

SUMMARY

The job analysis described in this report was conducted to serve as the basis for establishing the content validity of a certification examination program for Specialist in Pediatric Nutrition. A Job Analysis Committee (JAC) was assembled to provide the content expertise and guidance throughout the project. In an effort to develop a comprehensive inventory of tasks performed by the pediatric dietitian, background materials such as the current content outline, job descriptions, performance appraisal forms, training materials, and job logs containing duties performed by pediatric dietitians, were collected. These materials were compiled by AMP, and a master draft task list prepared. This master draft task list was reviewed and discussed with members of the JAC.

Upon compiling the meeting results, a draft task inventory was prepared. This document went through several reviews and revisions that eventually led to the development of a final task inventory instrument. A nationwide sample of pediatric dietitians was then surveyed, in an effort to determine the significance of these tasks to the effective performance of the Specialist in Pediatric Nutrition.

The task inventory was distributed to individuals throughout the United States and Canada, for completion and return. A total of 2,344 links to a web-based survey were distributed by electronic mail to Academy of Nutrition and Dietetics (formerly the American Dietetic Association) members and 583 hard copies of the survey were mailed to Certified Specialists in Pediatric Nutrition. There were 37 (1.2%) undeliverable surveys and email invitations (e.g., incorrect addresses, suspicion of spam, exceeded disk space limits). The surveys were therefore received by a total of 2,890 potential respondents. There were 666 completed and partially completed surveys. Twenty-nine (29) respondents who provided ratings to fewer than 25% of tasks were removed prior to analysis. Therefore, the usable response rate was 22.0% (637/2890).

The Job Analysis Advisory Committee reconvened for a second meeting to review the results of the inventory analysis. During this meeting, all data collected from the inventory were reviewed, including the background information data, overall significance scale rating data, and region data. Data were also reviewed from years of experience subgroup analysis.

The results indicated that the vast majority of the tasks were at a level of significance to warrant inclusion on the content outline. To determine which tasks should be included on the content outlines, the JAC used four decision rules to determine eligibility.

Rule 1. Is the task performed by a majority of pediatric dietitians?

By consensus the JAC decided that for a task to be included on the content outline, it had to be performed by **at least 70% of the respondents**.

Rule 2. Is the task considered significant to the practice of a pediatric dietitian?

By consensus the JAC decided that a task had to receive a mean rating of **2.50 or higher (quite to extremely significant)** to be eligible for inclusion on the content outline.

Rule 3. Is the task considered significant regardless of geographic region?

By consensus the JAC decided that a task had to receive a mean rating of **2.50 or higher in 4 of 4 regions** to be eligible for inclusion on the content outline.

Rule 4. Is the task considered significant regardless of years of experience as a pediatric dietitian?

By consensus the JAC decided that a task had to receive a mean rating of **2.50 or higher (medium to extreme significance) in 4 of 4 subgroups** to be eligible for inclusion on the content outline.

Application of these four decision rules resulted in the exclusion of two tasks:

T73. Educate community groups on pediatric nutrition

T84. Evaluate need to change electrolytes or additives in parenteral nutrition

To determine the cognitive levels at which the items should be written for the examinations, the JAC assigned complexity ratings to the retained tasks. The results of this cognitive complexity rating process were used to determine the cognitive level at which the examination items should be written. Patient populations and types seen regularly were also considered. This helps ensure that the level of complexity of the examination items will mirror the complexity level of the job and the content will be reflective of the job. An examination that is developed in accordance with job-related specifications and so documented will possess strong evidence of content validity. These results were therefore used to develop examination specifications directly related to the tasks that the Specialist in Pediatric Nutrition performs, and are of direct significance to the objectives of the job.

By an evaluation of the significance ratings of job experts, it was determined that a set of core tasks does exist that are required for the effective performance of the Specialist in Pediatric Nutrition, and are important to the objectives of the job. It was also shown that these ratings were highly reliable.