

**WRITTEN**

<b>PRACTICE AREA</b>	<b>COMPETENCY</b>	<b>INDICATOR</b>	<b>WEIGHT</b>
<b>Communication</b>			<b>1.6%</b>
	Select communication style appropriate to situation.	Demonstrate knowledge of medical and optometric terminology.	
	Engage in active listening.	Demonstrate knowledge of the principles of active listening.	
	Deliver bad news sensitively and effectively.	Demonstrate knowledge of approaches to deliver bad news.	
<b>Professionalism</b>			<b>3.2%</b>
	Maintain comprehensive records.	Demonstrate knowledge of the principles for record keeping in professional practice.	
	Comply with mandatory reporting requirements.	Demonstrate knowledge of situations in which mandatory reporting may be required.	
	Practice in accordance with ethical principles.	Demonstrate knowledge of principles for decision making in ethical dilemmas.  Demonstrate knowledge of ethical advertising practices  Recognize and manage conflict of interest.	
	Maintain personal health and wellness consistent with the needs of professional practice.	Demonstrate knowledge of strategies to maintain physical and mental wellness to a level that enables effective practice.	
<b>Patient Centered Care</b>			<b>6.5%</b>
	Adapt approach to care in response to patient's physical, emotional, intellectual and cultural background.	Demonstrate understanding of how to modify interview and communication methods for patients with diverse physical, emotional, intellectual and cultural backgrounds. Demonstrate knowledge of examination techniques appropriate for patients with diverse physical, emotional, intellectual and cultural backgrounds. Demonstrate understanding of how to provide care for patients with diverse physical, emotional, intellectual and cultural backgrounds.	
	Establish a shared decision making process with the patient.	Demonstrate knowledge of how to share power and responsibility with patient, and (as appropriate) with caregivers.	

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Involve patient's family and support persons in care decisions where appropriate.	Recognize indications for involvement of patient's family and supporting persons in care decisions. Demonstrate understanding of methods to involve family and supporting persons in care decisions. Demonstrate understanding of the needs of caregivers and the contributions they can provide.	
	Make recommendations for care in the context of the patient's overall wellbeing.	Determine a care plan that reflects the whole person not just their visual needs. Demonstrate a knowledge of how to ease pain and suffering and relieve fear and anxiety.	
	Recognize the patient's right to determine course of assessment and management.	Demonstrate understanding that the patient has the right to decide about all aspects of care.  Demonstrate knowledge of ethical obligation to provide care irrespective of patient's management decision.	
	Ensure and document ongoing informed consent to assessment and management.	Demonstrate understanding of the requirements for informed consent. Demonstrate knowledge of methods to obtain informed consent and their application.	
	Maintain patient privacy and confidentiality.	Demonstrate understanding of patient's rights to privacy and their application. Demonstrate understanding of patient's rights to confidentiality and their application.	

<b>Assessment</b>			<b>27.4%</b>
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Interview patient in a systematic, responsive and adaptable manner.	Demonstrate knowledge of ocular and systemic conditions that relate to patient presentation.
Obtain relevant information regarding ocular / vision history, medical history, family and social history, and risk factors.	Demonstrate knowledge of appropriate questioning to elicit comprehensive ocular and relevant medical history.  Demonstrate knowledge of appropriate questioning to elicit comprehensive information regarding family and social history.  Demonstrate knowledge of appropriate questioning to elicit comprehensive information regarding risk factors.

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Make general observations of patient status that may assist in assessment.	Identify physical and behavioural characteristics of the patient that may assist in establishing an initial differential diagnosis.	
	Develop an assessment plan based upon initial differential diagnosis or establishing normality.	Determine differential diagnosis based upon presenting information. Identify components of an assessment plan to evaluate systems for abnormalities. Identify components of a problem-specific assessment of the differential diagnosis.	
	Select assessments based upon patient's abilities and contraindications.	Demonstrate knowledge of assessment strategies suitable for special populations.  Demonstrate knowledge of contraindications for testing including drug allergies and systemic conditions.	
	Assess refractive status.	Demonstrate knowledge of commonly used procedures to assess refractive status in adults and children.	
	Assess ocular health status.	Demonstrate knowledge of commonly used procedures to assess ocular health status in adults and children.	
	Assess binocular status.	Demonstrate knowledge of commonly used procedures to assess binocular status in adults and children.	
	Assess sensory status.	Demonstrate knowledge of commonly used procedures to assess sensory status.	
	Modify assessment strategy based upon emerging information.	Identify indications for additional testing including scleral indentation, diurnal IOPs, pachymetry, vital staining, tear tests, lacrimal function tests, cycloplegic refraction and trial frame refraction. Identify commonly occurring contraindications for testing including narrow angles for pupillary dilation	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Select laboratory and diagnostic imaging tests.	Identify indications for fundus imaging, corneal topography, optical coherence tomography, automated perimetry testing, Heidelberg retinal tomography, electrodiagnostic testing, B-scan ultrasound.  Identify indications for laboratory testing, including cultures and blood testing and medical imaging.	
<b>Diagnosis &amp; Planning</b>			<b>22.6%</b>
	Use clinical reasoning to interpret assessment data and determine a differential, working or final diagnosis.	Demonstrate knowledge of established norms for test results.  Relate assessment results relevant to the presenting problem to commonly occurring ocular and systemic conditions.  Relate abnormal assessment results from routine testing to commonly occurring ocular and systemic conditions.  Form an initial differential diagnosis. Refine and revise the differential diagnosis. Form a working diagnosis where possible. Form a final diagnosis where possible.	
	Use clinical reasoning to interpret assessment data and identify risk of developing ocular conditions.	Demonstrate knowledge of risk factors for ocular conditions. Determine relative risk of developing ocular conditions, based on assessment results.	
	Recognize urgent medical conditions and respond accordingly.	Demonstrate knowledge of signs and symptoms of ocular or systemic medical conditions requiring immediate attention, and action required.	
	Recognize ocular conditions that require management by other health care professionals.	Identify findings that require additional assessment or diagnosis by another health care professional. Identify conditions beyond the scope of optometry, requiring referral or co-management. Identify conditions requiring referral to or co-management with another optometrist.	
	Recognize possible systemic conditions that require assessment by other health care professionals.	Identify findings that require additional assessment or diagnosis by another health care professional.	

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Formulate a management plan.	Identify management options and anticipated outcomes. Recommend a management plan, taking into account patient values, priorities and expectations. Recommend follow-up schedule.	
	Recognize and respond to the complexities and ambiguities inherent in diagnosis and treatment.	Demonstrate knowledge of factors contributing to uncertainties in diagnosis and treatment. Demonstrate knowledge of errors that lead to delayed diagnosis, misdiagnosis or inappropriate treatment. Utilize strategies to manage uncertainties and errors.	

<b>Patient Management</b>	<b>24.2%</b>
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Prescribe vision enhancing devices, corrective devices, and therapy.	Transform refraction into spectacle prescription based upon individual patient considerations. Demonstrate knowledge of correct prescription format. Demonstrate knowledge of multifocal, occupational, single vision, digital free form spectacle lens design. Determine contact lens parameters for patients requiring soft, toric, bifocal, scleral and rigid gas permeable lenses. Determine contact lens parameters for patients with keratoconus, post penetrating keratoplasty, irregular astigmatism and post refractive surgery. Determine parameters of a spectacle correction to manage aniseikonia. Demonstrate knowledge of the principles and optics of low vision devices as they relate to a patient with low vision. Determine a plan for vision therapy and lens therapy (including prism and add power) for binocular vision disorders and accommodative disorders. Differentiate patients requiring surgery from those who would benefit exclusively from vision therapy and/or lens therapy for binocular vision disorders. Determine a plan for treatment of amblyopia with refractive correction and occlusion. Demonstrate knowledge of applications for presbyopic vision corrections other than spectacles.
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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		<p>Demonstrate knowledge of general concepts in orthokeratology.</p> <p>Identify indications and contraindications for refractive surgery.</p> <p>Demonstrate knowledge of intraocular lens designs used in cataract surgery.</p>	
	Prescribe pharmacological treatments.	<p>Determine a management plan for the pharmaceutical treatment of primary and secondary glaucoma.</p> <p>Determine a management plan for the pharmacological treatment of acute angle closure.</p> <p>Demonstrate knowledge of correct format for pharmaceutical prescription.</p> <p>Determine a management plan for the pharmaceutical treatment of anterior segment conditions.</p> <p>Demonstrate knowledge of OTC eyedrops and ointments for treatment of anterior segment conditions.</p> <p>Demonstrate knowledge of oral nutritional supplements for ocular conditions.</p> <p>Identify indications for pharmaceutical treatment of amblyopia.</p> <p>Demonstrate knowledge of contact lens solutions and regimens.</p> <p>Demonstrate knowledge of drug interactions, adverse reactions and side effects.</p>	
	Dispense vision enhancing and corrective devices.	<p>Demonstrate knowledge of spectacle parameters and tolerances.</p> <p>Demonstrate knowledge of frame selection and lens materials suitable for the required prescription.</p> <p>Demonstrate knowledge of contact lens parameters, materials, wearing schedule and care.</p> <p>Demonstrate knowledge of counselling for low vision aids.</p>	
	Perform therapeutic techniques.	<p>Demonstrate knowledge of techniques for removal of a foreign body from the cornea and conjunctiva.</p> <p>Demonstrate knowledge of dilation and irrigation of the lacrimal system.</p>	

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		<p>Demonstrate knowledge of common eyelid procedures including gland expression and eyelash epilation.</p> <p>Demonstrate knowledge of acute angle closure treatment with indentation.</p> <p>Demonstrate knowledge of techniques for insertion and removal of punctal plugs.</p> <p>Demonstrate knowledge of the use of bandage contact lenses.</p> <p>Demonstrate knowledge of eyelid hygiene techniques.</p> <p>Demonstrate knowledge of corneal debridement.</p>	
	Educate patient to assist in management of ocular conditions.	<p>Demonstrate knowledge of ocular side effects associated with systemic medications.</p> <p>Demonstrate knowledge of when adaptations may benefit the patient with visual disabilities.</p>	
	Provide counselling about ocular safety in workplace and recreational applications.	<p>Demonstrate knowledge of indications for the use of ocular protection, including monocular conditions, sports and workplace applications.</p> <p>Demonstrate knowledge of appropriate appliances and ophthalmic materials for effective ocular protection.</p> <p>Demonstrate knowledge of risks and possible complications of contact lens wear.</p>	
	Advise patient of action to take in event of ineffectiveness or undesired effects of management plan.	<p>Demonstrate knowledge of steps for patient to take when they cannot adapt to vision enhancing devices.</p> <p>Demonstrate knowledge of steps for patient to take when prescribed pharmacology is ineffective or produces undesired effects.</p> <p>Demonstrate knowledge of steps for patient to take when home care treatment is ineffective or produces undesired effects.</p>	
	Advise patient of need for and frequency of follow-up.	<p>Demonstrate knowledge of follow-up for contact lens wear.</p> <p>Demonstrate knowledge of follow-up after ocular surgery.</p>	

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		Demonstrate knowledge of follow-up for treatment of ocular diseases.	
	Modify management plan as required, based on patient response to treatment.	Demonstrate knowledge of responses requiring modification of management plan. Demonstrate knowledge of alternate treatment options. Demonstrate knowledge of responses requiring urgent intervention. Identify responses to treatment that require referral.	
	Refer patient to appropriate health care professional.	Match practitioner with needs of patient. Identify appropriate information to include in referral. Identify urgency of referral.	

<b>Collaborative Practice</b>	<b>6.5%</b>
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Identify other professionals who should be consulted during patient care.	Demonstrate knowledge of the scopes of practice of other professionals relevant to patient care. Identify situations when collaboration with other health care professionals is indicated. Identify situations when collaboration with educators is indicated. Identify situations when collaboration with social services personnel is indicated. Identify medical specialties typically utilized for referral. Identify subspecialties within the field of ophthalmology.
Communicate effectively with the patient and other health care professionals to enable collaborative care.	Demonstrate knowledge of the benefits of collaborative care. Identify appropriate information to include in communication to facilitate collaborative care.
Participate effectively as a member of a multidisciplinary team.	Demonstrate knowledge of the role of optometrists in a multidisciplinary health care setting. Recognize the roles, responsibilities and competencies of other team members. Demonstrate knowledge of the principles of integrative care.



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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Co-manage patient care.	<p>Recognize situations where team communication updates are required.</p> <p>Recognize situations where co-management with another optometrist or health care professional is required.</p> <p>Demonstrate knowledge of principles for effective co-management.</p> <p>Identify roles and responsibilities of co-managers.</p> <p>Demonstrate understanding of the risks and liabilities involved with co-management</p>	
<b>Scholarship</b>			<b>3.2%</b>
	Appraise literature to determine quality and relevance to practice.	<p>Apply evidence-based medicine process to identify information relevant to a clinical situation.</p> <p>Demonstrate knowledge of types of study designs.</p> <p>Demonstrate knowledge of statistical concepts.</p> <p>Demonstrate knowledge of factors affecting validity, importance and applicability of published information.</p>	
	Integrate evidence into clinical decision making.	<p>Apply evidence to an individual patient scenario integrating it with clinical experience and patient values.</p>	
<b>Practice Management</b>			<b>4.8%</b>
	Maintain procedures to ensure hygiene and infection control.	<p>Demonstrate knowledge of principles for communicable disease prevention and infection control.</p> <p>Demonstrate knowledge of methods to clean, disinfect and sterilize equipment.</p> <p>Demonstrate knowledge of methods to clean and disinfect contact lenses.</p> <p>Demonstrate knowledge of methods to clean and disinfect office space.</p> <p>Demonstrate knowledge of protocols to manage spills of blood or other bodily fluids.</p> <p>Demonstrate knowledge of principles for the management of sharps and other biohazards.</p>	
	Maintain triage procedures.	<p>Demonstrate knowledge of what constitutes an emergency.</p> <p>Demonstrate knowledge of protocols to prioritize and manage emergency care.</p>	

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PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		Demonstrate knowledge of protocols to prioritize non-emergency optometric care. Demonstrate understanding of the limitations of the knowledge and skill of support staff.	
	Ensure timely provision of emergency optometric care.	Demonstrate knowledge of after-hours emergency care options.	
			<b>Total 100.00%</b>

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
<b>Communication</b>			<b>12.5%</b>
	Communicate clearly both orally and in writing.	Speak clearly and concisely, using plain language. Utilize appropriate tone of voice and body language when speaking. Write clearly and concisely, using plain language.	
	Select communication style appropriate to situation.	Modify interaction based upon patient's communication and comprehension. Use common medical and optometric abbreviations in written communications and medical records. Convey medical and optometric concepts using plain language.	
	Engage in active listening.	Respond appropriately to recipient's body language. Demonstrate active listening.	
	Apply conflict resolution strategies.	Demonstrate knowledge of principles of negotiation and conflict management. Recognize implications of failure to resolve conflicts.	
	Deliver bad news sensitively and effectively.	Communicate in an empathetic manner.	
<b>Professionalism</b>			<b>6.3%</b>
	Maintain professional boundaries.	Demonstrate knowledge of the essential elements of professional boundaries. Demonstrate knowledge of the impact of power imbalance on relationships.	
	Practice in accordance with ethical principles.	Apply ethical principles when presenting management options	
<b>Patient Centered Care</b>			<b>18.8%</b>
	Adapt approach to care in response to patient's physical, emotional, intellectual and cultural background.	Adapt environment to enhance physical comfort. Provide emotional support when required.	
	Establish a shared decision making process with the patient.	Elicit patient values and preferences regarding care.	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		Engage in dialogue with patient to bring about understanding, acceptance and cooperation. Identify common goals for care.	
	Involve patient's family and support persons in care decisions where appropriate.	Recognize indications for involvement of patient's family and supporting persons in care decisions. Demonstrate understanding of methods to involve family and supporting persons in care decisions. Demonstrate understanding of the needs of caregivers and the contributions they can provide.	
	Discuss all aspects of optometric care and related health issues in a manner that is comprehensible to the patient.	Provide comprehensive information.  Verify patient's understanding. Explore the patient's need for additional information. Present all management options	
	Recognize the patient's right to determine course of assessment and management.	Demonstrate understanding that the patient has the right to decide about all aspects of care.  Demonstrate knowledge of ethical obligation to provide care irrespective of patient's management decision.	
<b>Assessment</b>			<b>31.2%</b>
	Interview patient in a systematic, responsive and adaptable manner.	Utilize knowledge of ocular and systemic conditions to guide interview.  Adapt line of questioning based upon patient response.  Recognize common descriptions of symptomology.	
	Determine reasons for patient visit, and patient perspectives.	Elicit chief complaint and patient expectations.  Identify secondary complaints. Obtain complete information regarding symptoms and concerns.	
	Obtain relevant information regarding ocular / vision history, medical history, family and social history, and risk factors.	Use systematic questioning to obtain comprehensive information.	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Make general observations of patient status that may assist in assessment.	Identify physical and behavioural characteristics of the patient that may assist in establishing an initial differential diagnosis.	
	Assess refractive status.	Determine objective refraction using retinoscopy. Determine distance subjective refraction using a phoropter technique. Determine near vision addition using cross cylinder, Sheard's, or age methods. Determine corneal curvature using manual keratometry. Determine all parameters of current spectacles. Determine all parameters of other ophthalmic devices.	
	Assess ocular health status.	Determine anterior segment and ocular adnexae health status using biomicroscopy. Determine posterior segment ocular health status using fundus biomicroscopy, direct and indirect ophthalmoscopy. Determine crystalline lens and fundus health through a dilated pupil. Determine intraocular pressure using applanation tonometry. Determine anterior chamber angle using gonioscopy. Determine pupil size and function.	
	Assess binocular status.	Determine interpupillary distance at distance and near. Determine ocular alignment using unilateral and alternating cover tests at distance and near. Determine ocular motility using associated broad H testing. Determine vergence reserves using prism bars or rotary prisms. Determine ocular saccades. Determine amplitude of accommodation using push-up technique and Sheard's technique. Determine near point of convergence.	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
	Assess sensory status.	<p>Determine vertical phoria using Maddox rod and prisms.</p> <p>Determine comitancy using the alternating cover test.</p> <p>Determine stereoacuity using a polarized method.</p> <p>Determine monocular and binocular aided and unaided visual acuity at distance and near.</p> <p>Determine confrontation visual fields using finger counting.</p> <p>Determine central visual field status using Amsler grid.</p> <p>Determine colour vision status using Ishihara, D-15 testing or Hardy Rand Rittler test.</p> <p>Determine fusional status using the Worth 4-Dot test.</p> <p>Determine contrast sensitivity using Pelli-Robson test.</p>	
	Modify assessment strategy based upon emerging information.	<p>Perform procedures including scleral indentation, diurnal IOPs, pachymetry, vital staining, tear tests, lacrimal function tests, cycloplegic refraction and trial frame refraction.</p>	
<b>Diagnosis &amp; Planning</b>			<b>6.2%</b>
	Use clinical reasoning to interpret assessment data and determine a differential, working or final diagnosis.	<p>Demonstrate knowledge of established norms for test results.</p> <p>Relate assessment results relevant to the presenting problem to commonly occurring ocular and systemic conditions.</p> <p>Relate abnormal assessment results from routine testing to commonly occurring ocular and systemic conditions.</p> <p>Form an initial differential diagnosis.</p> <p>Refine and revise the differential diagnosis.</p> <p>Form a working diagnosis where possible.</p> <p>Form a final diagnosis where possible.</p>	
	Use clinical reasoning to interpret assessment data and identify risk of developing ocular conditions.	<p>Demonstrate knowledge of risk factors for ocular conditions.</p>	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		Determine relative risk of developing ocular conditions, based on assessment results.	
	Recognize urgent medical conditions and respond accordingly.	Demonstrate knowledge of signs and symptoms of ocular or systemic medical conditions requiring immediate attention, and action required.	
	Recognize ocular conditions that require management by other health care professionals.	Identify findings that require additional assessment or diagnosis by another health care professional. Identify conditions beyond the scope of optometry, requiring referral or co-management. Identify conditions requiring referral to or co-management with another optometrist.	
	Recognize possible systemic conditions that require assessment by other health care professionals.	Identify findings that require additional assessment or diagnosis by another health care professional.	
	Formulate a management plan.	Identify management options and anticipated outcomes. Recommend a management plan, taking into account patient values, priorities and expectations. Establish agreement on management plan with patient. Recommend follow-up schedule.	
	Recognize and respond to the complexities and ambiguities inherent in diagnosis and treatment.	Demonstrate knowledge of factors contributing to uncertainties in diagnosis and treatment. Demonstrate knowledge of errors that lead to delayed diagnosis, misdiagnosis or inappropriate treatment.  Utilize strategies to manage uncertainties and errors.	
<b>Patient Management</b>			<b>25.0%</b>
	Prescribe vision enhancing devices, corrective devices, and therapy.	Write a comprehensive prescription for vision correction.	
	Prescribe pharmacological treatments.	Write a pharmaceutical prescription.	
	Dispense vision enhancing and corrective devices.	Verify parameters; fit spectacles to individual; advise on use, care and adaptation.	

PRACTICE AREA	COMPETENCY	INDICATOR	WEIGHT
		Verify contact lens parameters; teach insertion, removal, wearing schedule and care. Assess contact lens fit and performance. Explain how patient should use a low vision optical device.	
	Perform therapeutic techniques.	Perform removal of a non-penetrating foreign body from the cornea and conjunctiva.	
	Educate patient to assist in management of ocular conditions.	Instruct patient on insertion, removal and care of contact lenses Instruct patient on proper use of an Amsler grid. Instruct patient on proper use of eyedrops, and lid hygiene. Instruct patient on use of vision enhancing devices. Instruct patient on home vision therapy.	
	Advise patient of need for and frequency of follow-up.	Demonstrate knowledge of follow-up for contact lens wear. Demonstrate knowledge of follow-up after ocular surgery. Demonstrate knowledge of follow-up for treatment of ocular diseases.	
	Refer patient to appropriate health care professional.	Match practitioner with needs of patient. Identify appropriate information to include in referral. Identify urgency of referral.	
<b>Collaborative Practice</b>			<b>0%</b>
<b>Scholarship</b>			<b>0%</b>
<b>Practice Management</b>			<b>0%</b>
	Maintain procedures to ensure hygiene and infection control.	Apply routine precautions for infection control.	
			<b>Total 100.0%</b>