



International Bobath Instructors Training Association

An international association for adult neurological rehabilitation

IBITA

A Competency Profile for Qualification as an IBITA Senior Instructor

INTRODUCTION

These draft competencies are focussed on the skills which are specific to the role of Senior Instructor. The essential role of the Senior Instructor is the evaluation of candidate-instructors at all levels. Only a Senior Instructor may qualify these candidates.

Although the Senior Instructor may not necessarily display the advanced and/or specialised clinical skills of the Advanced Course Instructor, they will be required to have achieved the competencies of the ACI in the following fields.

- *Advanced teaching skills*
- *Interpretation and application of the underlying concept*
- *Interactive skills*
- *Organisational skills*
- *Self-directed learning and research*¹

Draft Competencies of a Senior Instructor

The competency profile for qualification as an IBITA Senior Instructor is divided into the following areas:

1.

Commitment	Level
The Senior Instructor will demonstrate ongoing commitment to identifying, training and qualifying future instructors at all levels.	

2.

Professional skills	Level
Upon qualification as a Senior Instructor the candidate will be able to:	
1. Demonstrate insight into the role of IBITA in determining guidelines for the evaluation and treatment of individuals with lesions of the CNS. 2. Give guidance to colleagues and students on ways of achieving the vision, mission and objectives of IBITA. 3. Demonstrate observance of the ethical principles of their profession and of IBITA. 4. Receive the respect of their peers regarding their role in the advancement of their profession. 5. Demonstrate contribution at national or international level to the body of knowledge on the evaluation and treatment of individuals with CNS lesions. (see note on previous experience at the end of this document)	

¹ The paragraphs in italics would only be included if a second pathway to qualification as a Senior Instructor is considered in the future.

3.

Personal skills	
Upon qualification as a Senior Instructor the candidate will be able to:	Level
<ol style="list-style-type: none"> 1. Use reflective self-analysis to promote personal growth. 2. Show empathy towards peers and other colleagues, especially towards those still learning. 3. Be open and innovative in their attitude to new ideas and development. 4. Act as a role model and mentor. 5. Display skill as a facilitator and team-leader. 	

4.

Teaching skills	
Upon qualification as a Senior Instructor the candidate will be able to:	Level
<ol style="list-style-type: none"> 1. Demonstrate exceptional clarity of explanation and rationale. 2. Guide candidates in the choice of teaching strategies. 3. Guide candidates in the choice of the most effective audiovisual teaching media. 4. Provide sensitive and constructive teaching support to co-instructors and instructor candidates. 5. Generate enthusiasm and innovative thinking in instructor-candidates as well as in course participants. 6. Utilise and develop learning situations generated by the individual patient, his caregivers, course professionals and/or other involved professionals. 	

5.

Evaluative skills	
Upon qualification as a Senior Instructor the candidate will be able to:	Level
<ol style="list-style-type: none"> 1. Provide timely, ongoing feedback to co-instructors and instructor-candidates. 2. Give constructive and objective verbal and written evaluation of co-instructors and instructor-candidates regarding their level of competency. 3. Determine the potential of instructor-candidates. 4. Determine the successful qualification of candidate instructors at all levels. 5. Determine those candidates whose further training should be terminated. 6. Identify general strengths and weaknesses in the competencies of candidates and in the training processes of IBITA as a whole, in order that these may be addressed. 	

6.

Research and development skills	
Upon qualification as a Senior Instructor the candidate will be able to:	Level
<ol style="list-style-type: none"> 1. Critically evaluate published articles and incorporate new knowledge appropriate to teaching and to the guidance and evaluation of instructor candidates. 2. Guide colleagues and instructor candidates in the adoption of evidence-based practice. 3. Promote discussion on the quality of published research studies. 4. Promote relevant research and give guidance in appropriate research methods and/or resource material regarding research methods. 	

7.

Clinical skills	
Upon qualification as a Senior Instructor the candidate will be able to:	Level
1. Identify with clarity participation restrictions, relevant activity limitations and specific underlying impairments. 2. Display expert clinical reasoning and problem-solving skills. 3. Produce a good outcome (change during clinical demonstration) and/or promote and direct discussion on the reasons for change or lack of change observed.	

Previous experience

It is recommended that a Senior Instructor should have gained experience through teaching in more than one country as well as in teaching in settings which encompass groups of different backgrounds and different levels of expertise.

A Senior Instructor should have attended the annual IBITA meeting on a regular basis and should also have attended national and international congresses related to neurological rehabilitation, in order to gain wider input and insights. Ideally a Senior Instructor should have contributed to national or international expertise by means of papers, posters, publications or workshops.

Important Notice

Instructors may be invited to give courses in countries other than their home country. Before teaching in another country, please ensure that the contact member for the host country is aware of the invitation. If there is any doubt, please contact this member direct. Names and addresses of contact members are available on the IBITA web-site.