College of Registered Psychotherapists of Ontario

2025 Annual CBA Summative Report

Overview

The 2025 CBA Summative Report provides a summary of the administration, outcomes, registrant feedback and continuous improvement activities related to CRPO's case-based assessment (CBA).

The CBA is a cornerstone of CRPO's Quality Assurance Program and the first stage of a peer and practice review. It is an online assessment that uses 30 situational judgement cases. Each case presents a realistic professional practice scenario grounded in one of CRPO's Professional Practice Standards. Registrants rank five possible responses from most to least aligned with the Standards. This approach assesses how registrants apply professional knowledge and judgement in situations they may encounter in practice.

Building on the 2023 and 2024 reports, this report presents the results of the two 2025 administrations and considers what CRPO has learned after three years of administering the CBA. It also describes how assessment data and registrant feedback inform CRPO's ongoing quality assurance work and the resources and supports available to registrants.

As the first five-year CBA cycle progresses, CRPO continues to review aggregate assessment results alongside other QA information to identify trends, areas of potential risk, and opportunities for additional guidance or support. As more information becomes available through the peer and practice review process, it may also help CRPO better understand what CBA results tell us about how registrants understand and apply the Standards and inform ongoing evaluation and improvement of the CBA.

For registrants, the CBA provides an opportunity to reflect on their practice, confirm areas of strength and identify areas for further professional development.

1. 2025 program highlights

Several activities shaped the 2025 CBA cycle:

Three years of CBA data: The 2025 administrations provide an opportunity to consider broad patterns across the first three years of the assessment.

Increased assessment preparation resources and support: CRPO continued to offer practice cases, information sessions and guidance to help registrants understand the assessment format and expectations.

Registrant feedback: Feedback gathered throughout the year helped CRPO identify where registrants wanted clearer information, resources or support.

Case development: CRPO continued to develop, review and validate cases that reflect the Standards of Practice and a range of psychotherapy settings and situations.

Quality improvement: CRPO reviewed assessment results, psychometric information, registrant feedback and operational experience to identify emerging needs and priorities.

2. Administration overview

In 2025, CRPO administered two CBAs using the established administration approach. Each administration included 30 situational judgement cases linked directly to the Standards of Practice.

Accessibility measures and other improvements, introduced since the CBA was launched in 2023, were maintained.

- The CBA was delivered online and open-book over a 10-day window that included two weekends, providing registrants with flexibility as to when they completed the assessment.
- The universal approach to timing introduced in 2024 was maintained, providing all registrants with extended time without requiring an accommodation request. This approach continued to support equitable access and reduce barriers while maintaining the rigour of the assessment.

Table 1: 2025 Spring CBA Results

1057 registrants completed the CBA from April 25 to May 4, 2025.

Result	# of RPs	% of total RPs (n=1057)
Successful	1025	97.0%
Self-directed review	22	2.1%
Peer-assisted review	10	0.9%
Total	1057	

Table 2: 2025 Fall CBA Results

1885 registrants completed the CBA from October 24 to November 2, 2025.

Result	# RPs	% of total RPs (n=1885)
Successful	1819	96.5%
Self-directed review	52	2.8%
Peer-assisted review	14	0.7%
Total	1885	

Results remained consistently strong across both 2025 CBA administrations. Overall, 96.7% of registrants were successful, while 2.5% received a self-directed review outcome and 0.8% received a peer-assisted review outcome. The consistency between the two administrations also indicates that the higher successful outcome rate first observed in Fall 2024 was sustained throughout 2025. In Fall 2024, 96.7% of registrants achieved a successful outcome.

3. Outcomes and trends

At the midpoint of the first five-year CBA cycle, results from six administrations provide an opportunity to consider cumulative outcomes and trends since CRPO launched the CBA in 2023. To date, 6,719 registrants have completed the CBA.

Table 3: CBA Outcomes 2023-2025

Year	# of RPS	Successful	Self-directed review	Peer-assisted review
2023	1732	1458 (84.2%)	232 (13.4%)	42 (2.4%)
2024	2045	1913 (93.5%)	94 (4.6%)	38 (1.9%)
2025	2942	2844 (96.7%)	74 (2.5%)	24 (0.8%)
Total	**6719**	**6215 (92.5%)**	**400 (6.0%)**	**104 (1.5%)**

Over the first three years of the CBA, the proportion of registrants achieving a successful outcome increased from 84.2% in 2023 to 93.5% in 2024 and 96.7% in 2025. Over the same period, self-directed review outcomes decreased from 13.4% to 2.5%, while peer-assisted review outcomes decreased from 2.4% to 0.8%.

These results reflect CRPO's ongoing approach to continuous quality improvement. Since launching the CBA, CRPO has used assessment results, registrant feedback and other program data to inform its quality improvement work. This work has included changes to case development, practice resources, communications, accessibility measures, and registrant supports.

The 2023 report describes early changes informed by internal evaluation and participant feedback, including adjustments to the number of cases, assessment

time, and practice opportunities. In 2024, CRPO continued this work by applying a universal design approach to timing, expanding case development and practice opportunities, enhancing communications, and improving support materials.

The successful outcome rate increased in 2024 and remained high in 2025. Results were also consistent across the two 2025 administrations, with 97.0% of registrants successful in Spring and 96.5% successful in Fall.

As the amount of cumulative CBA data grows, CRPO can identify trends, assess emerging support needs, and determine where additional resources may be helpful. CRPO will continue to use assessment outcomes, registrant feedback, and other QA data to refine resources and supports and direct attention to areas of potential risk. This ongoing cycle of assessment, analysis, and improvement supports continuous quality improvement, registrant development, and the CBA's broader public protection purpose.

4. Statistical data and trends

CRPO reviews aggregate outcomes across selected registrant characteristics to monitor for meaningful differences and potential barriers. The following data should be interpreted carefully. Small groups can produce large percentage changes, and the available categories do not account for every factor that may influence an individual result.

	Count	Successful	Self-Directed Review	Peer Assisted Review
All	2942	96.7%	2.5%	0.8%
2025 Spring	1057	97.0%	2.1%	0.9%
2025 Fall	1885	96.5%	2.8%	0.7%

Registration category	Count	Successful	Self-Directed Review	Peer Assisted Review
Registered Psychotherapist	2755	96.8%	2.5%	0.7%
Registered Psychotherapist (Qualifying)	187	94.7%	2.1%	3.2%

Registration route	Count	Successful	Self-Directed Review	Peer Assisted Review
CRPO accepted bridging program	64	100.0%	0.0%	0.0%
CRPO recognized program	1277	97.7%	1.6%	0.7%
Grandparenting process	1418	95.2%	3.8%	1.0%
Labour mobility	4	–[1]	–[1]	–[1]
Non-recognized program	177	99.4%	0.0%	0.6%
Indigenous Pathway registration	2	–[1]	–[1]	–[1]

Years in Practice	Count	Successful	Self-Directed Review	Peer Assisted Review
0-4 years	711	97.9%	1.1%	1.0%
5-9 years	631	97.8%	1.9%	0.3%
10-14 years	495	98.2%	1.6%	0.2%
15-19 years	379	96.3%	2.4%	1.3%
20+ years	726	93.7%	5.1%	1.2%

Accommodation	Count	Successful	Self-Directed Review	Peer Assisted Review
No additional accommodation	2897	96.8%	2.5%	0.8%
Accommodation provided[2]	45	91.1%	6.7%	2.2%

Language	Count	Successful	Self-Directed Review	Peer Assisted Review
English	2910	96.7%	2.5%	0.8%
French	32	93.8%	0.0%	6.3%[3]

[1]Percentages are not reported for groups with fewer than five registrants, as results for very small groups may be misleading and could potentially reveal individual outcomes.

[2]All registrants had up to seven hours to complete the CBA as part of CRPO's universal approach to timing. The "Accommodation provided" category reflects registrants who received additional accommodation beyond the standard seven-hour completion time.

[3]Results for smaller groups should not be interpreted in isolation. For example, 30 of the 32 registrants who completed the CBA in French were successful; because of the small group size, each individual outcome represents approximately three percentage points.

5. Registrant feedback themes

CRPO asked registrants for feedback after each 2025 CBA administration. In Spring, 223 registrants completed the feedback survey, representing approximately 21% of those invited to participate. In Fall, 370 registrants completed the survey, representing 19.4% of registrants who completed the CBA.

Survey results should be interpreted with some caution. Participation was voluntary, and some follow-up questions were only asked of respondents who reported concerns or challenges. Written comments are, therefore, useful for identifying areas where registrants may need more information or support but may not represent the experience of everyone who completed the CBA.

Overall, feedback was positive across many aspects of the CBA, while also identifying opportunities to improve communications, preparation resources, case clarity and information about results.

Communications and preparation

Respondents generally described CRPO's communications as clear and reported engaging with the Professional Practice Standards in preparation for the CBA. Practice cases were also widely used and viewed as a helpful preparation resource.

Feedback also identified opportunities to make communications shorter and key information easier to find. Respondents expressed interest in clearer information about the purpose of the CBA, selection and scoring, as well as additional practice cases, a wider range of scenarios and clearer explanations of how responses are ranked.

Completing the CBA

Feedback indicated that respondents generally viewed the cases as reflecting situations that could occur in psychotherapy practice. Experiences with case clarity and the ranking format were more varied.

Recurring themes included the challenge of ranking several responses that appeared reasonable, particularly when distinguishing among the middle options. Respondents also identified situations where they felt additional context would have helped them determine how to rank the responses.

Understanding results and the value of the CBA

Feedback indicated that the CBA supported reflection and professional development in several ways. Respondents described feeling reassured that their

practice aligned with the Standards, reinforcing their understanding of the Standards and identifying areas for further development. Respondents also reported an intention to use their feedback and learning plan to support ongoing professional development.

Feedback also identified opportunities to make results easier to understand. Some also questioned the value of completing the CBA, particularly when they felt confident in their practice or received a successful outcome.

Responding to feedback

Feedback from 2025 will be used by the Quality Assurance Committee and the staff team to:

- revise and improve instructional information for registrants selected to complete the CBA
- develop additional preparation resources and improve existing resources
- review opportunities to improve the reports that registrants receive

6. Looking ahead to 2026

In 2026, CRPO will enter its fourth year of its first five-year CBA cycle, which will conclude at the end of 2027. Four administrations remain in the current cycle.

Peer coaching

In 2026, CRPO will implement peer coaching for registrants who require additional support following the CBA. The first peer coaching assignments will be completed during the year, providing individualized support to help registrants strengthen their understanding and application of the Professional Practice Standards and address areas identified through the assessment.

CRPO will also use its early experience with peer coaching to review and strengthen the resources and guidance that support registrants and peer coaches through the process.

Practice cases and registrant resources

CRPO will expand the number of practice cases available to registrants. Additional cases will provide more opportunities for registrants to become familiar with the CBA format and practise applying the Standards to situations that may arise in practice.

CRPO will also review and update registrant communications, FAQs, guidance documents, videos, and other resources using plain language principles, with a focus on making key information clear, accessible, and easy to find.

CBA blueprint review

A "blueprint" is used to guide assessment development by mapping cases directly to the Professional Practice Standards. This blueprint helps ensures that the assessment covers all critical Standards fairly and thoroughly while weighting questions based on core competencies.

CRPO will begin a review of the CBA blueprint in 2026. The review will consider the blueprint in the context of the Professional Practice Standards and the experience and data gathered through the first three years of CBA administration.

Other priorities for 2026

CRPO will also continue working to:

- provide clearer guidance on applying the Standards of Practice;
- strengthen connections between the CBA and other parts of the QA Program, including professional development and self-assessment activities;
- support a consistent and transparent approach to managing deferrals.

As the first five-year cycle continues, CRPO will use assessment results, registrant feedback and its experience implementing peer coaching to identify emerging needs and areas where additional resources or supports may be helpful.

The CBA remains an important part of CRPO's Quality Assurance Program and its public protection mandate. Together with peer coaching and other QA activities, it supports registrants in reflecting on their practice, identifying areas for professional development, and maintaining the knowledge, skill and judgement needed for safe and effective practice.