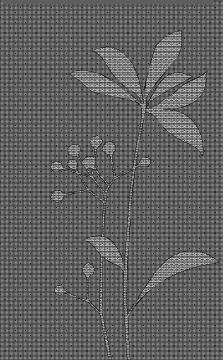


**WESTERN SYDNEY**  
UNIVERSITY  
W



**KEY FINDINGS FROM A  
MULTISITE ON  
COMPETENCE  
ASSESSMENT**  
Presenter: Craig Gonsalvez

---

---

---

---

---

---

---

---

**Multisite project on assessment of  
practicum competencies in psychology  
and other disciplines**

**WESTERN SYDNEY**  
UNIVERSITY  
W



<b>Craig Gonsalvez</b> Western Sydney University	<b>Frank Deane, Mark Donovan,</b> John Bushnell, Nagesh Pai University of Wollongong
<b>Roslyn Knight</b> Macquarie University	<b>Alice Shires</b> University of Technology, Sydney
<b>Yasmina Nasstasia</b> University of Newcastle	<b>Kathryn Nicholson Perry</b> ACAP
<b>Chien Gooi</b> University of NSW	<b>Linda Billich-Eric</b> Australian National University
<b>Warren Bartik</b> University of New England	<b>Hamish McLeod; Gavin Robinson</b> University of Glasgow, UK
<b>Eileen Britt</b> University of Canterbury, NZ	

---

---

---

---

---

---


---

---

**Competency Assessment:  
Problems with Likert Scales**

**WESTERN SYDNEY**  
UNIVERSITY  
W

**Are supervisor assessments reliable and valid?**



- Strong evidence for leniency and halo biases
- Similar results across disciplines
- Serious problem and implications

C.Gonsalvez

---

---

---

---

---

---

---

---

## Clinical Psychology Practicum Rating Scale (CYPRS)

WESTERN SYDNEY  
UNIVERSITY

Domain	Stage 1 Novice	Stage 2	Stage 3	Stage 4 Comp
D1. Relational competencies	Overall Rating Stage 1: Beginner      Stage 2      Stage 3      Stage 4: Competent			
D2. Clinical assessment	-	-	-	-
D3. Case formulation	-	-	-	-
D4. Intervention competencies	-	-	-	-
D5. Psychological testing comp	-	-	-	-
D6. Scientist-practitioner comp	-	-	-	-
D7. Ethical practice	-	-	-	-
D8. Professionalism	-	-	-	-
D9. Reflective Practice	-	-	-	-
D10. Response to supervision	-	-	-	-

---

---

---

---

---

---

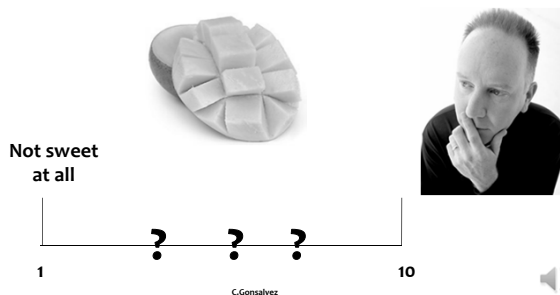
---

---

## The Vignette-Matching Assessment Tool (V-MAT)

WESTERN SYDNEY  
UNIVERSITY

How sweet is a mango?




---

---

---

---

---

---

---

---

## The V-MAT

WESTERN SYDNEY  
UNIVERSITY

Is a mango less sweet, as sweet as, or sweeter than honey?




---

---

---

---

---

---

---

---

## The V-MAT

What is a vignette?

**WESTERN SYDNEY**  
UNIVERSITY

- Brief narrative (100-150 words)
- pen-picture, capsule summary
- Identify key features that the trainee can and cannot do

C.Gonsalvez

---

---

---

---

---

---

---

---

## The V-MAT

Challenge 1: Designing vignettes

**WESTERN SYDNEY**  
UNIVERSITY

C.Gonsalvez

---

---

---

---

---

---

---

---

## The V-MAT

Challenge 2. Calibrating vignettes: Ideal ratings

**WESTERN SYDNEY**  
UNIVERSITY

C.Gonsalvez

---

---

---

---

---

---

---

---

<div> <div>WESTERN SYDNEY UNIVERSITY</div> <div>The V-MAT Catalogue</div> </div>				
Domain	Stage 1 Novice	Stage 2	Stage 3	Stage 4 Comp
D1. Relational competencies	-	-		
D2. Clinical assessment	-	-		
D3. Case formulation	<div> <div>Overall Rating</div> <div> <div>Stage 1 Beginner</div> <div>Stage 2</div> <div>Stage 3</div> <div>Stage 4 Competent</div> </div> </div>			
D4. Intervention competencies				
D5. Psychological testing comp	-	-	-	-
D6. Scientist-practitioner comp	-	-	-	-
D7. Ethical practice	-	-	-	-
D8. Professionalism	-	-	-	-
D9. Reflective Practice	-	-	-	-
D10. Response to supervision	-	-	-	-

C.Gonsalvez

---

---

---

---

---

---

---

---

---

---

### V-MAT Procedure

- Online administration of vignettes
- Random presentation of domains
- Once domain selected the four vignettes are presented either in ascending or descending order
- The supervisor is asked to make a simple comparison as shown in the next slide
- Results from 90 trainees evaluated at the end of their placement by both instruments, the Likert rating scale (CYPRS) and the VMAT.

C.Gonsalvez

---

---

---

---

---

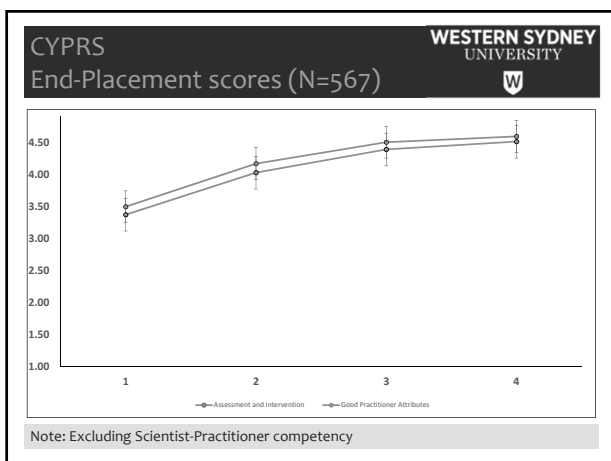
---

---

---

---

---




---

---

---

---

---

---

---

---

---


---

## V-MAT vs. CYPRS

### In a nut shell

- Does V-MAT reduce leniency?  
Overall, No. Yes for specific stages and domains
- Does V-MAT reduce halo?  
  - Yes, CYPRS is vulnerable to Halo effects and VMAT reduces halo bias.
  - Correlations between domain scores were lower for V-MAT (mean  $r$  of .55) compared to CYPRS (mean  $r$  of .80).
- For more info on project, <http://www.uws.edu.au/vmp/home>

**\*One key outcome: HYBRID that includes V-MAT for overall competency scores and separate CYPRS ratings for individual items will produce better outcomes**



WESTERN SYDNEY  
UNIVERSITY

C.Gonzalez

---

---

---

---

---

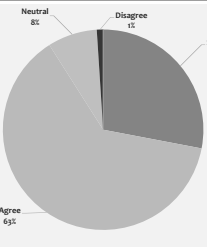
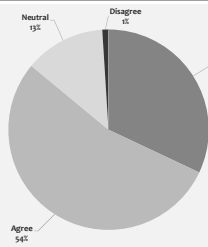
---

---

---


## VMAT and CYPRS

### Supervisor preferences

Compared to CYPRS, VMAT better facilitated accurate and valid judgements of competencies

If trainee evaluated by myself and colleague, VMAT likely to be more reliable than CYPRS



WESTERN SYDNEY  
UNIVERSITY

C.Gonzalez

---

---

---

---

---

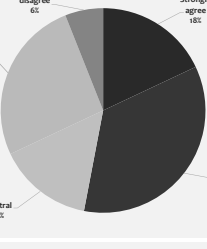
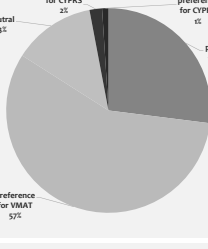
---

---

---


## VMAT and CYPRS

### Supervisor preferences

Compared with VMAT, CYPRS made it easier to differentiate between developmental stages

Preference between VMAT and CYPRS



WESTERN SYDNEY  
UNIVERSITY

C.Gonzalez

---

---

---

---

---

---

---

---