



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 1](#)).
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 National Director, Evaluation Services to the Evaluation Services Committee and to the CAPR Board of Directors.

Approved	Reviewed/Revised	Next Review
December 23, 2021	n/a	No later than 2026

Appendix 1: 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