

Sound Assessment is best achieved when

- ▶ the purpose is clear
- ▶ it is aligned with criteria that matter
- ▶ it is done **with** participants and not **to** participants
- ▶ it makes provisions for those being assessed to play a meaningful role
- ▶ it accounts for the characteristics of adult learning (Knowles)
 - ▶ utilizes background knowledge (professional judgement)
 - ▶ relevant to current roles (addresses a need)
 - ▶ participants motivated to engage by activity

Potential Benefits of Sound Assessment

- ▶ Establishes a sound baseline to build on
- ▶ Directs available resources in important strategic areas (gaps)
- ▶ Confirms for the participant knowledge, skill that they possess
- ▶ Acts as a catalyst for engagement in continuous learning
- ▶ Serves as a source of professional renewal

Feedback to Candidates

- ▶ Establishes a sound baseline to build on
- ▶ Links directly to the assessment i.e., the standards
- ▶ Makes recommendations that are actionable
- ▶ Uses a tone that is constructive
- ▶ Recommendations link to appropriate resources, where available
- ▶ Feedback systems are automated, where appropriate

▶ What are Situational Judgement Assessment Items

- ▶ Purpose
- ▶ Current Use
- ▶ Benefits
- ▶ Alignment with this context

Scenario (Standard 1.4 - Controlled Acts)

A client reaches out to an RP and reports that he wants to reduce obsessive-compulsive disorder (OCD) symptoms. The RP works with the client, a post-secondary student, on managing OCD symptoms for about two months, at which point the client sends the RP a form from his university's accommodations office asking the RP to confirm the diagnosis of OCD.

Options

*Rank the following options the RP or RP (Qualifying) should select according to which one **most** successfully demonstrates the CRPO professional standard to which one **least** successfully demonstrates the standard.*

- A. Decline the client's request for documentation and inform the client that OCD does not appear to affect his ability to succeed in school.
- B. Explain that RPs cannot provide any mental health diagnoses because it is a controlled act limited to MDs and Psychologists, but not part of the controlled act of psychotherapy.
- C. Provide the documentation requested with the RP's title and registration number clearly displayed and the statement that the RP provides psychotherapy to the client to address OCD symptoms.
- D. Offer to write a letter about the client's mental health challenges as it affects school performance in lieu of a diagnostic report.
- E. Explore other mental health providers who are authorized to diagnose OCD that the

client has access to and encourage the client to reach out to the appropriate parties.

Answer Key

B, E, D, C, A

B. Explain that RPs cannot provide any mental health diagnoses because it is a controlled act limited to MDs and Psychologists, but not part of the controlled act of psychotherapy.

Rationale: Provides education to the client and aligns with the standard.

Answer Key

B, E, D, C, A

- A. Decline the client's request for documentation and inform the client that OCD does not appear to affect his ability to succeed in school.

Rationale: There is no information that suggests OCD isn't impacting school success, and it misses the standard of focus entirely with this answer.