

## **Executive Summary**

The job analysis described in this report was conducted in 2017 at the request of the Commission on Dietetic Registration (CDR). The purpose of the study was to describe the job activities of a Pediatric Dietitian in sufficient detail to provide a basis for the development of a professional, job-related certification examination. The job analysis process resulted in the development of identical examination specifications for both the Certified Specialist in Pediatric Nutrition and the Certified Specialist in Pediatric Nutrition Critical Care examinations.

The CDR Job Analysis Advisory Committee (AC) conducted the activities necessary to identify job responsibilities and develop the test specifications for the Specialist in Pediatric Nutrition. The AC represented varied United States and Canadian regions and practice settings. All AC members were experts in the duties and activities associated with the profession. Members had various numbers of years of experience so as to be representative of the population of pediatric dietitians.

The study involved developing a job task list and survey, distributing the survey, and analyzing the survey responses. Test specifications for the Pediatric Dietitian were developed based on survey responses. The AC was responsible for the following tasks regarding job analysis survey development:

- a. developing a sampling plan for the survey,
- b. identifying tasks for the survey instrument,
- c. determining the survey rating scales,
- d. determining the relevant demographic variables of interest, and
- e. integrating tasks, rating scales and demographics into a survey instrument.

The draft job analysis survey was distributed to AC members and other subject matter experts. The AC directed PSI Services (PSI) project staff to modify and finalize the survey for distribution to a sample of 2,641 pediatric dietitians.

A total of 2,641 pediatric dietitians were sent electronic invitations to complete the web-based survey. Usable responses were received from 529 participants, for a corrected response rate of 20.0%. Responses to the demographic questions indicated that there were sufficient numbers from relevant groups for subsequent analyses.

More than 96.1% of the respondents felt the job task list adequately covered the responsibilities of the pediatric dietitian. The task ratings and raters were reliable (consistent). Relevant demographic subgroups were adequately represented. Therefore, the job analysis proceeded to the next phase.

Survey data were presented to the AC. The AC developed and used task exclusion decision rules to identify tasks appropriate for the examination. Of the 115 original survey tasks, 7 were excluded based on the exclusion criteria. Respondent comments were then reviewed. The detailed content outline was constructed from the 108 remaining tasks. Taking into account psychometric considerations offered by PSI and programmatic guidance from the CDR, the AC decided that a 125-item examination would sufficiently sample the content domain to render a pass or fail decision based on examination scores. The AC took into account respondents' input on item allocation and their own expert judgment to create test specifications. The resulting detailed content outline and test specifications will be used by the CDR Certification Examination Development Committee to assemble future test forms.