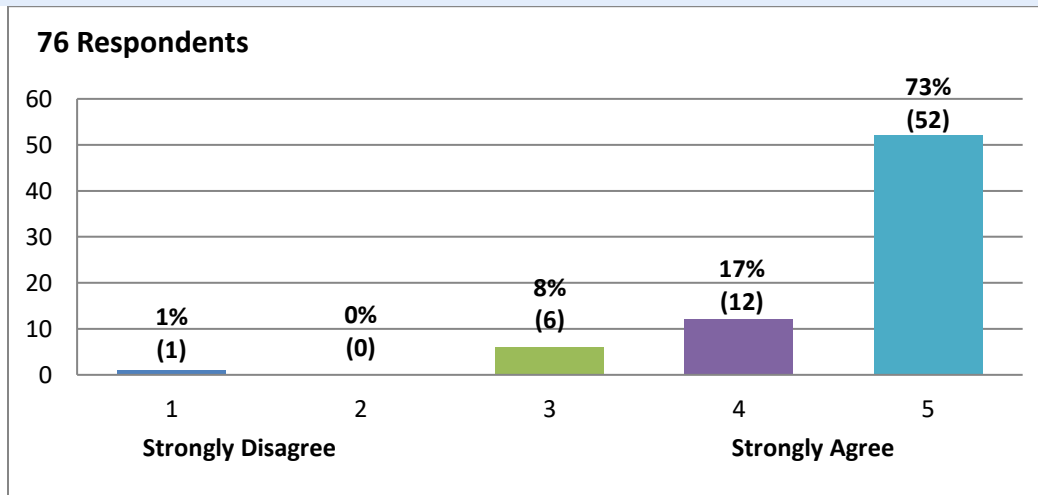




The College of Psychologists of Ontario
Peer Assisted Review Program
Review Survey Responses
June 1, 2018 - January 6, 2020

1. The written material was helpful and sufficient in explaining the review process

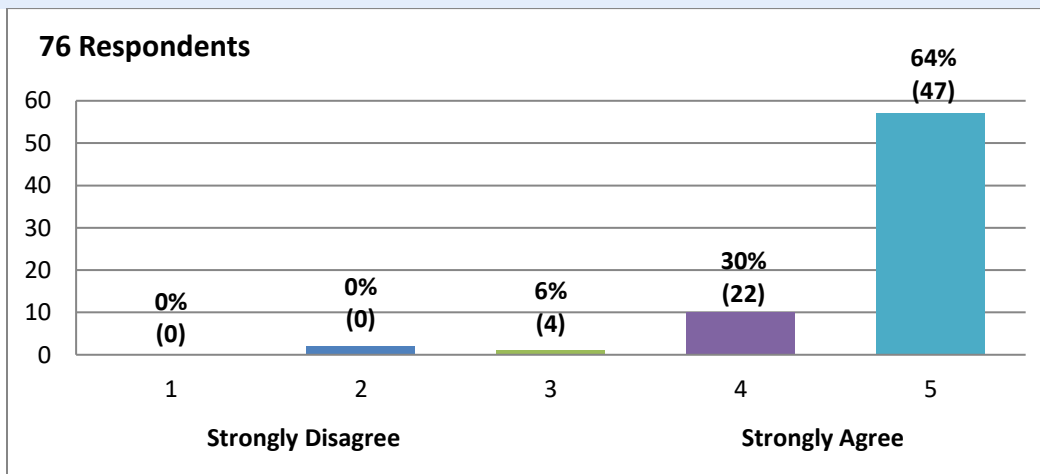


Very transparent and clear outline of the review process.
I missed the part that I should have some files at the ready for auditing, but it may have been there.
I was able to review the process and feel comfortable with the parameters and expectations of the review.
The frequently asked questions was a useful addition
the written material was somewhat useful BUT it was not clear that the member I appointed would be expected to be my advocate. people in the know with the college knew this but I did not and the person I asked to attend did not. this needs to be made clear. it was mentioned that the person should not be in a conflict of interest, which gave the opposite impression. although this is not a big thing, it could make it easier for insiders with the college to really know this expectation. <i>[College: The member nominated reviewer should not require advocacy in what is intended to be a collaborative and collegial means to practice enhancement. Reviewers are encouraged to facilitate a supportive process in which members may comfortably explore areas for professional growth. While it is appropriate for the assessor or reviewer to provide support to the person being reviewed, both are acting as agents of the College, in the public interest.]</i>
I appreciated having names have other providers who have participated in the review in past so I could contact them
Having been in full time private practice for 45 yrs the last 25 of which I have been in the cross-hairs of the College, the process by which practices are chosen for PAR does not make much sense. Where was CPO in the earliest yrs when assessment & help could have been highly usefull/effective?
I found the information helpful in understanding what was expected on the part of the reviewers and myself (reviewee)
I would have liked more detail on the manner of selection for the File Review. Apparently some reviewers choose 2 files randomly from the member's preselection of 4 to 6 files. My Reviewer permitted me to select 2 files and then selected 2 files at random from my cabinet. I think the procedure should be the same for everyone and made explicit at the outset. <i>[College: Assessors and reviewers are instructed by the College to randomly select the files for review, not to permit the</i>

reviewee to select the files. While a minimum of two files must be reviewed, in some circumstances it is appropriate to review more than this in order to obtain a representative sample of the members work.

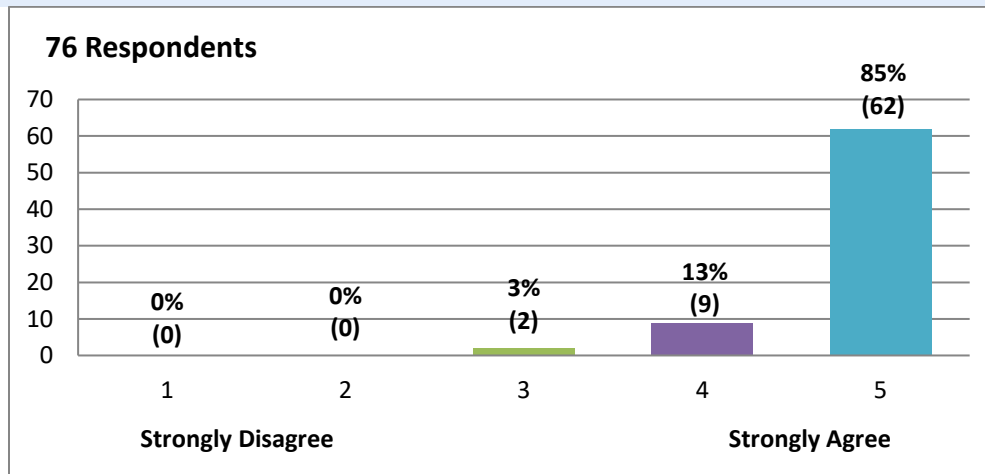
The sample questions were very helpful.
Did not make it clear how many files should be presented.
The material was clear and summarized well and with clarity what to expect during the review process. It was very helpful
Very helpful in explaining what the review would encompass.
Although I was under a lot of pressure at work, and naturally, in order to put everything in place was pressure in and of itself, having the material and knowing what to expect were quite beneficial, and kept me focused and grounded.
I think the fact that we have access to questions we would be asked helps enhance transparency and engage in proper preparation in advance.
Very comprehensive!
The information provided was clear and concise.
The emphasis on the review being collegial was very helpful
The written material was very helpful, and any unanswered questions or concerns were very well addressed by my inquiries with the College.
supply it sooner, please
Yes, I feel the material provided was helpful in preparing for the review.
The written material made the review transparent and helped in the preparation for the review.

2. The pre-visit questionnaire allowed me to reasonably summarize my practice



It was very thorough.
I appreciated that this information was clearly used to match me with a reviewer who understood the skills required for my area and practice setting.
Yes. It helped to put information in context
It actually made me see the strengths, as well as prompted me in areas that I needed to and could put in place as I prepared.
It seemed a normal questionnaire to be filled out in anticipation of the review. I liked the fact that there was an effort to match me with a colleague who had similar professional experiences.
It was open enough to include the diversity of my practice
Having the Peer Review Form template was very helpful in terms of organizing my thoughts around the various practice issues in preparation for the review and assuring that all electronic and paper materials were readily available for Dr. [REDACTED] and Dr. [REDACTED] to review.
Yes, the pre-visit questionnaire was helpful as well to organize my areas of practice.

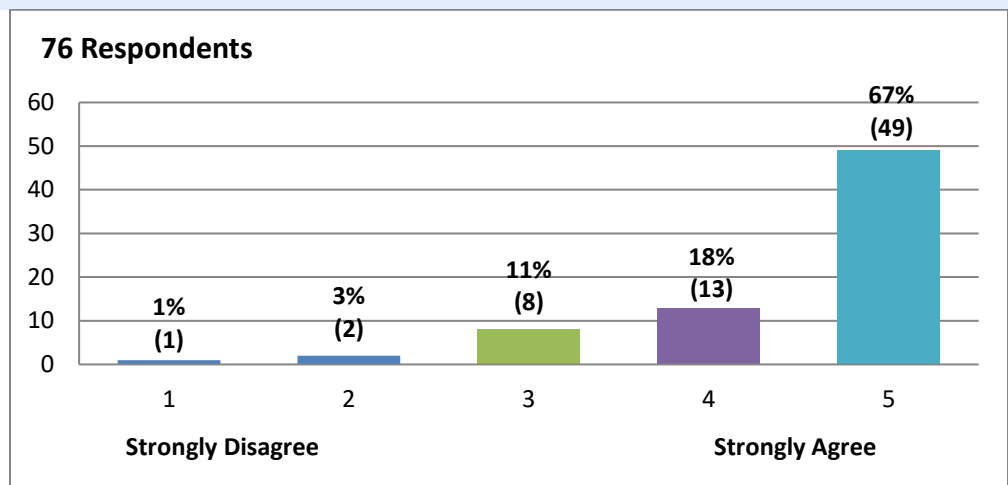
3. I found the opportunity to select one of the reviewers beneficial



It was helpful to include a reviewer who is a colleague over many years and thus very aware of my practice and practice issues that have arisen. Good support.
Definitely because I picked someone whom I thought would have something to teach me given her hospital work background and her private practice experience.
Most valuable part was to manage the high level of anxiety in the first weeks after initial notification
It might be beneficial to indicate in the initial letter that the selected peer reviewer will receive remuneration for their time as I was unaware of this when I requested a peer to participate.
That was helpful in that I could select a colleague who I know and one who has some familiarity with my practice.
I was pleased to have the opportunity to select, colleague, Dr. [REDACTED], as I value his expertise and opinion and know he is up on Practice standards and professional and ethical issues, as he has been part of coordination and running the internship program in [REDACTED].
It was helpful to have the written explanation around the role and function of this nominated reviewer. This helped me pick someone who could, hopefully, be both objective and supportive.
The opportunity provided a sense of having some meaningful input on the process.
The opportunity to select a reviewer who knows very well of ones work was without a doubt re-assuring and it reduces any anxiety around difficult questions
The reason for this and the actual role of this reviewer was not spelled out to me until the actual date of the review, when I met with the college appointed reviewer.
I think this is critical to feeling that the process is fair.
Due to my location, in selecting a second Reviewer I was limited to a very small pool of local psychologists, none of whom are personally familiar with my work. Luckily, my second Reviewer, whom I have met only a couple of times and on a most casual basis over many years, turned out to be an excellent choice! Had it been otherwise, I think I would have resented being limited in having a free choice of a second Reviewer due to the College not wanting to pay for another flight for that person.
It was very reassuring to have a familiar face
This was some one did similar work in similar work environment
It provides a good balance and a learning experience
I would have to select... 'does not apply'. Having an exclusive Online Practice, I was unable to select a reviewer as no other colleague within my reach was utilizing Telemental health in their practice and felt at ease to assist in my endeavour.
That was a positive.
Always helpful to have support throughout this process.
This process allowed me to feel more relaxed and made the experience feel more collaborative.

Permitting a familiar/known peer reviewer in the PAR process was helpful in reducing any stresses inherently present in such a review.
Not Applicable
I greatly appreciated having someone who knows me professionally and personally present and a part of the review process. Being able to have the opportunity to select a colleague helped make me less anxious about the process.
Yes, having this opportunity was helpful as I was able to get feedback from this member which eased my anxiety about the peer review process.
Choosing a peer reviewer was important and meaningful as this person was very familiar with my area of practice and we have been both peers, colleagues and friends over the years. We shared an office when I first came to [REDACTED] in 2000 and I thought she was particularly well suited to be my peer reviewer. I have the utmost respect for her professionally.
It allowed for a balanced review process, and helped to reduce anxiety surrounding the review.

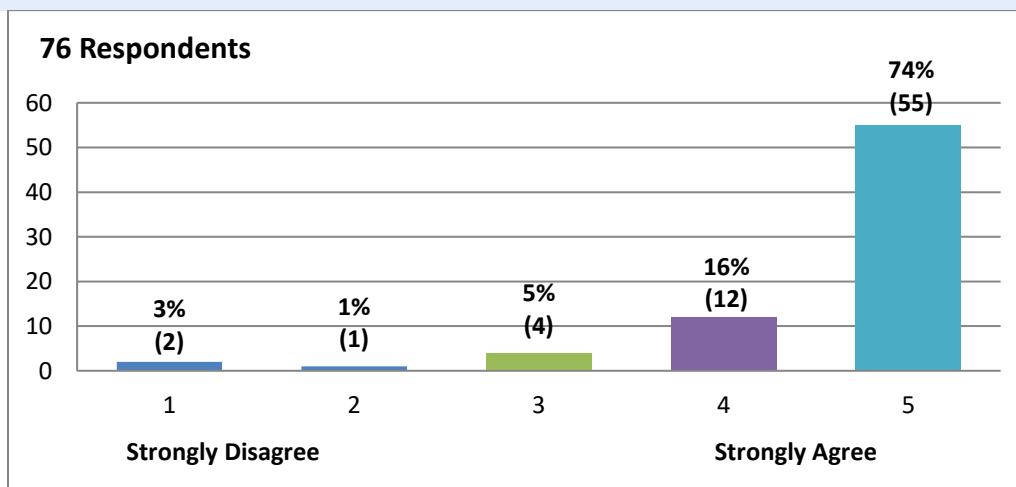
4. The procedure to establish a date, time and location of the review was relatively easy



No problem!
Yes, there was good flexibility, and I also was able to defer for personal reasons, which was much appreciated.
I was offered two dates (consecutive days). I just would have preferred a shorter wait because I thought a week or 2 would have been sufficient to prepare. It was 2 months after receiving your first letter (a long period to anticipate)
It was straightforward and easy. However, the length of time between initial notification and the actual review was over two months, which led to a LONG period of worry and anxiety over most of the autumn
Yes, but it would have been better to have a shorter time period between my first notification of the review and the actual review date itself (approximately 2 months). Although I am conscientious in my practice, it is a long time to the carry extra angst that naturally comes with this process.
My only comment is that it would have been a little better had I not had to wait from approximately mid-March (when I was first notified) until May 12th -- the date of my review, as the wait was a little anxiety provoking.
This process was made easy as the reviewers and myself were all in the same city
Ms. Hahn was very respectful in our email communications. She was also very organized in planning our appointment taking into account our time preferences.
It was very easy.
- I was off on medical leave when I was first selected. I needed to obtain a deferral. It was over one year before the review was able to take place. I felt very stressed about the (upcoming) process during

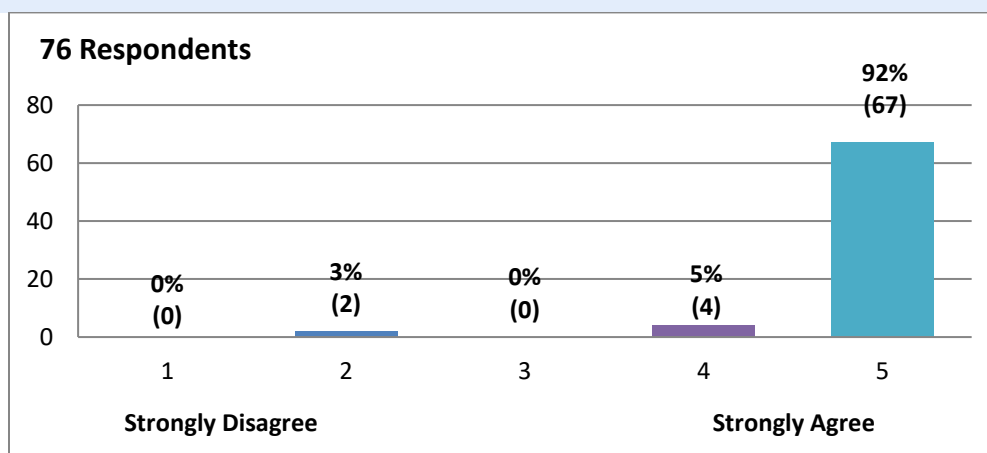
that time. - there was a mix-up with person assigned by the College to help with the review.
My Reviewers were both very accommodating in terms of choosing a mutually agreeable date and time. Unfortunately, the Review was delayed by over 3 hours due to a flight delay.
Our schedules made it very challenging to find a date but, we were able to coordinate easily over phone and email.
Once the College person was selected and connected with myself and the other reviewer, there was no problem is finding a time in the limited amount of time remaining for the process to occur.
Yes. It was flexible and met my needs
Everyone's limited availability made the process challenging, but possible.
Julie was quite understanding as I explained that the first suggested date came at the time of prime pressure as I was then steeped in receiving and responding to applicants for our placement for the next academic year, as well as multiple almost simultaneous changes in the workplace.
Both reviewers were respectful and mindful of time frame suggested by me.
I had a number of work and medical appointments that made finding a time difficult. However, the reviewers were gracious about working with my schedule.
Dr. [REDACTED] and Dr. [REDACTED]were very accommodating of my schedule and very reasonable with the time lines throughout the review process.
Yes, the procedure was pretty straightforward. A few emails were exchanged confirming a date for the review.
Date and time took a long time to determine, due to everyone schedule availability.
The initial determination of time and date went smoothly. However, my review was postponed with less than two weeks' notice and I think this resulted in me experiencing increased stress about the process over time (e.g., I was informed in January and had the review 9 months later). Postponing from April until September, due to the other candidate needing to do so, may have increased the stress of the process for me to some extent. [College Response: We thank the writer for bringing this to our attention, This is a recent entry and we are currently looking into how to prevent this from occurring in the future.]
The process was lengthy and stressful. I did not hear from a reviewer until about 3 1/2 months into the process My second reviewer and I agreed to the first proposed date, but that was delayed because another candidate could not do that date. My reviewer said she would get back to me with another date in a couple of weeks on June 11 and did not hear back till Aug 22. A second proposed date was rejected by the other candidate. My review took 9 months to schedule. Unacceptable and stressful. . [College Response: We thank the writer for bringing this to our attention, this is a recent entry and we are currently looking into how to prevent this from occurring in the future.]

5. The review was conveniently scheduled.



No problem.
Please see previous comment
I work out of my house and client's homes. Review was held in my home, so was quite convenient.
However as a private practitioner it is never easy to schedule such an event.
For me, the timing was too close to Passover and all that entails.
Not too early nor too late in the day.
Yes, the review was scheduled at a time that was conducive to all three participants.
I think my comments to the last question sort of apply here as well.
As far as the day and time it was fine, but taking 9 months to schedule was not convenient

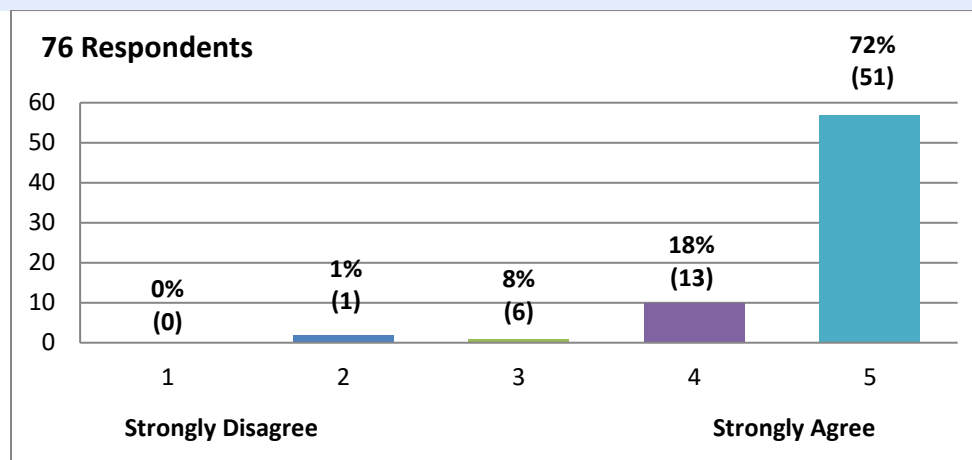
6. I was satisfied with the College's choice of a reviewer.



I had actually hoped to have had the reviewer that the College chose as she has had much experience in practice issues.
[REDACTED] was a very competent reviewer, covered all of the areas but also made me feel comfortable. I enjoyed engaging in discussion with him about professional issues; he had good suggestions.
It was important to me that the Reviewer worked in the same Forensic/Correctional field.
[REDACTED] is a very professional and pleasant individual.
I could not have picked a better match.
I was initially concerned that my College reviewer was not registered in School, but in Clinical. However, at the actual review I found out that she had solid training in school, so this worry disappeared.
the reviewer was aware of many aspects of forensic practice.
I can't say enough about Dr. [REDACTED]. He was extremely professional and collegial.
Dr. [REDACTED] is a respected member of the College and was an exceptional reviewer who made the process collegial, constructive, and collaborative.
Dr. [REDACTED] was excellent--very thorough and knowledgeable, but also warm and had a very pleasant manner.
Dr. [REDACTED] was very thorough and conscientious in her approach, and was also warm and personable.
The reviewer was approachable, thoughtful, and professional throughout the process.
I like that the reviewer was registered in the same areas as myself and worked in the same setting (school). She was very professional but made me feel at ease.
My Reviewer was very collegial, respectful, pleasant and very knowledgeable.
She was amazingly supportive and made the whole process collegial and comfortable for me.

Yes the reviewer was very organized, clear about expectations asked questions that were thoughtful , task oriented, and friendly. Going through the review process is anxiety provoking and the reviewer made it a professional pleasant experience
Reviewer was very well equipped to examine relevant aspects of my practice. She was thoughtful, an excellent listener, and was genuinely interested in the nature of my current practice. I felt very comfortable with the reviewer throughout the entire process.
[REDACTED] was awesome, yet professional. My executive director the previous day told me to "Breathe, [REDACTED], breathe." He then explained he knew her and she was a "nice" person.
My reviewer [REDACTED] was very thorough,rigorous, and diligent in covering all questions. Even though she carried out the process responsibly, she was supportive and very easy to connect to.
My reviewer was very helpful in ensuring that all my questions were answered. She also stressed the collaborative nature of the review which again helped to make me feel more comfortable.
Dr. [REDACTED]was exceptional. She made initial contact quickly and answered questions clearly. She was very professional overall, and she made the process as easy and smooth as possible.
Please see comment below on question 9
Dr. [REDACTED] put me at ease right away. Though from a different practice orientation, she was respectful and very open with how I practice and with how I have structured all aspects of my professional setting and procedures. She presented as both sensitive and clinically astute, which made our discussions very stimulating and enjoyable for me. She created an atmosphere where I felt I could be fully transparent and unthreatened by her questions, comments and suggestions.
Yes, I found my reviewer, Dr. [REDACTED]to be very pleasant and welcoming. She explained the review process and the structured interview and she provided an environment that was comfortable and that eased my anxiety about the overall review process.
I respect Dr. [REDACTED]; in fact, when I was dealing with a very tricky issue in 2002, she was one of the respected colleagues whom I reached out to for consultation even though she was in [REDACTED] and I was in [REDACTED].
Dr. [REDACTED] was fine as a reviewer, but wonder if this process could have been completed more quickly if someone closer by was selected- I can't help but think there must have been someone in Ottawa or Toronto.
I appreciated that the College chose a seasoned psychologist with a doctorate that had also provided supervisory experience, since the focus of the review was on supervision. It was also most helpful that Dr. [REDACTED] was very acquainted with the challenges involved in working for a school board. This made the PAR process truly collegial, and allowed for a lively exchange of procedures utilized in two different school board settings.

7. I had the opportunity to clarify any questions or concerns prior to the review.



I wasn't in need of clarification.
Yes but no need to. [REDACTED] made the whole process transparent by giving me an idea of the types of questions she would ask (same as what the College had proposed).
Questions were responded to by both Julie and the reviewer quickly and thoroughly
responses to my questions were somewhat helpful but not overly.
Julie Hahn provided quick responses to my questions.
Ms. Hahn answered any questions that I had promptly and efficiently and she helped to quell some of the anxiety that I was feeling.
Providing names of colleagues we could contact, if we wished, was helpful..
The nominee reviewer was very supportive in addressing any concerns and questions that I had
My own time constraints
I did require some additional clarification but my questions were answered promptly over the telephone by the College.
Questions were answered promptly.
It is good that The opportunity was available as part of the process if the need for clarification arose
I wasn't aware that this was an option. Maybe I missed something... I did have an extremely helpful and supportive conversation with a member whom I contacted from the list of previous reviewees provided by the College
I had no specific concerns other than what I needed to provide to the reviewers. It would have easier if this had been made clear by the College beforehand.
I had the opportunity to speak to the reviewer a few days before the review date.
Had a few questions for Julie. [REDACTED]was also helpful in explaining what to expect.
I did not need clarifications. All questions were explicitly stated.
The opportunity was made available. But I didn't take advantage of it.
wasn't necessary
The pre-review telephone conversation about the process, with Dr. [REDACTED], was very helpful.
My reviewer also offered questions/concerns that were often raised by other reviewees that I had not thought of, so that was helpful.

8. Please add any further suggestions or comments you may have regarding the pre-visit period.

Relatively straight forward and clear. No problems.
No concerns/issues come to mind--it was rather straight forward.
I appreciated the information sent to me by Julie Hahn and by my reviewer, [REDACTED]. I knew what to expect and felt prepared.
Just too long for my own need
The PAR occurred in my 31st year of professional practice as a psychologist. It would have been more useful for it to have occurred within the first 10 years, as a first time experience.
I was very thankful to be able to delay with a month due to my mother's health condition
I don't know what could be done to relieve the anxiety of members who are waiting for their PAR to take place. I did look through the list of people who had been reviewed that was provided by the college, but none were in school psychology and working in private practice. It may have been helpful if there were someone on that list who better reflected my situation. Also, it would be helpful if that list were updated, and contained names of members who have been reviewed more recently.
please be more transparent about the roles of the two reviewers. I had 10 years of SAG documents but it is not clear how long we are supposed to retain them so I was worried about this. it might help if the college indicated how long we need to keep these. although it is not relevant to my practice, many members I talked to who had been audited wished the college had, on their website, a suggested consent form or form template, as some reviewers appear to concentrate on this and it would be nice to have some direct guidance in that area. but overall it was a learning experience that, in the end, I was glad to have experienced.

No additional comments.
I found it helpful to know that only files active within the past 5 years would be reviewed. This information was not provided in the material made available to me, but Ms. Hahn was able to clarify. This allowed me to generate a list of these files beforehand for easy access within our filing system.
At the time I was selected for the review, I was given to understand my name was selected from a pool of psychologists who were late in sending in the Self-Assessment Guide/ Professional Development Plan. I had been ill with a bad case of Shingles last Spring/ Summer, and the irony is that all my time was taken up meeting my clients' needs and my practice commitments, and so my SAG was submitted late. I felt kind of "punished" by being selected for peer review, when I had been doing my best to handle all my professional responsibilities. In retrospect, I should have notified the College and asked for an extension on the time to get my SAG completed.
I think I would have preferred to hear that I had been randomly selected, period. Hearing that I was randomly selected from a pool of colleagues who also had been late in submitting their Self Assessment Guide (SAG), was upsetting. I had felt badly about being late with the S.A.G. at the time -- I had been ill that Spring with Shingles, and was being very diligent in using my energy to prioritize and keep up with my clients and reports, etc. I had already been penalized by having to submit my S.A.G., and pay a fee, as I am normally on top of all these things. In retrospect, I should have written to the College and explained my health circumstances and asked for more time.
None
The material provided was extremely useful for preparation of the peer visit. It provided the opportunity to take timeout of the busyness of work to reflect on and evaluate my practice and identify areas where I needed to fine tune my practices.
[REDACTED] was very responsive to any questions I had.
It was straight-forward, and went smoothly from my perspective.
You may want to make it explicit to those under review that they were welcome to ask any questions about matters that are unclear.
The College rep. requested directions to our facility a couple of days ahead. It was a good thing we had someone here who could pull up the information to get her here without a hitch--much better than my directions would have been. I know my children would say, "Use Google Maps", but it's not a bad idea to request of the reviewee to also provide directions re how to reach their site.
N/A. I was afforded enough time to prepare and choose a time frame that was suitable.
Julie and the reviewer made the process seamless and were more than accommodating
This experience was initially anxiety provoking once I received the letter from the College. However as I prepared for the visit, I found this experience rewarding and a great learning experience. Both reviewers were professional and very helpful with giving me suggestions on how to enhance my professional practices. I enjoyed this process overall and thank you for choosing me. Thank you. With gratitude, [REDACTED]
Since I offer services to both English and French clients, it's important to consider the subtle differences in how reports, notes and observations are expressed. To that end, I requested a bilingual assessment for the sake of clarity and efficiency. Since that was not available, my French files would not been accessed. This experience, though rapidly resolved, induced some anxiety and highlighted some areas of concern in the efficacy of the evaluation process.
The first email was inadvertently slotted in spam so I did not learn about the review until I was sent the reminder to send questionnaire. It helps if the first notification was sent via paper mail or requires a reply to confirm receipt.
Dr. [REDACTED] and Dr. [REDACTED] made the review a very friendly and collaborative processes. I am very grateful for how they conducted the review and for the opportunity for their feedback on my practice. I felt that the written review was both fair and accurate in how it captured who I am and how I practice and conduct myself professionally. I felt that the College was very helpful and responsive in clarifying the process and answering my questions. Overall, the review was helpful and a good experience.

I appreciated the reviewer's pre-contact phone call in which she reassured me that the review would be conducted in a collegial manner.

When I first received word about the review, I was a tad stressed and wonder if it might be helpful to indicate, in the initial correspondence about the review, the typical timing of when they occur (e.g., typically within x and x months of the initiation of the process. I remembered feeling stressed about timing before calling Ms. Hahn the next day.

"The scheduling was a lengthy, stressful mess. The first reviewer who was selected violated my confidentiality by sharing information that I was being reviewed with another psychologist, who found out before I did that I was being reviewed.

Dr [REDACTED] also violated confidentiality using her husband's email in the scheduling process where I had shared personal health information, pertinent to the scheduling. Dr. [REDACTED] also shared this personal health information at the beginning of the review process, that I had not shared with my selected reviewer.

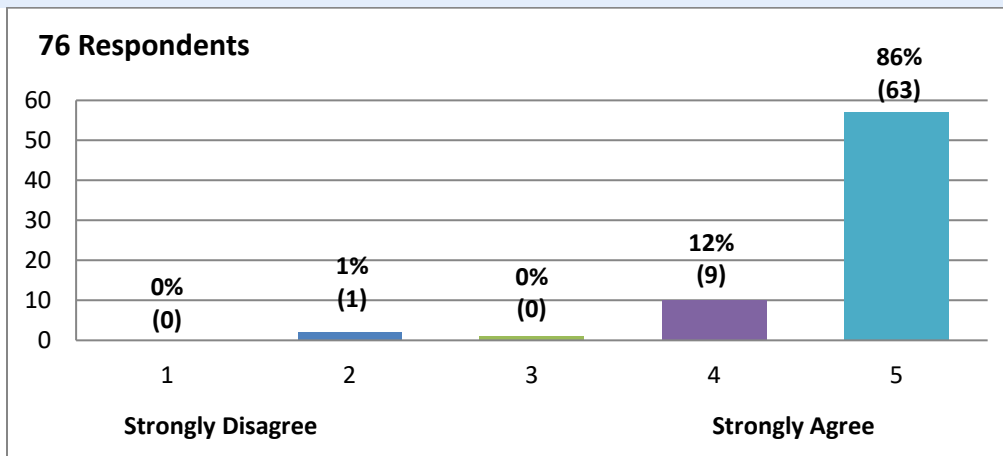
Essentially, the process took so long to schedule that I could've had time to completely overhaul my practice.

Also, I sent an email to the College August 22, asking for an email contact for the Quality Assurance Committee and have not yet received a reply, almost 3 months later- unacceptable."

[College Response: We thank the writer for bringing this to our attention. Fortunately, we were provided with the identify of this writer and are addressing these concerns with the relevant parties.]

I appreciated the reviewer's supportive tone and specific suggestions for the preparation in the pre-review phone call.

9. The review sufficiently addressed the most pertinent aspects of my practice.



Absolutely.

The reviewers were appropriately prepared to raise pertinent matters about my practice.

I was very pleased with all the aspects addressed

I would have liked more time for discussion and case presentation, but generally it covered what interests the college

The review was very comprehensive and addressed the most pertinent aspects of my practice. Because of the delayed start time, I did feel a bit rushed at times when elaborating my responses. I did feel that the Reviewer appreciated the special challenges of practicing in a small community, for which I was very grateful

It took a long time, given that I wear several hats.

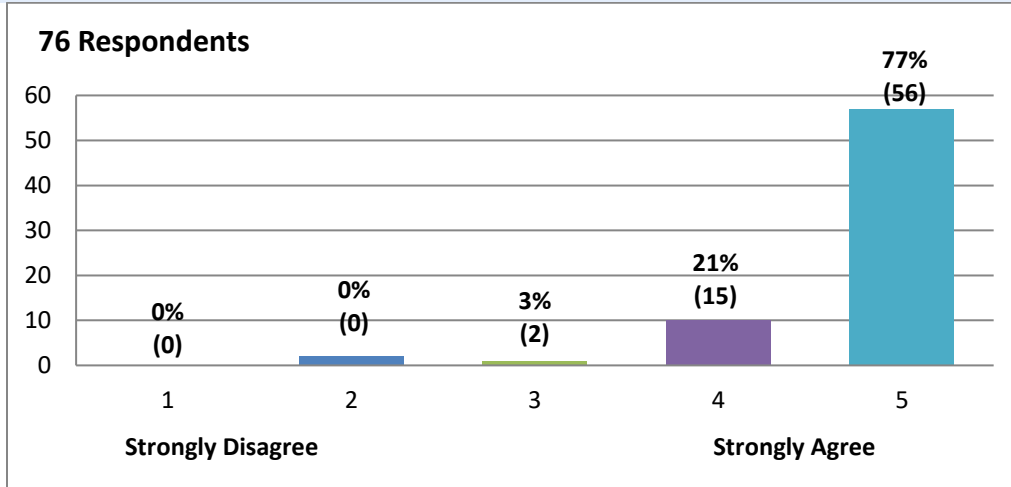
The review covered all the questions and areas of practice that were outlined by the College.

I felt that some areas were neglected as they fell outside what would usually be included in a private psychology practice

Very comprehensive review.

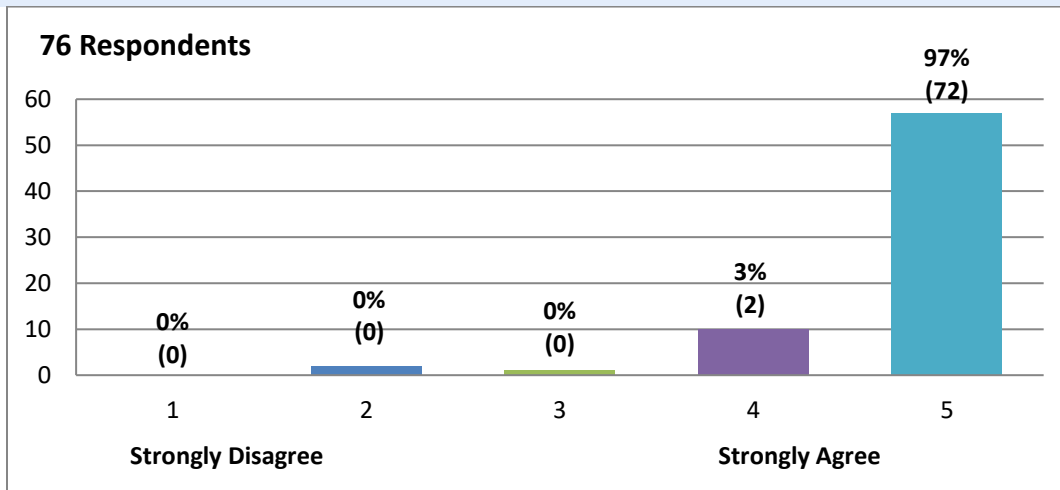
Very thorough.

10. The review process was consistent with the description I received prior to the site visit.



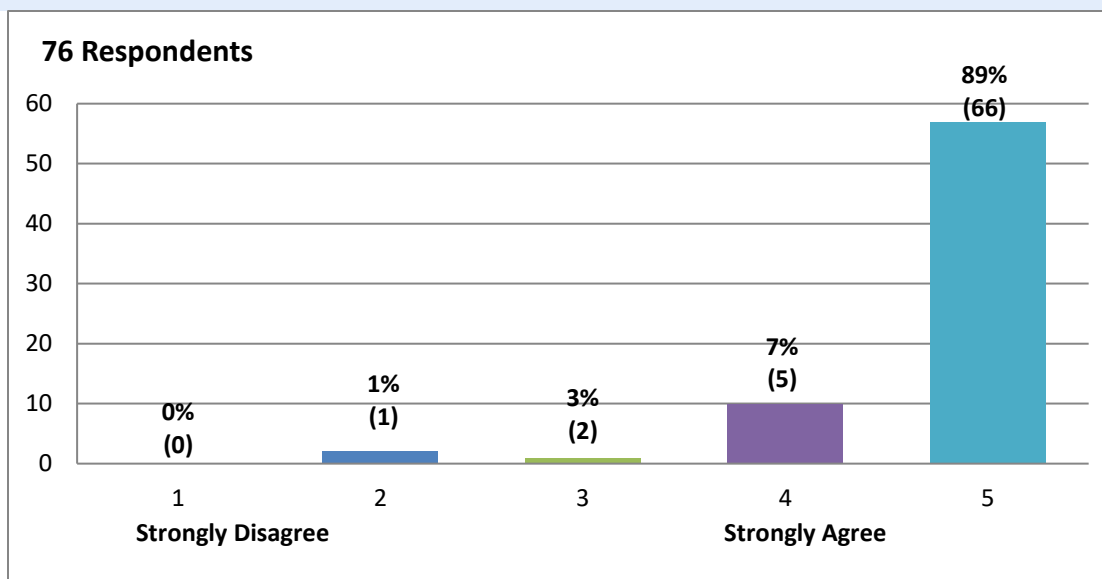
Definitely
My reviewer was kind and gave good guidelines which were very helpful.
Yes. I found the detailed material outlining the various topics extremely helpful. There were few surprises and I was able to prepare my responses in advance. which eased my anxiety to an extentt.
As noted above more information from the College would have been helpful in preparing for the process....ie number of files to be reviewed
Yes. Having access to the college information was extremely helpful
I thought it would have been more rigorous, but if it was, there'd be even more time needed to look through it all.
Yes it was more or less what I expected
There were no surprises, which is appreciated.
My reviewer was specific about the things she would be covering, and that she would be sticking pretty close to the sample questions, etc.

11. The review was conducted in a collegial and respectful manner.



Yes, [REDACTED] was very respectful, collegial and engaging.
Very much so.
I was very pleased in this regard--the reviewer was very professional yet respectful and collegial.
I found it to be very professional and respectful.
The discussion between me and both the external and internal reviewer was collegial and respectful of the challenges school psychologists encounter.
Definitely...we exchanged readings and info. about useful conferences and our consent forms etc. The whole thing was done to help each other in our practices and to encourage each other.
The reviewer was friendly, collegial, and was able to relate to aspects of my practice easily.
Both reviewers were pleasant and questions never felt like attacks.
Extremely.
I found the review process very collegial, and as informative as it was evaluative. I really appreciated the opportunity to sit down with colleagues and discuss ethical and practice-related issues.
Both Dr. [REDACTED]and Dr. [REDACTED] were wonderful--very collegial, and very respectful and professional.
Both reviewers were very committed to providing a careful and thorough evaluation, while putting me at ease and developing a collegial rapport.
The reviewers were highly professional, respectful and easy to interact with. They were appropriately mindful of the fact that I have been in practice much longer than either of them. Nevertheless, they were able to maintain the focus and purpose of their review with me.
The process and the approach taken by the reviewed gave the atmosphere that is supportive and collegial in the sense that it was an opportunity to share what it is that I do and how it aligned to my areas of competency
The reviewer did a good job putting me at ease and making it a collegial process.
Yes, both my Reviewers were very respectful and the review was conducted in a collegial manner. it was clear the the purpose of the Review was to ensure my compliance with regulatory expectations, and not to enhance my learning. That being said, I was able to ask questions and learn from the experience.
Yes, she was excellent.
See my response to previous question about the reviewer. The reviewer made me feel completely comfortable during the entire process.
Very much so. No reason to feel uncomfortable or that I was asked trick questions.
My reviewers were tactful, supportive and professional and they took the process seriously.
Dr. [REDACTED] and Dr. [REDACTED] were very respectful and put me at ease right away. The entire review was conducted in a friendly, collaborative manner and I appreciated the sensitivity and clinical/ professional rigour both brought to the discussions.
The day of the review was extremely enjoyable and satisfying. It was a pleasure to discuss my practice with two esteemed colleagues and to have the opportunity to share experiences and learn from one another. I thought the timing was perfect in terms of the number of years I've been registered as a Psychologist. If all goes well, I'm probably just over 2/3's of the way through my career as a licensed Psychologist. This was a good juncture to take very careful stock of my practice.
Dr. [REDACTED] was lovely, interested and respectful.
Absolutely!

12. I received sufficient feedback regarding the outcome of the review at the end of the interview.



Dr. [REDACTED] provided me with feedback regarding the visit and interview
I found the feedback useful and relevant.
Their comments were very encouraging indeed.
The contents of the written review mirrored my recollection of the oral feedback well.
I was provided with a photocopy of Dr. [REDACTED]'s handwritten notes.
Feedback was provided on an ongoing basis during the review itself. However, the feedback that I received at the end of the visit was quite limited. In fact, it was not clear which category I was being placed into. The report provided somewhat greater feedback.
Both Dr. [REDACTED] and Dr. [REDACTED] gave me very complete feedback, and they had many positive comments about my practice and how I work with my clients.
Dr. [REDACTED] and Dr. [REDACTED] took time and effort to explain their findings and conclusions and I was very pleased that they had many positive comments and observations.
Feedback was not a main part of the experience. Indirectly I assumed the absence of expressed concerns of a significant nature indicated my practice was not grossly out of line with current standards of practice.
Yes and plus the opportunity to ask the reviewers any questions that I may have
I would like to have a hard copy of the final written review.
<i>[College: Those conducting reviews are instructed by the College to provide a copy of their report directly to the member who has been reviewed, along with information about the member's right to make submissions directly to the College. Greater emphasis will be placed on this issue in the future training of Assessors]</i>
Mercifully yes. I did receive sufficient feedback immediately, which prevented me from stewing my own juices until receiving the formal report. I am extremely grateful for that as well.
They took their time to write up the evaluation then sat with me awhile to go through their feedback.
Yes I did. I have received my reviewers feedback.
Yes, I had a good sense of my areas of strength and a couple of areas that I could reflect upon and improve.
I really appreciated receiving the written report the day of the review.

13. Please provide any further thoughts you may have regarding the site visit.

Very collegial review process that covered all of the areas that had been outlined. Helpful discussion around tricky issues and current practice issues.
Again it seemed very professional and collegial.
No concerns or problems with the process.
The outside reviewer was thoughtful and professional making the experience a positive one.
I think that the whole process was well thought out and useful...I would just shorten the wait.
I would like to recommend my reviewer as a very fair, thorough, and thoughtful person, who also tries to provide an educational component as well. Was quite enjoyable to share similarities in practice settings and issues faced by psychologists in hospital practice.
the reviewers themselves made this a positive and informing experience.
No additional comments.
The reviewers were attentive and well prepared. I thought the review was helpful to my future practice.
I have not yet received a written report. <i>[College: As mentioned above, those conducting reviews are instructed by the College to provide a copy of their report directly to the member who has been reviewed, along with information about the member's right to make submissions directly to the College. Greater emphasis will be placed on this issue in the future training of Assessors]</i>
I had been quite anxious about the site visit, although I know I am conscientious and take my professional responsibilities seriously. So it was wonderful to actually go through the site visit, which was very thorough, and receive such positive feedback--especially as I work out of my home. That had created more anxiety for me--it is a comfortable environment for my clients I come to (primarily trauma cases), but very important that my home office still be found to be professional in every aspect.
When I first received my notification of review, there was mention and acknowledgement that this can be an "angst" producing process. I was surprised at the amount of angst it elicited for me, as I know I keep thorough records, and take my work very seriously (in other words, I shouldn't have felt angst). However, I think that is the nature of most psychologists -- we never would have made it to the Ph.D. level and registration if we weren't diligent and conscientious. So, it is a good thing you acknowledge the "angst" up front, and try to normalize that.
Two months elapsed between the onsite visit and receipt of the written conclusions of the reviewers. This passage of time became increasingly stressful, as anyone with my particular experience with CPO might readily appreciate.
It was certainly an experience that is both anxiety provoking and a self reflection of what it is that I do in my practice
The reviewer chosen by the College was thoughtful and helpful. She contacted me to introduce herself and followed up with a phone call to review the process and address any questions. She was friendly and easy to work with and her manner and approach reduced my anxiety about the review.
Working with [REDACTED] was terrific! Her respectful and relaxed style allowed us to have case conversations and weave in tue answers to the PAR questions. Thanks! I really enjoyed the experience and opportunity for self reflection about how I practice. I am proud to be a member of our College!
It was a pleasant surprise.
I am not sure why the College doesn't focus on members who are 5 or 10 or even 15 years in practice. After having been in practice for 26 years, it seemed unnecessary. I found the process took up an immense amount of time for myself. And I know it was inconvenient for my peer reviewer but thank her immensely for her support
The process was very cordial and respectful. The College reviewer was familiar with the practice of school psychology and was able to review all its processes accordingly.
The site visit was conducted in a professional and collegial manner. I felt that I was well-informed about what to expect during the review, which made the process more comfortable.

I think I would have felt less stress if I had known I could expect the review to stick generally to the questions provided in the initial package. This is what happened but I don't know if this is typical or not. If it is it might be helpful to tell people this. I think the normal thing to do is to talk to people who have been through this process before once you learn you have been selected. But the process has changed over time. Other people's experiences may no longer be exactly relevant anymore. It might be useful to let people know talking to people who have been reviewed recently maybe more helpful than those who underwent a different process.

It was a great opportunity to view my practice through the lenses of other colleagues.

I was very happy when it was over. There is now a Triad in my mind consisting of: My Thesis oral defense; my Oral examination for the Board of Examiners in Psychology (my age is showing) and now the Peer Assisted Review. In the end, the experience was actually very validating. It would be nice to have the opportunity to review one's practice in this manner without the scary, evaluative part. I would encourage all members to go through the exercise, working through the list of interview questions with a trusted colleague

Thorough and positive.

Duration of visit was less than I anticipated but all relevant information was reviewed.

Both reviewers were thorough and professional throughout the process.

None, really. Given their reactions, I am now convinced that I am blessed with the site of my work.

Site visit went well. We started on time and the reviewers had sufficient time to take a tour and visit the site and the filing system prior to starting the peer review process.

The review was collaborative and comfortable. It did not feel like an inquisition. Rather, it felt like a conversation about my practise and procedures.

It went well.

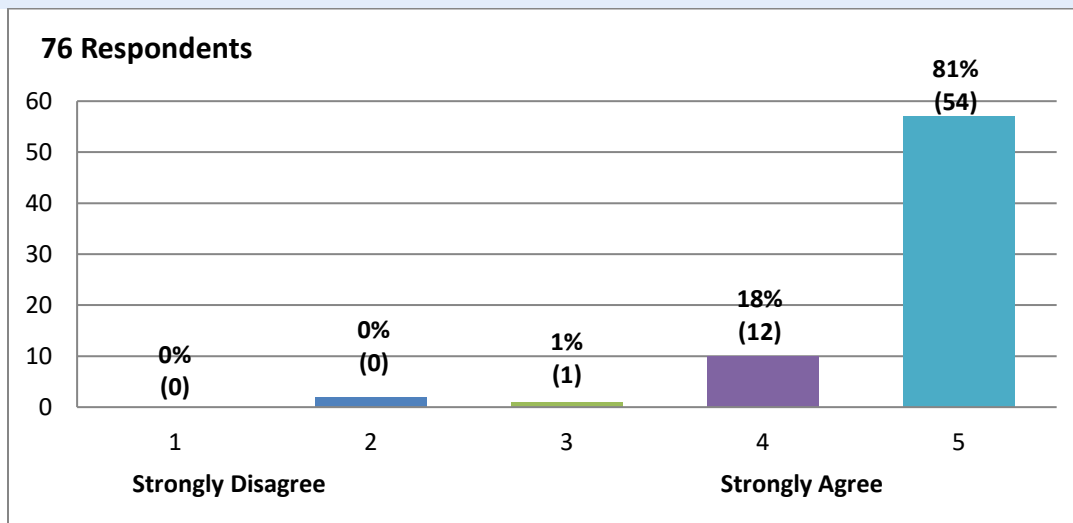
I was surprised by how much I actually enjoyed the process.

The reviewer was very personable and conducted the review in a non-threatening manner. There were interesting discussions about the challenges we face in school psychology, and I felt comfortable expressing my opinions.

I enjoyed the opportunity to show my colleagues around the office and felt considerable pride.

Dr. [REDACTED] was 15 minutes late for the site visit which further escalated my stress.

14. The written report I received following the review was sufficient.



I haven't received a written report yet.

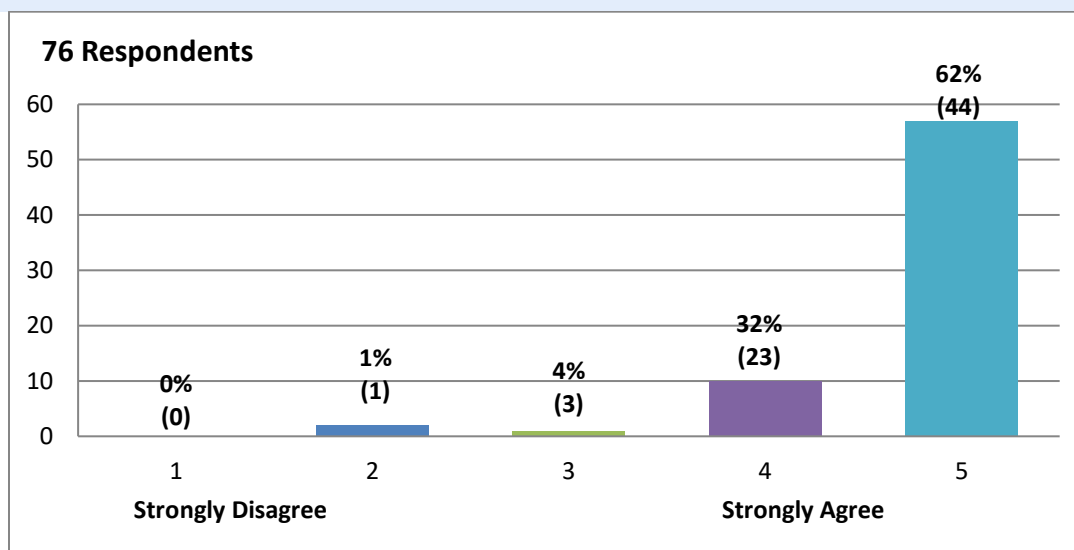
not available yet

I received handwritten notes, but I am waiting for a final copy of the review document from the college.

Along with the feedback the written materials captured the main points communicated post-review.
I have not received a written report.
Very thorough and detailed comments by both Dr. [REDACTED] and Dr. [REDACTED]!
Again, I would like a hard copy if possible.
I only now received it from the College. Not sure what was the time frame for getting it and from whom - the reviewers or the College. But it is good to have received it.
All the highlights were there...
Yes. It was an accurate summary of the information
The Reviewer gave me the opportunity to see the draft report and to "tweak" some of the details. I really appreciated this opportunity.
Not so sure that "sufficient" means. Actually, I received a copy which was very faint, so not easily readable given my vision that's keeping up with my age, so I hope I will receive a much more legible copy of it.
Indeed it was very detailed with a few good ideas for improvement.
I haven't yet received the report so can't comment

[College: it is troubling to hear that some Reviewee's were not provided with a copy of the report, we have provided greater emphasis on the requirement to provide it as part of our reviewer training]

15. Overall, I found the review to be consistent with what I expected.



As this was new to me (first time being reviewed) I had no real pre-conceived idea of what the review would be like--the reading material helped but again it is hard to know exactly what to expect.
I expected a more stressful experience. To the contrary, I found this a useful venture as it forced me to review my practices in addition to having the opportunity to spend time with a peer (Dr. [REDACTED]) who, in my opinion, was an excellent reviewer as he was thorough, professional, and collegial.
I was very pleasantly surprised by the many positive comments I received and the appreciation both Dr. [REDACTED]and Dr. [REDACTED]had for my practice.
I did not really know what to expect, and had received diverse feedback about the process. I found it to be a more positive and less stressful experience then I had anticipated.
It was hard to imagine the actual review itself as others who I spoke to shared somewhat different experiences.
I expected less and more challenging in a negative way. The challenges presented were interesting and fruitful.
-it was actually less stressful, and more supportive than I expected.
Yes.

As noted previously, yes, except for the file review. I wasn't sure exactly what to expect and understand that different reviewers may have different strategies. If so, I think this would reflect a flaw in the process. I feel the process should be standardized, which would also, serve to increase transparency.

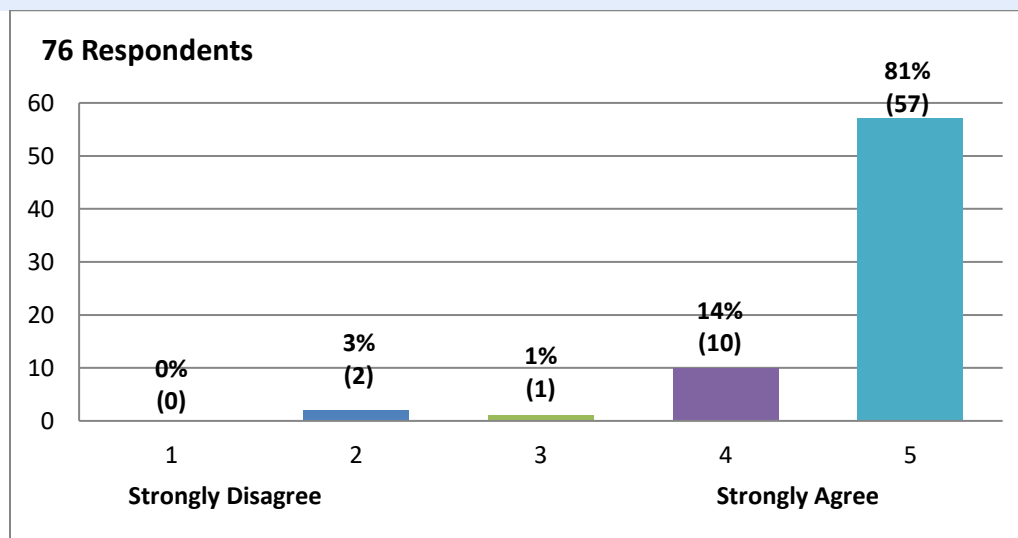
Yes. No concerns.

It was easier and more informal than I expected. It felt like a conversation between colleagues.

I felt the the report fairly and accurately captured me and how I work.

I thought it was a very fruitful exercise. While I continue to enjoy my profession very much, I felt like the excitement that I felt really early in my career was reignited.

16. Overall, I found the review to be a positive and constructive experience.



I was anxious before despite the attempts to put me at ease.

reviewer's suggestions re further directions were quite helpful

As far as the actual review, it was constructive. However, the overall experience was certainly not positive. The College as a whole does not present itself as being FOR the members, but as an authoritative body making and enforcing rules. I realize that the mandate is to protect the public (and clients in particular) and I support that. However, a climate of fear where folks begin to hyperventilate every time there is communication from the College does not promote the best for anyone.

I work in private practice out of my home. My practice is very busy, and I am fortunate to have a good referral base with the physicians locally. I meet with colleagues for peer group meetings once a month in [REDACTED], and I started a peer group locally ([REDACTED]) this Spring that also meets once a month. I receive positive feedback about my work from my colleagues, but it was especially validating to receive such positive feedback from the College Peer Review.

It was constructive and provided me with a good opportunity to review different aspects of my practice in the present and future.

My experience was stated in the previous section

It was conducted in a positive and collegial manner, and it was interesting to learn about the reviewer's own experiences and perceptions of our role in school psychology.

I fully support the need for peer assisted reviews by the College for the regulation of psychology. I am pleased to have gained additional information about the review process through this experience.

Ultimately, this was a very positive and constructive experience for me as well as for my hair colorist who will profit nicely from the fresh sprouting of greys...It would have been nice to know how I was doing earlier on in my career. However, the experience has given me a bit of a boost and perhaps I will carry on a little longer than I had intended

Not any reason to complain.
Yes please see above.
The review was very helpful.
I admit that the actual review was less frightening than my expectations, but I am reluctant to say that the anticipation and prior trepidation regarding the vast range of issues and details we "may" be called upon to comment on was a wholly positive experience. I greatly appreciate the reviewer's collegial manner during the actual review.
"While the on-site visit was pleasant and informative, the whole process leading up was ridiculously delayed and stressful. I was also offended by the breaches of confidentiality by the reviewers."

17. What was the most helpful aspect of the Peer Assisted Review?

Discussion around tricky ethical and practice issues.
1) the opportunity for me to review my own practice in advance of the PAR 2) the discussion with both [REDACTED]and [REDACTED]about professional practice.
Having objective reviewers ask questions and provide feedback about my practices/work
The opportunity to have an objective review of my practises.
Very collegial
The fact that the reviewer has worked in schools herself and even knew the communities and the specific challenges we face (e.g. ESL student)
It gave me a chance to be less on automatic pilot and take a good look at everything I do in my practice and areas that I would like to improve. It also gave me a small boost of confidence that I'm on the right track with my training and my procedures.
discussion of note-taking
I realized the degree of my collegial isolation and I have already taken steps to remedy that, becoming part of an independent practioners support group to discuss developments in the field and discuss interesting or troubling cases.
It gave me an opportunity to reflect on my position in the field and to contemplate on next steps
Discussion about practice issues where different points of view came out, and suggestions that could enhance my current way of working
The opportunity to discuss my practice with a senior psychologist who has had a great deal of experience and who was able to delineate between essential and non-essential detail in a kind and respectful manner.
actually going through my SAG myself in more detail. rereading relevant college and legal material. reviewing aspects of my practice.
Being forced to review my practice to ensure that I was on top of everything.
Dr. [REDACTED]'s feedback regarding assessments, specifically negative response bias and subsyndromal issues, was valuable.
An opportunity to receive meaningful input from experienced members of the College who have materially contributed and maintained a professional practice in the field of psychology.
Opportunity for respected peers to review my practice - reassuring and also helpful to have their thoughts on certain areas of practice.
I learned some suggestions for better organizing the protocols and other paper in my files.
I found the opportunity to sit down with colleagues outside of my close circle to discuss ethical and practice-related issues most helpful.
The opportunity to have a collegial interaction with another Neuropsychologist regarding private practice.
Having the Peer Assisted Reviewers come to my place of practice (home office), and see the set-up I have for my clients, to ask me many questions regarding my practice and to go through a couple of my randomly selected files with a fine-tooth comb. Very reassuring and validating when it is all done, and you have received positive feed-back.

The collegial discussion with the reviewers in which I clarified my professional role in light of my current and future goals. The review was also validating in the sense of receiving feedback that I was meeting professional standards and working in the best way possible to meet client needs.
The respectful dialogue with 2 colleagues whose openness & observations were non-judgemental, though evaluative was refreshing. They appreciated my experience, practices & "elder" status in a way CPO never has. It was relieving CPO hadn't disclosed to their reviewer my history of 16 investigations, although I make no secret of this history.
The process involved during the discussion about the various aspects of my practice
The collegial nature; being able to contact previous participants in the PAR
The opportunity to discuss practice issues with the reviewers.
The phone call I received directly from [REDACTED] shortly after she was nominated as my reviewer. Discussions with my manager (my nominee) prior to the review itself.
Requires you to reflect on the your practice as a whole whereas often there is little time for this as other demands take priority. Offers opportunity to brush up on rules learned in the past but no revisited.
The very thorough questions on the College website. The collegial approach with the 2 reviewers. Reviewing my self assessment and feeling good about my practice and the standards our College upholds.
To have my work validated.
The most helpful thing was the contact before the review with my reviewer. He set down the process and the time guideline of approximately 2 hours.
The opportunity to take a step back and to gain a broad perspective of our practice with the help of a College peer reviewer. Reminder to note in our personal College professional development log all our professional activities.
Discussing the practice of psychology in other settings with psychologists outside my program and organization was useful for my own knowledge and professional development.
I am early in my career. It was validating to receive feedback that I am practicing in the manner expected.
Reviewing and thinking about best practice, standards, ethics, and legislation. Reviewing, thinking about, and evaluating my practice in the context of standards, ethics, and legislation turned out to be a useful exercise.
It made me do a very thorough review of my practice so I am comfortable knowing it is up to standards.
- opportunity to review my practice in wholistic way
The pre-visit preparation. It afforded me the opportunity to look critically at my practice structure and process.
It allowed me to stop, reflect and objectively evaluate each of the critical elements of my practice in respect to a clearly delineated set of expectations. It means a lot to receive validation from one's peers especially as I am, as I'm sure are most of my colleagues, heavily invested in my identity as a psychologist
An opportunity to reflect on my practice. It reinforced why we do what we do in terms of the many aspects of our college standards.
The on site was very helpful. It was great to dialogue with my fellow colleagues
Having a good interview, with relevant and thoughtful questions. It is a professional experience and it very important to be respectful and thoughtful during the process.
After learning that I had been selected for the review, I was able to go back and read my self-assessment and identify the task I needed to complete prior to the review date.
The reviewers were very collegial and conducted the review in a very relaxed and collaborative manner - showing real interest in my practice.
I found the comments regarding record keeping to be very helpful, i.e., going forward.
Having the questionnaire available with the questions that would be reviewed during the PAR.
<ol style="list-style-type: none"> 1. That the reviewers shared some of their own experiences that I could take back to my director and recommend that we consider doing. 2. Preparing documents and having everything in place for the reviewers 3. Their positive reactions to my responses and documentation 4. Their exuberance at the overall experience.,

In anticipation of this review, I had to go through my files, update my consent forms and re-read some of the legislation I had not reviewed in a long time. It made me feel more in tune with professional and ethical obligations working with my clients.
Feedback
The peer assisted review validated what I was doing. It was also very helpful to have a reviewer whose own practice is very similar to mine and he provided some descriptions of his own test battery (including a couple of tests which I have not used to date).
The PAR form was especially helpful to review and be prepared prior to the review date.
A thorough review of my private practice was helpful to boost my confidence that I am running a good private practice. It felt good to receive suggestions on how to enhance my practice further.
The materials provided by the College allowed me to feel comfortable and confident in my preparation for the review.
The online sample of the PAR was very helpful.
It's always anxiety provoking to be evaluated. However, I quickly overcame this in welcoming feedback from colleagues who fully understand the College's expectations. By having their observations directed straight to my individual style and methods, I learned aspects that will refine my old habits and teach me how to improve towards higher standards. I was happy to have direct contact and feedback in a two-way fashion.
sharing resources, refreshing memory of professional standards and requirements, & getting to meet fellow professionals who share their insight about things
Dr. [REDACTED]'s demeanor was the most helpful aspect: the review was most collegial in nature, putting me at ease. I appreciated that there were no surprises: the website clearly outlined all areas to be reviewed.
Thank you very much for this opportunity!
opportunity to discuss pertinent aspects of professional practice
The collaborative nature of the process.
It was well organised and very collegial assessors
The most helpful aspect of the PAR was having been given a reviewer who, despite differences in practice orientation, was open, genuinely curious and thoughtful, and respectful of me as a professional. Dr. [REDACTED] helped make the experience very non-threatening and very productive and helpful.
It did provide incentive for a thorough review of materials and self-reflection about my competencies and goals.
Opportunity to discuss with reviewers the way in which how they manage their professional responsibilities is similar/different from the way I do things.
the advance written material, sample report, etc.
I found both the college reviewer and my selected member to be very pleasant and they provided an atmosphere that was relaxed and professional at the same time. This allowed for collegial dialogue and fostered a rich learning environment.
I try to do my best. It was gratifying that my colleagues approved of my efforts, yet had a constructive suggest for how I can improve (attend more online training events).
Taking the time to carefully review my processes. Preparing for the review by completing some tasks that I'd wanted to do for a while - like updating my practice information form. Speaking to my colleagues about tricky issues and reflecting on important matters such as client and personal safety in private practice setting.
It allowed reflection and careful self-review of my practice and validated that I am practicing ethically, responsibly and competently.
My reviewer offered some information about practices in the Psychology Department/[REDACTED] School Board that I thought would be great for us to adopt at the [REDACTED] School Board

18. What was the least helpful and/or most problematic aspect of the Peer Assisted Review?

I did not find any part of the process to be problematic.

none
N/A
N/A
There was a conflict in schedules between the reviewer I nominated and the one the College nominated and identifying schedules of the peer reviewers earlier in the process to determine a good fit from a logistical perspective would have been more beneficial.
Can't think of anything really. The review seemed to touch on the issues/kinds of things we need to consider in our practice.
Nothing that I can think of.
none
I was anxious before.
the timing was rather challenging, with too many other demands.
Timeline between initial notification and actual review.
Nothing was particularly unhelpful.
it was somewhat vaguely described in what I read from the college and some of my colleagues had bad experiences so the worst part was worrying.
None I can think of.
I did not find any aspects that were problematic.
None comes to mind. I very was fortunate to have two highly respected members of the College who reviewed my professional practice and offered meaningful feedback that reinforces a standard of practice.
Nothing really
I did not find any problems with the PAR process (except self-created anxiety!)
N/A
See my earlier comment about how I was notified of being selected for review, and why I had been selected for review --that felt pretty awful.
The anticipatory stress :)
Waiting to find out what the reviewers found & reported to CPO was stressful. That CPO did not know that I had not been privy to the report of the reviewers is not right. That part of procedure needs to be rectified by formalizing the feedback process.
None
Deadlines for selecting a reviewer was a bit short, considering the difficulty of scheduling and timing for working professionals
I cannot think of anything at this time.
I know few colleagues who have been selected for this process. The letter I received from the College came as quite a surprise, and caused stress which I understand is common and part of the process!
None identified
Stress but that is unavoidable
can't think of anything
Why not do the review when we can learn from it - within the first 15 years of practice? Why do a review after 26 years of practice?
N/A
Retrieving my raw data files was a challenge as most files had been scanned for electronic storage at the hospital where I work. It could have required a great deal of printing to generate the files needed for this review. However, having some advance notice allowed me to hold back some files from being transferred to electronic copies.
There was nothing that was unhelpful or problematic.
It's always anxiety-provoking being "evaluated" by a peer/colleague. It's hierarchical in nature, and because of that set-up, there's always some anxiety around it.
Of course it was not ideal timing.
-level of stress it inflicted over a long period of time (and the subsequent impact of the stress on my health and my body)
There was no problematic area. In my case the winter weather resulted in rescheduling which created some anxiety on my part but that was unavoidable and the travel safety was of prime importance.

Oy vey...too close to Passover....
We had some difficulty finding consensus on a time to conduct the review. But it all worked out at the end
The initial stage is somewhat anxiety provoking However, the reviewer's approach and the information from the college made it a very helpful and a learning experience
None
n/A
None.
I was going to say "nervousness", but who wouldn't have a tinge of that? I really cannot think of anything.
I can't think of a negative. A peer review clearly takes time and it can be a potentially stressful experience. But what made it an actually pleasant experience was my reviewers attitude and approach to this review. They were both respectful, attentive, fulfilled their obligations by going through the process in a tactful and non-intrusive manner.
Setting up time, lack of detailed information on exact components of PAR
The peer assisted review occurred during a particularly busy time in my practise and took some time, both prior and during the review. Given that much of my work involves school age children, a summer-time review would have been better.
Nothing was problematic with the review. Everything was positive! The areas of improvement discussed with me were areas I overlooked. I felt good to improve details in my clinic further. It also felt good to have confirmation that my practices are all aligned with the college standards.
The initial anxiety generated from the unknown.
The review began on shaky ground as Dr. [REDACTED] was missing forms that I had completed prior to the peer interview. This had not been passed on to her. Therefore, it was more difficult for her to understand what I was doing in my practice. We discovered that she had only received the forms pertaining to my contractual work (Caring for my [REDACTED] Program) , so the information regarding my private practice had not been studied. A great deal of time therefore leaned to discussing work which only represented a portion of my target population. It was fortunate that I had kept a copy of the missing information, so that she was able to have a quick look at it. However, this did not permit equal attention to all facets of my practice and served to slant the interview.
Nil
Not unhelpful; just one factual error on the report: in Appendix A, 2) Prof'l Services, it states "sometimes seeing couples or families when there is a case going through the courts." This is not accurate; in fact the opposite is true. I do see couples and families, but not related to court. Thank you
The reviewers did not seem to have an interest in significant areas of my practice, e.g., [REDACTED]. The reviewers were intrigued but did not explore the details of record keeping, etc.
timing
I can't identify a problematic aspect.
The nervous anticipation, though I think this is inevitable for anyone who takes this seriously.
Non=thing that was particularly unhelpful or problematic
not really one
Fortunately, I did not experience any problems and did not have any concerns with respect to the Peer Review process.
I have no criticisms. The difficulties were all strengthening.
Already mentioned. The postponement was tough as I did have some anticipatory anxiety about the review that was extended for longer than I would have liked (I was able to let it go from April until end of July, but it sort of crept back in August). Now that I've done a review, I wouldn't have as much anticipatory anxiety as it was a positive exp. [College Response: We thank the writer for bringing this to our attention, We are looking for ways to reduce the wait times and avoid the delays some participants have experienced]
"LONG STRESSFUL DELAY IN SCHEDULING VIOLATIONS OF CONFIDENTIALITY LACK OF COLLEGE RESPONSE TO EMAIL QUERY". [College Response: We thank the writer for bringing this to our attention, this is a recent entry and we are currently looking into how to prevent this from occurring in the future.]

The "timing" of the review, after 41 years of practice as a Registered Psychologist, seemed a bit "late" in my career, as I am winding down towards retirement. It seemed frustrating that after 41 years of practice with no complaints lodged against me and working very part-time that I had to undergo this time-consuming and anxiety-provoking process.

19. What changes would you suggest to further improve the Peer Assisted Review?

It would be important to recognize that many of us are moving to EMR and this is not reflected in the review process.
N/A RE: 21 and 22 below--I am just too busy at this time to put my name forward. Thank you
None--the process was well thought out and relevant. FYI--I answered no to # 21 and # 22 below because I am too busy to help out at this time.
Greater clarification on what the process would be like for both the individual being reviewed and the peer nominated reviewer.
Ask the member how much time they would like to prepare (with a limit of course). It might be shorter than what is proposed.
Reviews like this should be conducted once every 10 years.
I do think it was well handled so I don't have more suggestions.
I think matching the reviewer and the person reviewed in terms of theoretical and practice style is a key to a constructive review
It might alleviate some stress if it was mentioned how often the reviews actually lead to what I would term "severe" consequences.
I think it can be shortened and although understandably required, it is a costly venture for those in private practice.
inform the member and the member's appointed reviewer specifically about his/her role.
None.
As mentioned earlier, to indicate in the initial letter that the peer reviewer that I select is remunerated for their time.
perhaps some suggested resources on areas discussed as recommendations e.g., link to college's stance on email communication with patients
I think the process, as I experienced it, is well-organized, thorough and collegial. I might suggest letting people know how files will be chosen for review might allow them to make those files easily accessible, particularly in a large practise.
The review went smoothly and as such I don't have any additional comments.
Make the selection truly random. (And deal with folks who are late with their S.A.G. as an event in and of itself -- perhaps ask if there were any extenuating circumstances. Those of us, like myself, in our 60's with very busy practices, have to prioritize what we must do, and client care always comes first).
I can't really think about what could be done to improve the process at this point in time.
PAR process still has a strong "assessment" association related to the dominant "policing/regulating" culture of CPO. While the legal mandate to regulate is necessary there is a need for CPO to embrace a more growth & development approach to professional functioning of practitioners. Motivation through fear of punishment is less effective.
Given the nature of this exercise an official feedback report from the QAC or the College would adequately conveyed the importance of this process
I cannot think of anything at this time.
My experience proved very positive and I can't think of changes to my own experience, but I would want to stress the importance of a nominee who has worked in similar areas of practice (I was fortunate in this regard to have had [REDACTED]).
No changes suggested.
None
can't think of anything

Do a review within the first 15 years of practice.
None, very efficient and organized process. Clear expectations of the requirements outlined in the pre-visit as well as during the visit itself.
It might be helpful to have a formal document that could be provided to an organization outlining some background about the PAR process and what is expected of an organization to support the review (e.g., access to files, a tour of the facility, access to data storage areas). This would facilitate the process for the Psychologist.
No suggested changes.
Not sure.
Maybe in departments as large as ours it would be adequate to allow in-house reviews so we could schedule them at a time that were more convenient?
-not sure
None
Tighten up the parameters around the File Review
Keep the collegial and respectful attitude towards the person being reviewed
The Reviewer was not familiar with the activities in my practice but she very rapidly understood the nature of my current work. If it were feasible to select a Reviewer more familiar with the nature of the practice, it might lead to a more in-depth review.
n/A
I found the experience to be a positive one, and found the process from beginning to end to be well-designed and implemented.
I may come up with something later.
My experience was very positive so I don't know how this could have happened in a better way. Had I had difficulties with the time frame (not having enough time to prepare) and/or had reviewers who were unnecessarily strict, then I could've commented more on this section.
Related to above, it might be helpful to have the psychologist under review to select the best time of year for the review. Having said that, the reviewer and the college staff were very agreeable and accommodating with scheduling.
It would be nice to have on the college website examples of consent forms/confidentiality forms and logs for patient files. It would be helpful to have samples of documents the college approves of.
Maybe have someone from the College speak about the process at the Barbara Wand Symposiums. This conversation could be a brief discussion about the process emphasizing the collegial focus and the comprehensive preparation materials available on the website to assist with the preparation. This might lessen members anxiety about being selected.
None
As previously mentioned, I feel it is critical for the College to provide bilingual peer reviewers. I might even suggest that there be access to multi-cultural translators as the growing immigrant population is accessing more and more psychological help. I would, of course, underline that both the interviewer and interviewee have complete dossiers handy and an accessible print out of all preparatory information and questions for easy and immediate reference.
make it clear that random selection of files to be reviewed is to be expected
Perhaps a greater understanding of the diverse ways private practices can be constructed.
I think that it would be helpful for the assessors to meet with the subject a second time and to share a draft report
none
I understand that this is a necessary and important process to ensure competence and continuing improvement in our profession. I think it is important to continue to provide training and monitoring of reviewers to ensure that the audits are done in a collegial, constructive way, taking into consideration the specific goals of individuals.
I was very satisfied overall with the process which was very collegial.
none
At this time, I cannot think of any significant changes to the Peer Assisted Review process.
No serious problems, so no real need for improve-ment.
Already mentioned
"Completed within a reasonable time span- the suggested 2-3 months was what I expected.

The onsite review itself was a pleasant and informative experience"

I would suggest that the College consider "grandfathering" the PAR for Psychologists who have worked for over 35 years with no complaints against them, or a modified PAR consisting of an interview and file review. Took more time to prepare than time I work. A colleague my age chose to retire rather than go through it, a loss to the profession.