
Meeting of the Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario — September 27, 2011

PRESENTATION — NATIONAL ASSESSMENT TOOL (LORNA MARTIN)

Ms. Martin, Co-ordinator for the task group to develop a National Canadian Professional Standard for Counselling and Psychotherapy (CPSCP) informed the Transitional Council (TC) about the process her group has been following to develop this tool so far and the progress of the endeavour to date.

She explained that the goal of the Task Group is to develop a tool that can test *entry-to-practice* qualifications on authentic situations rather than in a test format or with vignettes which have shown to be unreliable for measuring competency skills.

Ms. Martin explained the design:

- 10 simulations with five to eight sections pro simulation
- Each section has a variety of answers from which the testee chooses
- Each section has three components
 1. Scenario (information given by the client or background information *as it would present in a session*)
 2. Information (information that becomes available in the session)
 3. Decision (a variety of reactions and interventions from which the testee can choose)
- Each answer is calibrated to a scale of seven points: +3 = great counselling, this promises the best positive movement for the client; 0 = okay, would do harm but doesn't really help either; -3 = not showing competency in this section, this is harming the client
- Based on the answer of the testee he / she receives feedback such as "client engages and actively discusses other options", "client doesn't engage much", "client shows obvious signs of confusion and doesn't respond" before going on to the next section.
- Samples for the scenarios are as inclusive of different approaches and modalities as possible
- Once an intervention or reaction has been chosen the testee can not return to choose differently — just like in a session one cannot take back something once it has been said

Ms. Martin then spoke about the reasoning for and progress of the design:

- Proven to be most reliable testing possible. Chosen in California for that reason.
- Altogether a four-year process to develop it; now in its 2nd year.
- Will go into testing in Canada in January 2012.
- Year three will be more development and testing.
- Year four will be training and preparation for testers nationwide.
- The group plans to develop three or four similar tests to be able to provide the test several times a year for re-testing without using the same scenarios.

Discussion following the presentation:

- The tool is developed for psychotherapists more than for Mental Health Therapists
- Development of a similar tool for the College would take too long given the Ministry timelines.

Reports

President's Report:

- Great progress over the summer:
 - Draft regulations went to stakeholder consultations
 - Competency profiles were developed and went to stakeholder consultations
 - Steering committee for training and education guidelines was set up and met
 - Council self-evaluation process was completed
 - College by-laws were reviewed
- Still to come:
 - Development of prior learning assessment tools
 - Development of jurisprudence and professional practice exams

Professional Practice Committee Report:

- Summer progress:
 - Started work on development of the exams
 - Started work on development of Practice Guidelines handbook

Registration Committee Report:

- Summer progress:
 - Steering committee and competency profiles as mentioned in President's report
 - Started work on development of prior learning assessment tools and grandparenting assessment process

Registrar's Report:

- Had several speaking engagements over the summer months
- Staff getting drafts ready for Ministry input by the end of the year
- Needing to develop processes for registration and daily functioning of the College and finding the means to implement those processes
- Meeting with the Ministry:
 - Developed a draft memorandum of agreement for the status of Short Term Body
 - The new Assistant Deputy Minister wants to support the College as best as possible to reach the Ministry deadlines
 - Ministry assigned two go-to people to help move the process forward in a timely manner
 - A process analyst will be hired to help with the sharing of common process between all the College in the developmental phase at this time
 - Need for additional resources (staffing and offices) has been acknowledged by the Ministry

STAKEHOLDER FEEDBACK

- *At the time of the meeting (3:15 pm on Sept. 27, 2011), 120 responses had been received.*
- *All responses will be read and are taken very serious.*

Registration Regulation Draft

Major feedback after first reading of responses received up to 12:00 pm that day:

- Not seeing the need for two titles
- RMHT should *always* be supervised by RPs
- The 750 hrs currency requirement (over three years)
 - More flexibility needed for special situations (parental leave, illness, etc.)
 - Some said it was too high, others it was too low
 - Suggestion to have it spread over four years rather than three
- Most of the responses so far had been from RP candidates. Their main concerns:
 - Supervision / client contact hours were too high or too low
 - Some still wanted a Master's requirement, others thought it good that it wasn't required
 - Some mentioned that an Undergraduate degree should not be required for training
 - Some mentioned that competencies over credentials was a good decision
- The main concerns about the RMHT designation (from RP candidates):
 - Why do RMHTs have the same access to the Controlled Act and the Scope of Practice (why two categories)
 - Should RMHTs always practice under supervision only?
- Concerns about the grandparenting process:
 - What will the portfolio be about?
 - The currency requirements (750 hours / three years in Ontario); more flexibility needed

Professional Misconduct Regulation Draft

- About ¾ of submissions received to that time had been reviewed before the meeting
- Feedback was thoughtful and reflective and very affirming that far
- Main concerns:
 - *Speciality titles* (may preclude non-specialists; would hamper specialists if not available)
 - *Record keeping* (process notes vs. clinical notes; incl. of treatment plans; etc.)
 - *Plagiarism* (suggested that this needs to be included in Misconduct Regulation)
 - *Electronic practice* (questions around liability will be revisited)
- Overall feedback:
 - Specialities and modalities need to be better acknowledged / recognized
 - How to handle confidentiality in inter-disciplinary work?

Competency Profiles

Linda Ann Daily, chair of the task group for the development of Competency Profiles, introduced the task group and the work done so far:

- Group set-up
 - Three consultants
 - College staff
 - Members of the TC
 - Four members coming from the RMHT side to offer insight into that area
- Process of the group
 - Needed to educate themselves about the task first
 - Used the Ontario Coalition Competency Document as a starting point
 - Worked through and over that document twice to make it appropriate for the College's use
 - Differences between the profiles for RPs and RMHTs are mainly in proficiency
 - Great feedback from stakeholders of both categories (140 RMHT and 170 RP by Sunday before the meeting)
- Next steps
 - Evaluating responses and filling in gaps in the profiles
 - Focus groups to be consulted in October
 - Communication with educators and aboriginal healers

At this point I had to leave the meeting. Further topics discussed were:

By-law amendments

Code of Ethics

Council evaluation report

New business

Closing comments

Disclaimer:

The notes in this document are **not** official minutes. The author does not claim the content to be 100% correct or to express the intent of the discussions perfectly. These is purely the notes of the meeting as understood by the author from her position as silent observer.

For official minutes of the meetings, visit the College's website at http://www.cprmhto.on.ca/pages/Home/Council/Council_Minutes