ Select and secure consultant(s) to provide the identified deliverables (due date July 31, 2022) |
| Mar-July 2022 | <ul style="list-style-type: none"> • Consultant(s) conduct consultations and collect research information • Expert Advisory Panel meetings as needed to oversee consultant work • Evaluation Services Committee meetings as needed to steer Panel work |
| Aug 2022 | <ul style="list-style-type: none"> • Expert Advisory Panel meeting <ul style="list-style-type: none"> ○ Review final consultant(s) report(s) ○ Apply input to inform changes and recommendations |
| Sep/Oct 2022 | <ul style="list-style-type: none"> • Expert Advisory Panel meetings <ul style="list-style-type: none"> ○ Formulate recommendations for the future of competency assessment |

| Tentative Timing | Activity |
|------------------|--|
| | <ul style="list-style-type: none"> ○ Presentation of results and preliminary recommendations to ESC • Evaluation Service Committee meeting <ul style="list-style-type: none"> ○ Discuss preliminary recommendations and prepare presentation to the Board • Develop high level survey to those who were consulted for validation and feedback |
| Nov/Dec 2022 | <ul style="list-style-type: none"> • Circulate survey, close end December • Develop draft implementation plan pending approval |
| Jan 2023 | <ul style="list-style-type: none"> • Expert Advisory Panel meeting <ul style="list-style-type: none"> ○ Convene to review survey results ○ Develop final recommendations for review and approval by Evaluation Services Committee • Evaluation Service Committee meeting <ul style="list-style-type: none"> ○ Discuss final recommendations and prepare presentation to the Board |
| Feb 2023 | <ul style="list-style-type: none"> • Present recommendation(s) to the Board for approval • Final Board approvals of future of CAPR competency assessment and the implementation plan |
| Mar 2023 | <ul style="list-style-type: none"> • Finalize implementation plan (likely 5 years) • Begin implementation |

Responsibilities

The broad responsibilities of each group involved in the project are described below.

CAPR Board of Directors: project funding approval, final approval of recommendation(s) generated by the project (the future of CAPR evaluation services).

CAPR Evaluation Services Committee: acts as the steering committee for the project - provision of guidance and input about the project to the Expert Advisory Panel, review/agreement of final recommendation(s), and presentation of the recommendation(s) for approval to Board of Directors. The Chair of the Evaluation Services Committee will act as liaison between the Expert Advisory Panel (see below) and the Board of Directors of CAPR (above).

Expert Advisory Panel: acts as the working committee to re-envision CAPR competency assessment based on data gathered through a broad consultations process (primary/secondary research including surveys, focus groups, interviews, environmental scan and peer-reviewed literature review). The Chair of the Expert Advisory Panel will work hand in hand with the consultants, will assist in facilitating Panel meetings, provide input into meeting agendas, and liaise if necessary with the Board of Directors (above).

CAPR Staff: support the work of the Evaluation Services Committee and the Expert Advisory Panel, arrange for translation of materials through the project as required (e.g. communications, survey, invitations to participate). Facilitate communications between all of the above groups (Expert Advisory Panel, Evaluation Services Committee, Board of Directors).



CAPR
Canadian Alliance
of Physiotherapy
Regulators

ACORP
Alliance canadienne des
organismes de réglementation
de la physiothérapie

Appendix A

CAPR Expert Advisory Panel Future of Competency Assessment Terms of Reference

Mandate

The Expert Advisory Panel (the Panel) is an ad-hoc committee of the Evaluation Services Committee, responsible for using their collective expertise to identify, gather, review, and discuss input from a broad range of sources, and to provide a recommendation(s) to the Evaluation Services Committee regarding the future direction of high stakes entry-to-practice competency assessment for physiotherapists in preparation for licensure in Canada. The recommendation(s) are to be grounded in evidence, risk-stratified and future-oriented.

The recommendation(s) will be approved by the Board of Directors, and will set the future direction for the credentialling and examination services provided by CAPR. A five-year implementation plan will be developed and launched beginning in 2023.

Composition

The Panel is composed of 8-10 members, chaired by the Chair of the Evaluation Services Committee. All members have expertise in measurement, assessment, and competence from various contexts, and are innovative and forward-thinking. Membership will be comprised of the following:

- Chair of the Evaluation Services Committee
- At least two individuals who are international experts in competency assessment
- At least one individual with competency assessment expertise from a Canadian bridging program for IEPTs
- At least one individual with expertise in credential assessment of internationally educated health professionals
- At least one individual from a Canadian assessment agency responsible for entry-to-practice competency assessment of health professionals

Consideration will be given to geographic and socio-historic diversity of the membership during recruitment in order to capture the broadest perspectives.

Staff Liaison and Support

The Panel will be supported by the following CAPR staff:

- National Director, Evaluation Services
- Lead Psychometrician

Term of Office

Appointment is estimated to be for 12-15 months, until the work of the Panel is complete and recommendations are presented to the Board of Directors. The members are identified, recruited, and appointed by the Evaluation Services Committee.

Roles and Responsibilities

1. Invoke an innovative thinking mindset to entry-to-practice competency assessment for physiotherapists in preparation for licensure.
2. Contribute to the identification and scope of background research necessary to inform the work of the Panel (e.g. environmental scans, surveys, focus groups, literature review, etc.). External consultant(s) will be engaged to conduct the necessary background research.
3. Apply a hub and spoke model to gather and review input from a broad range of stakeholders (see [Appendix B](#))
4. Seek input from Fairness Commissioners across Canada as appropriate/necessary.
5. Participate in collaborative discussions to formulate recommendation(s) about the future of the credentialling and examination services provided by CAPR, taking into consideration stakeholder input, and applying their collective expertise in measurement, assessment, and competence.
6. Contribute to validating the recommendation(s) with key stakeholders prior to presentation to the Evaluation Services Committee and the Board of Directors.
7. Contribute to an implementation plan for launch beginning after Board approval of the recommendation(s).

Meetings

Regular (monthly at times) virtual meetings are anticipated between February 2022 and March 2023.

Accountability

Through the Chair of the Panel to the Evaluation Services Committee, the National Director, Evaluation Services, the CAPR CEO and to the CAPR Board of Directors. The Chair of the Panel sits on the Board of Directors.

| Approved | Reviewed/Revised | Next Review |
|----------|------------------|-------------|
| Dec 2021 | | |



Appendix B: Proposed Research and Consultations to Inform the Recommendations of the Expert Advisory Panel on the Future of Competency Assessment

To be confirmed by Panel members when convened.

CAPR supports an evidence-based approach to establishing the model and principles of competency assessment of Canadian-educated (CEPTs) and Internationally-educated (IEPTs) physiotherapists at entry-to-practice. The Expert Advisory Panel will develop research questions and methodology to inform the recommendations to be made by the Panel regarding the future of competency assessment of physiotherapists in Canada and will apply a hub and spoke model to gather, review, and discuss input. External consultant(s) will be engaged to conduct the background research.



It is proposed that the Panel will develop and, with the assistance of CAPR staff and external consultants, implement a consultations plan which may include research and environmental scanning such as:

Primary Research

- National survey
- Focus groups/interviews
- Other to be determined by the Panel

Literature Review (scoping review)

- Peer Reviewed literature to inform the components, scope, and nature of high-stakes competency assessment
- Other to be determined by the Panel

Secondary Research (environmental scanning)

- Models of physiotherapy entry-to-practice competency assessment that exist internationally
- Models of entry-to-practice competency assessment exist nationally in other professions
- Other to be determined by the Panel