
TRANSITIONAL COUNCIL OF
**THE COLLEGE OF
KINESIOLOGISTS OF ONTARIO**



Annual Report 2010-11



Table of Contents

President's Message	2
Council and Committees	3
Part 1 The Mandate	4
Part 2 Reflections on the First Year	7
Part 3 What Lies Ahead	15
Towards Proclamation	18



President's Message

Being first carries with it great expectations and great responsibilities. Ontario is the first jurisdiction in the world to regulate the profession of kinesiology, and the transitional Council of the College of Kinesiologists of Ontario are the first people entrusted with this duty.

As President, I have the honour of another first - writing this Annual Report message and thanking the many people who have dedicated so much time and effort to meeting public expectations for accountability, and creating a sound self-governing organization. The members of the transitional Council have risen to this challenge, and they deserve the first thank you for their unwavering support, insight, and good humour.

As the Council began its work in November of 2009, it did so without the benefit of the staff it has today. However with the support of the Ministry of Health and Long-Term Care, the Council was able to create initial business and work plans, and complete many other critical activities. Thanks to the Ministry and to Tim Blakley who was our interim officer during this time.

In June of 2010 we welcomed our Registrar, Brenda Kritzer, and in short order she hired our incredible staff. Due to their hard work, excellent research, and thoroughness we have been able to move ahead at an accelerated pace, producing three draft Regulations that were released for public consultation this Spring. Creating regulations that will govern the profession is a complicated and humbling task.

The feedback that we have received from stakeholders, from the Ministry of Health and Long-Term Care, from other health regulatory colleges, and from the Office of the Fairness Commissioner has been instrumental in ensuring that we produce regulations that will be effective in accomplishing the College's mandate to protect the public in a fair, transparent, and meaningful manner. Much credit for the inevitable success of our College will be due to the assistance we have received from our many stakeholders and future members.

As we continue to fulfill our mandate, one of the critical next steps is the development of core competencies for the profession. This requires members of the kinesiology community to volunteer their time to assist us in this incredibly important endeavour. To the associations, to which kinesiologists are members, and to kinesiologists across Ontario and beyond, thank you in advance for your contribution to this important work.

I look forward to all the "firsts" to come in the next year.

Conny Glenn, B.Sc., Kin., CK
President



Council and Committees (2010-11)

Council

Chair: Conny Glenn
Ayub Hamid
Denise Nadeau
Elizabeth Chapman
Maureen Ralph
Michelle Meghie
Murtaza Najmudin
Neil McCartney
P. Douglas Lafreniere
Robert Ross
Rod Hare
Stuart McGill
Tony Bauer

Quality Assurance

Chair: P. Douglas Lafreniere
Denise Nadeau
Maureen Ralph
Michelle Meghie
Murtaza Najmudin
Robert Ross

Governance

Chair: Michelle Meghie
Ayub Hamid
Elizabeth Chapman
Maureen Ralph

Executive

Chair: Conny Glenn
Elizabeth Chapman
Maureen Ralph
Neil McCartney
Tony Bauer

Registration

Chair: Stuart McGill
Conny Glenn
Elizabeth Chapman
Murtaza Najmudin
Robert Ross
Rod Hare
Tony Bauer

Finance

Chair: Ayub Hamid
Neil McCartney
Tony Bauer

Professional Practice

Chair: Rod Hare
Conny Glenn
Denise Nadeau
Neil McCartney
P. Douglas Lafreniere
Stuart McGill
Tony Bauer
Michelle Meghie
Ayub Hamid



Transitional Council College of Kinesiologists of Ontario

The *Kinesiology Act, 2007* provides for the appointment by the Lieutenant-Governor-in-Council of a transitional Council to accomplish what is necessary for the proclamation of the remaining sections of *the Act*, establishing the College of Kinesiologists of Ontario as a self-regulatory body. Self-regulation means that the government has delegated its regulatory functions to the profession and to those who have the specialized knowledge of the profession which is necessary to properly regulate its members in the public interest.

In August 2009, members of the transitional Council were appointed and the inaugural meeting of the Council was convened in November 2009 by representatives from the Ministry of Health and Long-Term Care to orient the appointees to their mandate and mission. Once convened, the new transitional Council elected members of the Executive, and approved interim By-laws and policies which would provide a foundation for the transitional Council to operate within and to build upon.

During the first months, the transitional Council developed and approved draft Business and Work Plans 2010-2013, and proposed a budget for the first year of operations as a transitional Council. These were submitted to the Ministry of Health and Long-Term Care in March 2010.

Mandate

The *Regulated Health Professions Act, (RHPA) 1991* identifies the objects of the College as:

Objects of College

The College has the following objects:

1. To regulate the practice of the profession and to govern the members in accordance with the [specific] health profession Act, this Code and *the Regulated Health Professions Act, 1991* and the regulations and By-laws.
2. To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
- 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance inter-professional collaboration, while respecting the unique character of individual health professions and their members.
5. To develop, establish and maintain standards of professional ethics for the members.
6. To develop, establish and maintain programs to assist individuals to exercise their rights under this Code and *the Regulated Health Professions Act, 1991*.



7. To administer the ...[Kinesiology] Act, this Code and *the Regulated Health Professions Act, 1991* as it relates to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
8. To promote and enhance relations between the College and its members, other health profession colleges, key stakeholders, and the public.
9. To promote inter-professional collaboration with other health profession colleges.
10. To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues.
11. Any other objects relating to human health care that the Council considers desirable. 1991, c. 18, Sched. 2, s. 3 (1); 2007, c. 10, Sched. M, s. 18; 2009, c. 26, s. 24 (11).

Further, the Regulated Health Professions Act (RHPA) specifies the Duty of the College as:

Duty

- 2) In carrying out its objects, the College has a duty to serve and protect the public interest. 1991, c. 18, Sched. 2, s. 3 (2).

Mandate of the Transitional Council

The mandate of the transitional Council is defined in the *Kinesiology Act, 2007* as implementation of the Act and its future provisions upon proclamation.

Further Mandate

The *Kinesiology Act, 2007* also empowers the transitional Council to perform the functions of the College and to act as the Council until a Council is elected by due process.

Scope of Practice of Kinesiologists

The *Kinesiology Act* has defined the scope of practice of Kinesiologists as follows:
“The practice of kinesiology is the assessment of human movement and performance and its rehabilitation and management to maintain, rehabilitate or enhance movement and performance. 2007, c. 10, Sched. O, s. 3 ”.



Mission

The Mission statement approved by the transitional Council of the College of Kinesiologists of Ontario (TCKKO) for the College of Kinesiologists Ontario (CKO) is:

“Our mission is to protect members of the public through the governance of professionals practicing Kinesiology in Ontario, to encourage the highest level of professionalism and service to the public through the programs and services of the College, and to ensure access to qualified registered Kinesiologists for Ontarians to be able to benefit from their services.”

The mission of the transitional Council is to create the regulatory, program and administrative framework for the future College to enable it to fulfill the Objects of the College noted on page 4.

Vision

The vision of TCKKO is healthier Ontarians through excellent kinesiology practice.

This vision statement recognizes the critical role that qualified registered Kinesiologists will play in the health care continuum, adding value in the prevention of illness and injury and their debilitating effects, providing assessment, developing and guiding treatment, developing and providing preventative and rehabilitative programs and services related to enabling and enhancing human movement and performance.

Values

The College of Kinesiologists holds honesty and integrity as its guiding principles. The College is committed to operating in a fair and open manner and treating its staff, members, the public and stakeholders with respect and dignity.

Above all, we are honourable in our actions. We recognize that we are privileged to serve Ontarians by helping to protect members of the public through responsible regulation and monitoring of practicing Kinesiologists. We also recognize that self-governance is a privilege and a demonstration of trust by the people of Ontario through their government and that those practicing Kinesiology in Ontario are essential professionals in a comprehensive and effective health care system.

The College is committed to operating in a fair and open manner such that members of the public, prospective members, and members and staff of the College know what they may expect from us, how decisions will be made, and that they will be treated with fairness in every respect of their relationship with the College.

The College as an organization, its staff, and its governors will demonstrate our commitment to these values in every action and every decision. In our actions, communications and policies, respect for others, self respect and a belief in the right to dignity of every individual and every organization or stakeholder, will be demonstrated.



Reflections on the First Year in Transition

Part 2

Looking Back

At the beginning of 2010, Council approved an ambitious Business Plan looking 3-4 years ahead. Six Committees were established in March - three Committees to develop the regulatory framework and three Committees to develop the business administration framework for the future College and conduct business until a Registrar was hired in June 2010.

By the end of the first year, most of the business administration framework was in place and the draft regulatory framework was released for public consultation. Staff are in place to support the work of Council and its Committees and to manage consulting contracts.

The TCKKO began its public engagement efforts early. In the Spring of 2010, updates on our progress were provided by the President to Boards of the Ontario Kinesiology Association, the Canadian Kinesiology Alliance and the Canadian Society for Exercise Physiology. During the Fall of 2010, the Registrar, President and other members of the Executive visited thirteen universities and two colleges offering degree programs in Kinesiology. Following this tour, two additional universities asked to be included in our consultations based on the degree programs which they offer where graduates may be interested in applying to the College. As well, the President of the TCKKO presented at the Annual General Meetings of the Ontario Kinesiology

Association, the Canadian Society for Exercise Physiology and at the board meeting of the Canadian Kinesiology Association which has affiliates in provinces across Canada. In addition to these outreach activities, the Council has been asked to consider registration proposals

Regulation Development

The three Committees involved in the development of the regulatory framework required for proclamation, worked through many issues which are unique to the regulation of Kinesiology as a new health care profession. Kinesiologists have long been a critical partner in the health care continuum and in health promotion and prevention; the scope of practice for Kinesiologists is broad. Kinesiology has a strong scientific and evidence-based foundation. Yet kinesiology programs in universities and colleges vary somewhat across the province and no professional school exists as with nursing or chiropractic or many other health care professions. The uniqueness of this position had to be taken into account in considering the strategic approach to drafting Regulations, Standards and Policies.



The TCKO has been able to study and take advantage of the developing trends in the self-regulation of health care professions and has reflected, in its own approach, a model which is primarily competency-based. The College is currently working towards the development of a Competency Profile which will not only address the expected competency of entry-level Kinesiologists, but will also serve experienced Kinesiologists as they periodically reflect upon the skills, knowledge and judgement they bring to their practice. This will help underpin a professional development learning plan which will continually enhance their practice.

As Ontario is the first jurisdiction in Canada to regulate Kinesiologists, the TCKO lacks the national forum of regulators which many other health care professions enjoy and are able to use in developing the instruments of self-regulation. Nonetheless, the practitioners of kinesiology in Ontario, the academic programs, and the professional associations which have Kinesiologists among their members, are committed to this process and prepared to support our efforts by providing advice and input through our consultative processes.

Registration Committee

During this transitional period, the Registration Committee is tasked with developing the conditions and qualifications for registration with the College. Over the past year the Registration Committee and College staff worked through a number of critical issues to develop a draft regulation which will describe entry to practice requirements which are fair, practical and transparent.

The TCKO recognizes that there are many Kinesiologists in Ontario who have extensive practical experience and who provide supervision, mentoring and coaching to new Kinesiologists graduating from Ontario's post-secondary system. Therefore, in defining the registration requirements it addressed the need to differentiate current practitioners from those who will be entering the practice of kinesiology after proclamation. As a result, the Council has proposed that those already in the profession at the time of proclamation who meet the defined criteria of experience and currency of knowledge, as well as the defined mandatory criteria such as education, language proficiency, etc., may be provided a certificate of registration.

In drafting the Regulation, the Committee has sought advice and feedback from legal counsel, the Ministry of Health and Long-Term Care, the Office of the Fairness Commissioner, and has considered regulations of other health care professions in Ontario.

The first draft of the Registration Regulation approved by Council was posted on April 1, 2011 for public consultation on the College's website and a link to our website was posted by the Ministry of Health and Long-Term Care. Extensive feedback was received from stakeholders and Council is considering further amendments. Council intends to post a revised draft of the Registration Regulation by September for further public input and discussion with key stakeholders.



The Committee has developed a detailed Work Plan for 2011-12 which includes the development of a Core Competency Profile, commencement of the development of an examination for entry-to-practice, and the development of the By-laws, Standards, and Operating Policies which will govern the business processes of registration in the future College. In addition, the Committee will be required to consider and respond to comments received in the public consultation process and will make final recommendations to Council. This will be a statutory committee once Sections 4 and 5 of the Act come into force.

Professional Practice Committee

The Professional Practice Committee is focused on providing direction and guidance on all matters pertaining to professional practice. During this first year, the Committee completed the draft Professional Misconduct Regulation which was approved by the transitional Council in December 2010 for posting for public consultation. The Regulation defines those behaviours which will be deemed to be unprofessional, a conflict of interest, or not compliant with the future standards of the College and other Regulations and By-laws.

As with the Registration Committee, the Professional Practice Committee sought advice and feedback from legal counsel and the Ministry of Health and Long-Term Care, and has considered regulations of other health care professions in Ontario.

The transitional Council posted this draft Regulation for public consultation for 60 days on April 1, 2011. The Professional Misconduct Regulation enables the College to be transparent in its regulation of members. It enables the public to understand what behaviours are not acceptable and where the College may take action to address complaints from members of the public, other members, or other health care professionals.

The Committee has developed a Work Plan for 2011-12 and must define the policies and procedures for three legislated Committees: the Inquiries, Complaints and Reports Committee, the Discipline Committee and the Fitness to Practice Committee. It will also develop a Guide to the Regulation and define Standards which support the Regulation.

Few comments were received from the public on the draft Regulation. Nonetheless, minor changes have been made to improve clarity. The Council will be submitting this Regulation to the Ministry of Health and Long-Term Care in the early Fall.

The business of this Committee combines the mandate of what will be three statutory committees once Sections 4 and 5 of the Act come into force.



Quality Assurance Committee

The Regulated Health Professions Act, 1991, requires each regulatory college to have in place a Quality Assurance program which meets the following minimum requirements:

A quality assurance program prescribed under section 80 of the *RHPA*, shall include,

(A) continuing education or professional development designed to,

- (i) promote continuing competence and continuing quality improvement among the members,

(Note: On a day to be named by proclamation of the Lieutenant Governor, clause (a) is amended by adding the following subclause:

- a) promote inter-professional collaboration)
- (ii) address changes in practice environments, and
- (iii) incorporate standards of practice, advances in technology, changes made to entry to practice competencies and other relevant issues in the discretion of the Council;
 - (b) self, peer and practice assessments; and
 - (c) a mechanism for the College to monitor members' participation in, and compliance with, the quality assurance program.

The *RHPA* also states, "The Council shall make regulations under clause 95 (1) (r) prescribing a quality assurance program".

A draft Quality Assurance Regulation was approved by Council in March 2011 for public consultation. The draft Regulation was posted on the College website on April 1, 2011 with an invitation to the public, prospective members of the College, and other health care professionals to provide comments and feedback. Comments and suggestions were received from many stakeholders and from the Ministry of Health and Long-Term Care.

Revisions will be brought forward to Council in August for approval to re-circulate for an additional 60 days. Re-circulation is planned for September–October and the TCKO plans to submit the final recommended regulation to the Ministry of Health and Long-Term Care in December 2011.

The purpose of the Regulation and the future Quality Assurance (QA) Program is to support continued competence and to encourage continuing professional development of members. The draft Regulation states that the College of Kinesiologists of Ontario will administer a Quality Assurance program in which members must participate. It sets the stage for regular self-assessment by members, reporting by members of their continuing learning and development activities, and assessment by qualified assessors appointed by the College.

Recognizing that the Quality Assurance (QA) Program of the College will need to evolve as its members advance in their practice and as information is collected on professional development needs, the Regulation allows for growth and change.



To begin the process of elaborating the details of the College's QA Program, the Committee has outlined the architecture for the QA Program which will be competency based. This was also posted on the TCCKO's website so that prospective members have the opportunity for input to the detailed design of the program.

The Quality Assurance Committee has developed a detailed Work Plan for 2011-12. They are working with the Registration Committee on the development of a Core Competency Profile, and Competency-based self-assessment tool for use by future members in reflecting upon their need for continuous learning and professional development. In this process the TCCKO will involve practitioners from the field in the development, validation and piloting of the self-assessment tool. It is intended that this will be in place prior to proclamation so that prospective members have a guide on how to plan and report information on their professional development activities which will qualify for credit within the QA Program.

The Committee is required to develop the By-laws, Standards and Policies for the College's Quality Assurance Program. It will also be required to develop a mechanism for identifying professionals in the field to act as assessors and to develop a training program for those assessors. The Quality Assurance Committee will continue as a statutory committee once Sections 3 to 10 of the Act come into force.



Development of the Administration Framework

The new TCKO struck three Committees beginning in March 2010 to conduct the business of the TCKO until a Registrar was hired and to develop the By-laws and Policies for the future College. The mandate of two of these committees: the Finance Committee and the Governance Committee, is achieved, for the most part, and what remains will become the responsibility of the Executive Committee to accomplish.

Finance Committee

The Finance Committee completed five-year projections of revenues and expenditures looking at four possible forecasting models which varied by projected registration numbers and by projected date of proclamation. The transitional Council submitted these to the Ministry of Health and Long-Term Care in December 2010 along with an outline of underlying assumptions and received high praise for Council's comprehensive, analytical submission.

Proposed Financial By-laws and Policies have been reviewed and approved in draft by Council, pending qualified advice from an external accounting/financial expert. These Financial By-laws and Policies will govern banking procedures, the establishment of special funds required under the *RHPA, 1991* for counselling for victims of sexual abuse, and reserve funds to cover prosecutions if necessary. In addition, the By-laws and Policies describe signing authorities of the future College and will enable the College to establish bank accounts in the future.

As the Business Plan for the Finance Committee has been achieved, Council decided to sunset this Committee in March 2011 with any further financial matters being referred to the Executive Committee to consider and bring forward recommendations to Council.

Governance Committee

The Governance Committee was established with a mandate to complete the By-laws and Policies for the administration of the College and the sound management of staff. Through the work of this Committee, Council has approved policies related to Privacy, Harassment, and Violence in the Workplace. Training Harassment and on Violence in the Workplace has been provided to all staff and Council members.

The Governance Committee was sunsetted in March, 2011 in order to allow Council to better utilize its limited resources to support the achievement of the Work Plans of the Registration, Quality Assurance and Professional Practice Committees during 2011-12. Work remaining on the governance and administration framework, including review and revision of existing By-laws and development of new By-laws (e.g. Elections By-laws) and Human Resources Policies (Working Conditions, Performance Management), will be directed to the Executive Committee for recommendations to Council in 2011-12.



Consistent with the requirements of *The Regulated Health Professions Act, 1991*, and to enable the TCCKO to communicate broadly and in a timely manner with its stakeholders, a website was developed and launched in March 2011. This website is the primary vehicle to communicate the progress of the Council, to circulate the draft Regulations and to seek public input. This website will provide access to the future public registry of the College as well as provide access to resources for members.

Executive Committee

The Executive Committee deals with matters requiring immediate action between meetings of Council and plays a coordinating role, receiving matters from or being referred to committees and helping to ensure consistency in the policy development framework of the TCCKO. During the early part of the mandate of the TCCKO, until the Executive Committee was able to recruit the new Registrar for the College, it oversaw the operations of the Council with assistance from the Ministry of Health and Long-Term Care. In addition, a Senior Policy Analyst was hired on a temporary basis to support the work of the Registration and Professional Practice Committees. Prior to the hiring of the Registrar, the Ministry of Health and Long-Term Care provided much needed support through one of its senior Managers who acted as Interim Officer and through the support and advice of a Senior Analyst from the Ministry. The TCCKO appreciates the leadership and support of these individuals in helping to ensure the work of the TCCKO was not delayed.

Developing Expertise

Beginning in June 2010 with the hiring of a Registrar for the College, the TCCKO now has in place a highly skilled team to assist the Council with its work. It is noteworthy that the team is small in number and in consequence the TCCKO will be relying heavily upon external expertise to assist in the development of the remaining components of the governance framework for the regulation of the profession.

Liaison has been established with Regulatory Colleges of other health care professions, with the Office of the Fairness Commissioner and the TCCKO has purchased a membership in the Federation of Health Regulatory Colleges of Ontario (FHRCO) and the Council on Licensure, Enforcement and Regulation (CLEAR) which is a recognized international resource for promotion of regulatory excellence and sharing of best practices.

Some of Ontario's Regulatory Colleges have generously provided model policies and advice to assist TCCKO staff in their analysis and development of options for consideration by Committees and Council. In addition, many Registrars have provided advice and support to the TCCKO and we send our special thanks to each of them.



Our Stakeholders

The field of Kinesiology in Ontario is active and vibrant. Several professional associations have developed over many years with links to national and international organizations committed to excellence in practice.

Strong and active professional associations are critical to the work of the TCKCO. They have assisted Council in outreach to potential members and in providing venues for presenting our proposals and engaging the public and potential members in the refinement of the College's future regulatory framework and the Quality Assurance Program. Associations have worked to inform their members of the changes which will occur with the regulation of the Kinesiology profession. It is expected that these associations will offer support to their members through continuous learning opportunities, conferences and workshops, to assist them in maintaining competence and professional development. Individually, potential members have already begun to contact the TCKCO office seeking information and updates on our progress towards proclamation.

Across Ontario there are currently thirteen universities and two colleges offering educational programs whose graduates may eventually qualify for membership in the College of Kinesiologists of Ontario. Two other universities have also contacted the Registrar about whether their graduates might qualify. Executive members and the Registrar met with faculty from most of these educational institutions throughout Fall 2010, and discussed the developing Regulations and the public consultation process.

Many of those universities offering degree programs in Kinesiology participate in a national forum of university educators in Kinesiology. Through this forum and through national forums of professional associations, other jurisdictions across Canada are informed regularly of the work in Ontario by the TCKCO. They have the opportunity to offer input through our public website during our consultation on the draft Regulations, and other tools of the regulatory framework.

Consistent with the requirements of *The Regulated Health Professions Act, 1991*, and to enable the TCKCO to communicate broadly and in a timely manner with its stakeholders, a website has been developed and was launched in March 2011. This website is the primary vehicle to communicate the progress of the Council, to circulate the draft regulations, standards and other developments for which the transitional Council will seek public input and particularly input from key stakeholders. This website will provide access to the future public registry of the College as well as provide access to resources for members.



What Lies Ahead

Part 3

Public Consultation and Involvement of the Profession

A) Regulations

Council members and staff have worked diligently to create an effective regulatory framework and have actively encouraged comments from members of the profession and the public through a public consultation process. A meeting was held with the Office of the Fairness Commissioner and with faculties of thirteen universities and two colleges offering degree programs in Kinesiology. Thoughtful feedback was provided to the transitional Council which assisted in the deliberations concerning various provisions in the draft Registration regulation. In addition, the transitional Council consulted with representatives of the Ministry of Health and Long-Term Care and studied the regulatory frameworks of the existing health professions in Ontario.

Three draft Regulations were posted on March 31, 2011 and the period of consultation ended on May 31, 2011. In addition, members of the Executive and the Registrar have been meeting with stakeholders to encourage discussion and input.

The President and Registrar met again with the Office of the Fairness Commissioner and with the Ministry of Training, Colleges and Universities to discuss the provisions of the draft Registration Regulation. Letters were sent to the faculty of educational institutions and to more than eighty individuals who had contacted the transitional College's staff, to all other health regulatory colleges, to various professional associations and to associations in other provinces, inviting their review of and comments on our draft Regulations for Professional Misconduct, Registration, and Quality Assurance.

The TCKO received extensive feedback on the draft Registration and Quality Assurance Regulations. Stakeholders were generally very pleased with the progress of Council and offered helpful suggestions to clarify and enhance these Regulations. Revisions have been considered and the draft Registration and Quality Assurance Regulations will be re-circulated for further comment and input from stakeholders. Feedback received on the Professional Misconduct Regulation was helpful and it is not anticipated that re-circulation will be undertaken.

Council hopes to be in position in late 2011 to submit its final recommendations for the Regulations under the *Kinesiology Act, 2007* to the Ministry of Health and Long-Term Care.



B) Examination Development

Extensive research into licensure examination in Canada and the USA supports the use of competency-based examination of new entrants to professions. Experts in the field of competency-based education define “competency” as an integrated set of knowledge, skills, attitudes and judgments that enable one to effectively perform the activities of a given occupation or function to the standards expected in employment (Tardif, 2006).

The transitional Council has noted that this approach is particularly important for Kinesiologists as there are variations among the educational programs across Ontario, and the universities and Colleges are interested in understanding what the expectations will be of new registrants. The College also understands that fair assessment of applicants from outside of Ontario will be facilitated by a focus on competencies and will enable those applicants to understand the expectations of the profession within the broader Ontario health care system.

The process of developing the competencies and then developing an examination based on those competencies is expected to require multiple phases of work. These will include gathering information from practitioners in the field, drafting competencies, validation through surveys and other means, selection of panels to write examination questions, identifying distinct criteria to be evaluated, determining levels of assessment – identifying range and scoring for each criterion, differentiating clearly between the levels of expectation, and pre-testing the examination instruments.

The TCKKO has recruited external expertise in the development and writing of a Core Competency Profile for the kinesiology profession. In this exercise we are engaging practicing Kinesiologists from across Ontario as subject matter experts in the many areas of specialization and general practice in the field of kinesiology. These practitioners will assist in advising the TCKKO on the competencies required at entry-to-practice. In addition, as part of this exercise, the TCKKO will validate the competencies Profile through workshops and forums involving other practitioners.

Stakeholders have been advised of the process that is being used by the transitional Council to develop a Core Competency Profile for entry-level kinesiology practitioners. Stakeholders have been invited to nominate subject matter experts to advise the project team.



C) Standards Development

The Procedural Code under *the Regulated Health Professions Act, 1991* requires the College:

2. To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
 - 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance inter-professional collaboration, while respecting the unique character of individual health professions and their members.
5. To develop, establish and maintain standards of professional ethics for the members.

The Council is committed to seeking input from future members and stakeholders on the fairness and transparency of Standards which are drafted to support and elucidate the Regulations and which make clear, the expectations of registered Kinesiologists. As such, the Council will post on its website, draft Standards for consultation and will notify key stakeholders of such postings. The first set of draft Standards will be posted in the Fall of 2011.



Towards Proclamation

The TCKCO expects to complete all of the work necessary for proclamation in April 2013. Over this next year Council will put in place the tools for registration and the mandatory foundation pieces of a Quality Assurance Program. The by-laws, policies of administration and program delivery will be in place by the end of the calendar year.

During the Fall and Winter of 2011/12, Council will define the Terms of Reference and business procedures for all legislated committees. Recognizing that the transitional Council will act as the first Council of the new College until elections can be held, training will be provided to Council members in late 2012 to ensure that upon proclamation, the College is able to execute fully its legislated responsibilities.

Staff of the TCKCO are developing a strategic plan for the eventual move of the College from the offices of HealthForce Ontario Marketing and Recruitment Agency.

The contribution of each member of the transitional Council of the College of Kinesiologists of Ontario has been unique and valued. The cohesiveness of the Council, its dedication to purpose, have enabled members to embrace their role in designing the tools and instruments for the future College to regulate the profession of Kinesiologist in the public interest and to enable the College to develop programs to promote continuing evaluation, competence and improvement among the members.

Acknowledgement of Support

The transitional Council and staff of the College gratefully acknowledge the support of the Ministry of Health and Long-Term Care and of HealthForce Ontario Marketing and Recruitment Agency. Ministry staff have provided ongoing policy advice and advice on our public consultation process. HealthForce Ontario Marketing and Recruitment Agency has provided the transitional College staff with accommodation and administrative and technical support.

We also acknowledge the strong support received from other health care professions regulatory colleges and particularly their Registrars. They have provided sample policies and By-laws, have kindly allowed us to use their meeting space and have provided advice and training in the early days of our Council.



College Staff

Registrar

Brenda Kritzer

Email: brenda.kritzer@collegeofkinesiologists.on.ca

Phone: 416 862 4772

Planning and Financial Analyst

Dianne Aziz

mail: dianne.aziz@collegeofkinesiologists.on.ca

Home: 416 862 4792

Policy and Communications Analyst

Sheryl Hobbs-Canning

Email: sheryl.hobbs@collegeofkinesiologists.on.ca

Phone: 416 862 4793

Administrative Officer

Nancy Leris

Email: nancy.leris@collegeofkinesiologists.on.ca

Phone: 416 862 4776



Contact Us

Transitional Council of the College of Kinesiologists of Ontario
163 Queen Street East
4th Floor
Toronto ON
M5A 1S1

Email: info@collegeofkinesiologists.on.ca

Website: <http://www.collegeofkinesiologists.on.ca>

Phone: 416 862 4776

Fax: 416 874 4097



Notes

