Top 5 Myths about the College’s Peer and Practice Assessment (PPA)

1. **Registration will be taken away**

Myth #1: **My registration will be taken away as a result of participating in a peer and practice assessment.**

No, this is not the case. The peer and practice assessment provides an opportunity for the registrant to engage in a reflective process about their knowledge, skills and judgment and identify opportunities for learning and practice improvements. Using a coaching model, the peer assessor provides immediate feedback on areas for improvement.

2. **There is one right answer**

Myth #2: **There is one right answer.**

There is no “right answer”. The peer assessor asks the registrant case-based and situation-based questions and questions about the registrant’s clinical records. The peer assessor is seeking information about how the registrant uses conscious decision-making and their knowledge skills and judgment to make informed decisions. The peer assessor is also assessing how the registrant applies the Essential Competencies and the Standards of Practice.

3. **Peer assessor knows everything**

Myth #3: **The peer assessor knows everything about the registrant.**

The peer assessor only knows what the registrant has shared on the pre-questionnaire. The pre-questionnaire is completed by the registrant prior to their peer and practice assessment and provides information about the registrant’s current role and scope of practice.

4. **Peer assessor makes the decision**

Myth #4: **The peer assessor is the decision-maker.**

The Quality Assurance Committee (QAC) makes the decisions. The peer assessor writes a report based on their assessment. This report is provided to the QAC for their review and decision-making. The registrant has the opportunity to provide additional information or comments about the report before it is reviewed by the QAC.

5. **Peer assessor is the expert**

Myth #5: **The peer assessor is the expert and the registrant is not.**

There is no “expert” in the peer and practice assessment as it is a supportive, non-punitive interaction between the registrant and the peer assessor. The peer assessor assesses the registrant’s knowledge, skills and judgment and provides coaching and resources as appropriate.