

Executive Summary

The purpose of this study was to identify the responsibilities of professionals in case management as a first step in the development of a job-related certification examination. The American Case Management Association (ACMA) requested the services of Applied Measurement Professionals, Inc. (AMP) to design and conduct a study which would provide the support necessary to develop specifications upon which a content valid certification examination could be built. The ACMA identified the need to ensure that the examination specifications would be representative of professionals in case management.

The ACMA Practice Analysis Committee (PAC) worked to conduct the activities necessary to identify case management professionals' responsibilities and develop examination specifications. The diversity of this group was reflective of the specialty areas within case management and all committee members had demonstrated expertise in their respective areas.

The study involved development of a practice analysis survey, distribution of that survey to practitioners, and an analysis of the responses. Test specifications for the case management professional were developed on the basis of these data.

The ACMA PAC met during September 2003 to initiate the following six tasks:

1. Develop a sampling plan
2. Identify tasks for the survey instrument
3. Identify classifications of core tasks
4. Determine the rating scales
5. Determine the relevant demographic variables of interest
6. Integrate demographics, rating scales, and tasks into a survey instrument

A camera-ready copy of the final survey was given to the ACMA for distribution to professionals in case management. A total of 2,000 surveys were mailed; 1,000 to RNs and 1,000 to social workers. It was determined that approximately thirty-three percent of the sample responded (n=664). The responses to the demographic questions indicated that there were sufficient numbers of respondents in relevant groups for subsequent analysis. Approximately 99 percent of the respondents felt that the practice analysis survey at least adequately addressed the responsibilities of the certified case management profession. In addition, respondents used all rating scales with an acceptable level of reliability.

During subsequent meetings of the PAC in February and March 2004, decision rules were adopted and used to determine which tasks were appropriate for assessment, and therefore for inclusion in the final Test Content Outline. Application of the decision rules resulted in retention of 73 of the original 81 tasks (82 tasks were originally labeled on the survey, but task 66 was labeled in error and therefore removed from the analyses).