



**UNIVERSITY OF
ALBERTA**

Validating Competency

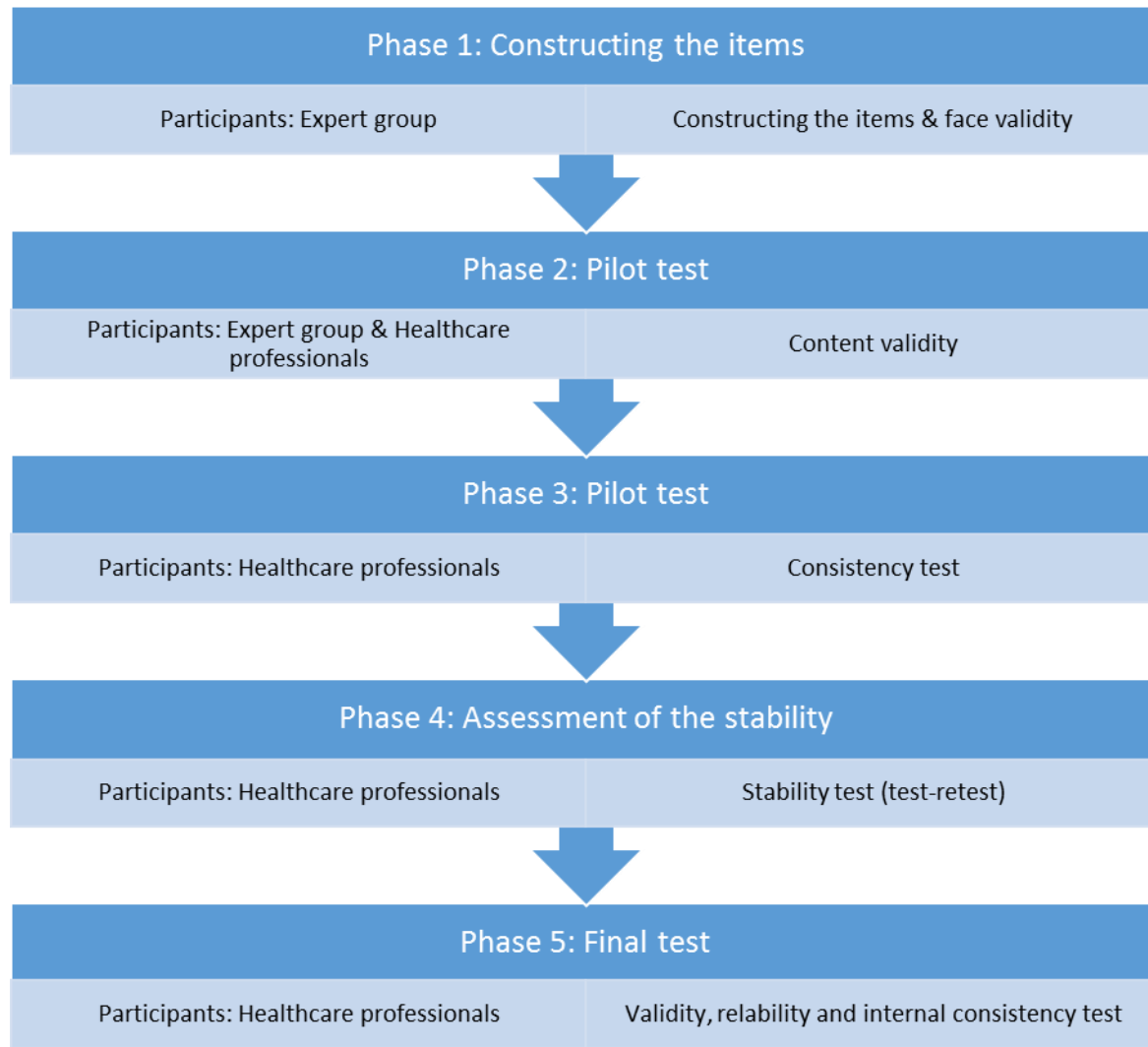
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Objectives

- Process for tool validation
- Identified competencies related to managing responsive behaviours
- Alignment with interdisciplinary healthcare providers
- Importance of stakeholders
- Orientation to focus groups

Tool Validation Process



**Emami &
Safipour, 2013**

Where are we in the process?

Phase 1: Constructing the items

Participants:
Expert group

Constructing
the items &
face validity

Competency areas as identified by Behavioural Supports Ontario

- **Knowledge**
- **Person Centered Care Delivery**
- **Clinical Skills**
- **Field Based Quality Improvement**
- **Change Management Skills**
- **Leadership, facilitation, coaching and mentoring**

Competency areas continued..

- **Cultural Values and Diversity**
- **Prevention and Self-Management**
- **Resiliency and Adaptability**
- **Collaboration and Communication**
- **Professional and Work Ethics**
- **Technology Skills**

Competency Alignment

Alignment with:

Competencies defined by Behavioral Supports Ontario

- Specific to behaviors related to Mental Health, Dementia, Addictions, Neurological Disorders
- Validated competencies
 - Build Capacity of Care Teams
 - Caregivers

Stakeholder Feedback

- **Phase 1- Behavioral Supports Alberta**
 - Focus Groups
 - Large Group Discussions
- **Phase 2- Further validation**
 - Post tool development
 - Stakeholder feedback

Conclusion

- **Evaluating competency occurs on a continuum**
- **Application of competency-related education is essential in competency practice**
- **Adopting a framework for competency measurement with an interdisciplinary focus and alignment can support the alignment in care delivery, team cohesion and ultimately provide a safe, supportive workplace.**

Focus Groups

Policy Makers/ Regulators: Room 2-140

Administration/Organizational Level: Room 2-135

Clinical Management- Program or Unit level: Room 2-131

Direct Clinical Practice: Room 2-125

Educators- Clinical: Room 2-121

Educators- Post Secondary: Room 1-135

Community Based Service: Room 1-121

Researchers: Room 1-131

Teleconference Group: facilitated, stay on the line

Calgary- 2 Groups

Videoconference sites: discuss amongst your colleagues