



Exciting Changes Ahead for November 2012 Examination

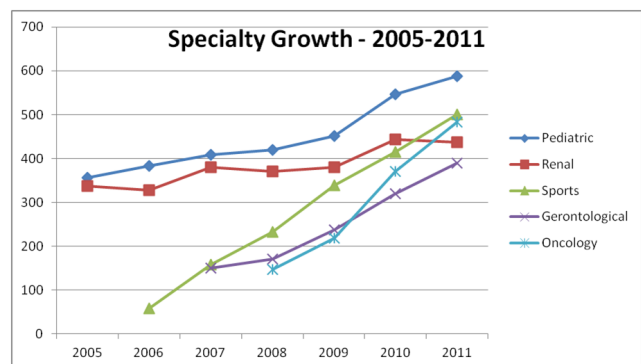
CDR recently conducted a scheduled comprehensive renal practice analysis of Board Certified Specialists in Renal Nutrition (CSR) and Registered Dietitians (RDs) who work in the area of renal nutrition. This analysis identified existing practice roles and performance competencies in the areas of renal nutrition. To accomplish this practice analysis a survey instrument was developed and distributed. Results of this Practice Analysis were utilized to ensure that the specifications, content outline and problem types in the examination reflected current practice. Accordingly, reorganization of the specialty certification has begun. A new content outline and reference list has been developed. Also, the November 2012 examination will be administered in a new format. The current patient management problems/simulations will be replaced with 150 multiple choice and scenario-based questions. The examination for Board Certification as a Specialist in Renal Nutrition is developed and administered by CDR to objectively measure the knowledge and skills required for Board Certification as a Specialist in Renal Nutrition. Subject matter experts (SMEs) contribute to the development and review of each specialty examination prior to its use.

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Recent Specialty Evaluation Shows Encouraging Trends

In addition to ongoing evaluative and continuous improvement efforts, CDR has committed to conducting formal evaluations of the specialty certification programs. The first comprehensive evaluation for Board Certification as a Specialist occurred in 1996. More recent evaluations occurred in 2000, 2004 and 2007. The current evaluation occurred in 2010. The number of specialty certificants continues to grow, as shown in the chart to the right.



Coming Soon– Online Eligibility Application

Applying for a CDR specialty examination is about to become more convenient and easier. An online eligibility application will be available early summer. Information and instructions will be available on CDR's website (www.cdrnet.org) in the near future.

Question of the Moment

What are the steps in the examination development process?

☑ **Step 1- Practice Analysis:** A Practice Analysis is a survey of current specialists and registered dietitians currently working in renal nutrition. The practice analysis identifies existing practice roles and documents what tasks are being performed by RDs in renal nutrition. It also identifies what knowledge, skills and abilities are required to perform those tasks. The survey is developed and reviewed by current specialists (subject matter experts- SME's) prior to being pilot tested and distributed to specialists and RDs working in renal nutrition. The data is collected and a report formed.

☑ **Step 2- Test Content Outline and Test Blueprint Development:** The data/results from the Practice Analysis are used to develop the content outline and test blueprint. This ensures that the test specifications and questions that are asked in the examination for renal nutrition reflect current practices. This is also to ensure that CDR certification programs are developed and administered to meet current professional standards (as promulgated by the American Psychological Association, the American Educational Research and the National Council on Measurement in Education). It is also interesting to note that future data from this survey may also be used in defining career ladders and developing training materials. A practice analysis is conducted every five years.

☑ **Step 3- Question and Examination Development:** A specialty examination work group (SEW) is formed of 8-10 CSR SME's. This group writes the questions that will be on the examination based on the blueprint and content. The workgroup participants can write items individually on a secure web-based site.

☑ **Step 4- Item Review and Exam Construction:** Each item is reviewed in onsite meetings by all workgroup members. Typically there is an onsite item review meeting before each exam administration. However, during the development phase of an examination, there are more frequent onsite item review meetings. After extensive review and/ or rewrite, the items are accepted by the group and then activated for use on the examination. A test form is developed, reviewed and then it is ready for administration.

☑ Step 5- Application and Exam Procedures

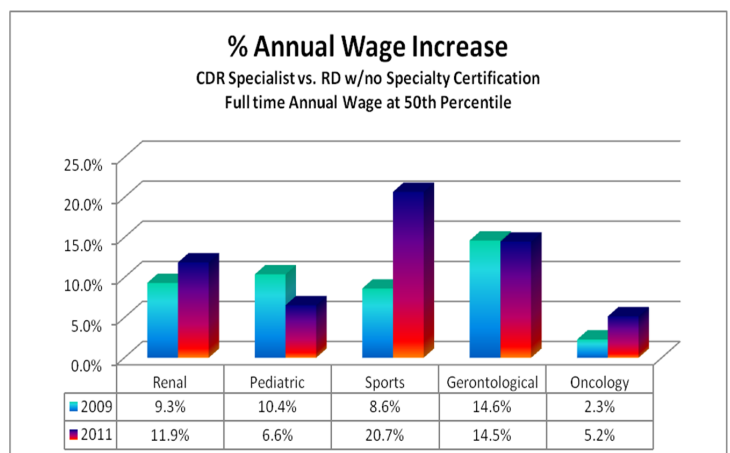
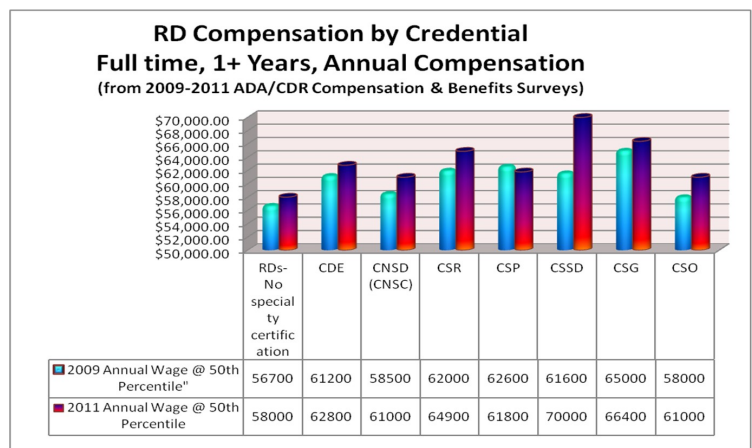
Development: The demographic data from the practice analysis helps also to form the eligibility requirements for the specialty certification. The eligibility requirements are established and approved by the Commission on Dietetic Registration. A vendor for examination administration is also selected after review of RFPs. Forms and application booklets are developed and made available via mail or CDR's website (www.cdrnet.org).

☑ **Step 6- Examination Administration Processing and Test Administration Window:** There are two three-week testing windows a year. The examinations are administered on computers. Candidates are able to schedule an examination appointment Monday through Friday within computer center hours.

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Encouraging Trends– Compensation

The specialty evaluations and salary surveys have shown an increase in the compensation for specialty certification. 30 % of specialists received some type of incentive in the form of a salary increase. This number has increased by 5% from the last specialty evaluation in 2007.



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☑ **Step 7- Examination window closes.**

Examination data reviewed. Quality Control procedures conducted, Key Validation and

Cut-score meeting: Before final scores are released to the candidate, each examination undergoes quality control checks. A thorough item analysis is completed and used as part of the statistical review of the performance of the examination. The testing vendor and SME's review examination data, item analysis results, and candidate comments. All these materials are reviewed during a key validation meeting with SME's to ensure that the scoring and weights of the answers are appropriate.

☑ **Step 8- Scores are released and specialist**

orientation packets: Scores are sent via mail to each candidate. Candidates who pass the examination also receive a specialty orientation packet. This packet includes items such as: specialty identification card, certificate suitable for framing, and listing in the searchable Online Specialty Directory. The examination process begins again with item development.

A Few Interesting
Facts from the 2011
Specialty Evaluation

89% of specialists indicated a sense of personal satisfaction from obtaining the CSR certification

Over 1/2 of the specialists received some type of financial support for initial and recertification examination fees.

88.8% of renal specialists plan to recertify

Who Helps to Make a Credential?

There are many different groups that make contributions at different points in the development of a specialty certification. Each group has different tasks and responsibilities.

Academy Renal DPG

- Recommends to CDR renal groups where targeted promotion of the specialty certification would be beneficial.

CDR

CDR develops and coordinates all aspects of the specialty certification. These groups under CDR all have important charges.

1. Specialty Certification Panel

The Specialty Certification Panel consists of 10 members (two members from each specialty area) appointed by the Panel Chair. The Panel Chair is a member of CDR. The Specialty Panel appointments are for at least one year. The responsibilities of the Specialty Certification Panel include:

- Oversee the specialty examination process, policies and procedures.
- Review specialty appeals.
- Review promotional activities.
- Act as a liaison to communicate policies and procedures to their respective workgroups and/or other Academy organizations.
- Make recommendations to CDR for the specialty certifications.

2. Renal Practice Analysis Workgroup (RPAW)

The RPAW is appointed by the Specialty Certification Panel based on recommendations from the DPG; review of qualifications, areas of practice; years of experience; and geographical location. The responsibilities of the RPAW include:

- Provide information on job responsibilities and required knowledge of renal dietitians.
- Work with testing vendor to develop task and knowledge statements that will be used for the practice analysis survey instrument.
- Work with testing vendor to review results of the practice analysis.
- Work with testing vendor to develop content outline/blueprint based on the results of the practice analysis.

3. Renal Specialty Examination Workgroup (RSEW)

The RSEW is appointed by the Specialty Certification Panel based on recommendations from the DPG; review of qualifications; areas of practice; years of experience and geographical location, etc. The responsibilities of the RSEW include:

- Writing test questions
- Reviewing and approving test questions for use.



Volunteers Requests

We would like to continue to work to increase awareness of the specialty credential, particularly with employers, and human resources departments. Our hope is that as recognition and program visibility continues to increase so will encouragements and rewards to staff. To accomplish this task, we would like to create a database of employer contact information. With this database, one of the activities that we will be able to accomplish is sending promotional information targeting employers of the benefits of specialty certification.

Survey data has shown that 23% of renal specialists reported that specialty certification was a position requirement or preference. We would like to request your help. Please e-mail your employer contact information or your career ladder story to CDR at specialists@eatright.org.

Calling All Current Board Certified Specialists in Renal Nutrition Request for Subject Matter Experts

As part of our ongoing process of examination quality management, we are in the process of expanding our pool of subject matter experts (SMEs) to participate in future test development and review meetings in Chicago and possibly become a member of the specialty examination workgroup. New SME's are invited to participate when members of the current workgroup cannot attend or when current member terms expire. Participants are invited on a trial basis, receive an invitation describing meeting responsibility, and test information as needed from the testing vendor. Each participant is required to sign a confidentiality agreement, indicating they will not share any information and/or participate in any test preparation courses. Participants should not be within their last two years of their specialty certification term. Meetings consist of a group of eight to ten CDR specialists from around the US. Test development/review meetings last from 1 ½ days-3 ½ days, depending on the type of meeting. Travel, hotel, and per diem expenses are reimbursed by the Commission. The "pre-work" for the meeting would be to review the problems/items that will be discussed at the meeting. "Pre work" may also include writing items for which item writing training information would be given. Not only does participation in item review meetings provide valuable networking time with colleagues, you will develop valuable item

writing and question editing skills and CPEUS may also be earned for your efforts. CDR considers the following SME characteristics when inviting meeting participants:

- *Current RD and CDR Specialist
- *Geographic area
- *Demographics (e.g. years of experience, gender etc)
- *Areas of practice/subspecialty
- *Practice setting
- *Positive attitude
- *Works well with group/communication skills/contribution to group process
- *Academic versus private practice/clinician
- *Length of time in practice
- *When specialty examination was taken

If you are interested in participating please send a letter of interest summarizing your professional experience, and your resume and/or CV to specialists@eatright.org

Next Examination Dates:

Examination Window: 11/1-11/21, 2012

Application Postmark Deadline: 8/13/2012

Information and Applications are available on CDR's website at the following link:

<http://www.cdrnet.org/certifications/spec/renal.cfm>



Commission on Dietetic Registration

the credentialing agency for the

eat right. Academy of Nutrition and Dietetics

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