

This tool will guide the family physician and/or nurse practitioner to recognize common mechanical back pain syndromes and screen for other conditions where management may include investigations, referrals and specific medications. This is a focused examination for clinical decision-making in primary care.

Overview of Tool and Key Points

Throughout this tool, key messages for your patient are embedded in each section as indicated by a key symbol (♂).



Section A: History

- A patient's history can help identify:
 - Back or leg dominant pain
 - Intermittent or constant pain
 - Associated aggravating movement
 - Non-mechanical vs. mechanical pain
 - Red flags (🚩) and yellow flags (🚩)



Red Flags

- NIFTI is a mnemonic for common red flags
- Red flags indicate the potential presence of an underlying serious pathology
- Cauda Equina symptoms require urgent surgical evaluation



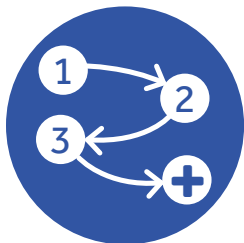
Yellow Flags

- Yellow flags indicate the potential of psychosocial risk factors for developing chronic pain
- Yellow flags can be picked up on any visit
- If significant, CBT or 1:1 psychoeducation counselling may be necessary for pain management



Section B: Physical Examination

- An examination refutes or supports the back pain pattern identified in history
- Referred leg pain will have a normal neurological exam
- Radicular (nerve) pain will have a positive straight leg raise (SLR) with reproduction of leg pain and possible abnormal neurological signs
- Interpretation of range of motion includes the pain response to flexion and extension movements



Section C: Initial Management

- Goals may include “to reduce pain” and “to increase activity”
- Frequent movement in small doses recommended
- Self management involves patient driven goals for motivating behaviour change like exercise, medication compliance or activity modification
- Remember that all recovery positions and/or exercises should be customized to the individual patient. This section offers a starting point with links to additional resources



Section D: Referrals (if required)

- Based on your findings, the patient **may** require referral to:
 - rehabilitation
 - surgery
 - specialist(s)
 - imaging or laboratory tests

Supporting Material

The materials below can be accessed at effectivepractice.org/lowbackpain.

Supporting Tools

[Opioid Risk Tool](#)¹

[Patient Education Inventory](#)²

[Personal Action Planning for Patient Self Management](#)³

[The Keele STarT Back Screening Tool](#)⁴

Additional Tools For Providers

[Pharmacy Table: Acute and Subacute Low Back Pain – Pharmacological Alternatives](#)⁵

[Pharmacy Table: Acute and Subacute Low Back Pain – Topical and Herbal Products](#)⁶

[Evidence Summary for Management of Non-specific Chronic Low Back Pain](#)⁷

[Opioid Manager Switching Opioids Form](#)⁸

Additional Tools For Patients

[Back Book](#)⁹

[General Recommendations for Maintaining a Healthy Back](#)¹⁰

[So Your Back Hurts...](#)¹¹

[What You Should Know About Acute Pain](#)¹²

[What You Should Know About Chronic Pain](#)¹³

[Imaging Tests for Lower Back Pain: When You Need Them – And When You Don't](#)¹⁴

[Dr. Mike Evans' Low Back Pain Patient Self-Management Video](#)¹⁵

Section A: History

Work through questions 1-6 to evaluate the patient's history.

Question 1: Where is your pain the worst?¹⁶

Back/ Buttock Dominant Leg Dominant

Question 2: Is your pain constant or intermittent?¹⁶

Constant Intermittent Constant Intermittent

Question 3: What increases your typical pain?¹⁶

Flexion (possibly also Extension)
If improved with prone extension, will respond faster.

Extension only
Flexion relieved.

All movements hurt
If improved with rest positions, surgical treatment less likely.

Walking and/or Standing
Relieved with sitting or flexion.

Pattern 1 **Pattern 2** **Pattern 3** **Pattern 4**

If pattern of pain is not identified, patient has **non-mechanical pain**

Question 4: Is there anything you can NOT do now that you could do before the onset of your low back pain?¹⁶

No Yes → **Rule out Yellow Flags**

What? _____ **Why?** Back/Buttock Pain Leg Pain

Confirm this is consistent with Question 1

Question 5: Have you had any unexpected accidents with your bowel or bladder function since this episode of your low back pain started?¹⁶

No Yes → **Rule out Cauda Equina Syndrome**

Question 6: If age of onset < 45 years, are you experiencing morning stiffness in your back > 30 minutes?¹⁷

No Yes → **Systemic Inflammatory Arthritis Screen¹⁸**

Patient Name: _____

Chart #: _____

Date of Birth: _____ Date of Visit: _____

Red Flags (check if positive)

The acronym **NIFTI** can help you remember red flags.^{21, 22, 42, 43}

Indication	Investigation ¹
<input type="checkbox"/> N europathic: diffuse motor/sensory loss, progressive neurological deficits, cauda equina syndrome	Urgent MRI indicated
<input type="checkbox"/> I nfection: fever, IV drug use, immune suppressed	X-ray and MRI
<input type="checkbox"/> F racture: trauma, osteoporosis risk/fragility fracture	X-ray and may require CT scan
<input type="checkbox"/> T umour: hx of cancer, unexplained weight loss, significant unexpected night pain, severe fatigue	X-ray and MRI
<input type="checkbox"/> I nflammation: chronic low back pain > 3 months, age of onset < 45, morning stiffness > 30 minutes, improves with exercise, disproportionate night pain	Rheumatology Consultation and Guidelines

Acute Cauda Equina syndrome is a surgical emergency.²³

Symptoms are:

- Urinary retention followed by insensible urinary overflow
- Unrecognized fecal incontinence
- Distinct loss of saddle/perineal sensation

No red flags → **Continue reviewing history**

① **Imaging tests** like X-rays, CT scans and MRIs are not helpful for recovery or management of acute or recurring low back pain unless there are signs of serious pathology.^{14, 41}

② Your examination today **does not demonstrate that there are any red flags present to indicate serious pathology**, but if your symptoms persist for > 6 weeks, schedule a follow-up appointment.^{14, 41}

Section B: Physical Examination¹⁹

NOTE: Bolded green-coloured tests are the suggested minimum requirements of the exam.

		Additional Findings	Abnormal	
			L	R
Gait	Heel Walking (L4-5) Toe Walking (S1)			
Standing	Movement testing in flexion Movement testing in extension Trendelenburg test (L5) Repeated toe raises (S1)			
Sitting	Patellar reflex (L3-4) Quadriceps power (L3-4) Ankle dorsiflexion power (L4-5) Great toe extension power (L5) Great toe flexion power (S1) Plantar response, upper motor test			
Kneeling	Ankle reflex (S1)			
Lying	Supine Passive straight leg raise (SLR) Passive hip range of motion Prone Femoral nerve stretch (L3-4) Gluteus maximus power (S1) Saddle sensation testing (S2-3-4) Passive back extension (patient uses arms to elevate upper body)			

Yellow Flags^{21, 22, 24}

Psychosocial Risk Factors for Developing Chronicity

For those with low back pain > 6 weeks or non-responsive to treatment, consider asking:








Questions to ask	Look for
“Do you think your pain will improve or become worse?”	Belief that back pain is harmful or potentially severely disabling.
“Do you think you would benefit from activity, movement or exercise?”	Fear and avoidance of activity or movement.
“How are you emotionally coping with your back pain?”	Tendency to low mood and withdrawal from social interaction.
“What treatments or activities do you think will help you recover?”	Expectation of passive treatment(s) rather than a belief that active participation will help.

A patient with a positive yellow flag will benefit from education and reassurance to reduce risk of chronicity. If yellow flags persist, consider additional resources: [Keele Start Back⁴](#); [The Patient Health Questionnaire for Depression and Anxiety \(PHQ-4\)](#).²⁵




No yellow flags → **Continue reviewing history**

③ If you are feeling symptoms of sadness or anxiety, this could be related to your condition and could impact your recovery, schedule a follow-up appointment.

Section C: Initial Management ^{16, 19, 26}

	Pattern 1	Pattern 2	Pattern 3	Pattern 4	Non-Mechanical Pain
Commonly Called ²⁷	Disc Pain	Facet Joint Pain	Compressed Nerve Pain	Symptomatic Spinal Stenosis (Neurogenic Claudication)	<input type="checkbox"/> Non-spine related pain
Medication ^{5,6,7} 	<input type="checkbox"/> Acetaminophen <input type="checkbox"/> NSAID	<input type="checkbox"/> Acetaminophen <input type="checkbox"/> NSAID	<input type="checkbox"/> May require opioids if 1st line pain meds not sufficient 	<input type="checkbox"/> Acetaminophen <input type="checkbox"/> NSAID	↓ Consider other etiologies prior to pain medications
Recovery Positions ²⁸					↓ Consider internal organ pain referral such as kidney, uterus, bowel, ovaries
Starter Exercises ²⁹	Repeated prone lying passive extensions (i.e. hips on ground, arms straight). 10 reps, 3 x day	Sitting in a chair, bend forward and stretch in flexion. Use hands on knees to push trunk upright. Small frequent repetitions through the day	“Z” lie (see image above) Caution: exercise will aggravate the pain so start with pain reducing positions	Rest in a seated or other flexed position to relieve the leg pain	
Exercises	ISAEC ³⁵ ; HealthLink BC ³⁴ ; SASK Pattern 1 ³⁰	ISAEC ³⁵ ; HealthLink BC ³⁴ ; SASK Pattern 2 ³¹	ISAEC ³⁵ ; HealthLink BC ³⁴ ; SASK Pattern 3 ³²	ISAEC ³⁵ ; HealthLink BC ³⁴ ; SASK Pattern 4 ³³	<input type="checkbox"/> Spine pain does not fit mechanical pattern
Functional Activities ³⁶	<input type="checkbox"/> Encourage short frequent walking <input type="checkbox"/> Reduce sitting activities <input type="checkbox"/> Use extension roll for short duration sitting	<input type="checkbox"/> Encourage sitting or standing with foot stool <input type="checkbox"/> Reduce back extension and overhead reach	<input type="checkbox"/> Change positions frequently from sit to stand to lie to walk	<input type="checkbox"/> Use support with walking or standing. Use frequent sitting breaks	↓ Consider centralized pain medications (i.e. anti-depressants, anti-seizure, opioids)
Follow-up	<input type="checkbox"/> 2–4 weeks if referred to therapy, or prescribed medication <input type="checkbox"/> PRN if given home program and relief noted in office visit	<input type="checkbox"/> 2–4 weeks if referred to therapy, or prescribed medication <input type="checkbox"/> PRN if given home program and relief noted in office visit	<input type="checkbox"/> 2 weeks for pain management and neurological review	<input type="checkbox"/> 6–12 weeks for symptom management and determination of functional impact	↓ Consider pain disorder
Self Management ³⁷⁻⁴⁰ 	Once pain is reduced, engage patient for self management goals	Self management can be initiated in 1st or 2nd session with most patients	Patient is not usually suitable for self management due to high pain levels and possible surgical intervention	Self management can be initiated in 1st or 2nd session with most patients	

ISAEC = Inter-professional Spine Assessment and Education Clinics; SASK = Saskatchewan Spine Pathway Group Healthy Back Exercises

-  **You may need pain medication** to help you return to your daily activities and initiate exercise more comfortably. It is activity, however, and not the medication that will help you recover more quickly. ^{14,22,41}
-  **Short acting opioid medication may be used for intense pain** such as leg dominant constant symptoms related to nerve radiculopathy. ^{14,22,41}
-  **Low back pain is often recurring** and recovery can happen without needing to see a healthcare provider. You can learn how to manage low back pain when it happens and use this information to help you recover next time. ^{14,22,41}

Notes:

Provider Name: _____

Provider Signature: _____

 : Key message for your patient

March 2016

Section D: Referrals (if required)

Rehabilitation referral

Rehabilitation Referral Criteria (4–12 treatments)

- Absence of red flags
- Pain is managed well so that patient can tolerate treatment
- Pain has mechanical directional preference – varies with movement, position or activity
- Patient is ready to be an active partner in goal setting and self management

Surgical referral

Surgical Referral Criteria ²³

- Failure to respond to evidence based compliant conservative care of at least 12 weeks
- Unbearable constant leg dominant pain
- Worsening nerve irritation tests (SLR or femoral nerve stretch)
- Expanding motor, sensory or reflex deficits
- Recurrent disabling sciatica
- Disabling neurogenic claudication

Specialist referral

- Physiatry
- Cognitive Behavioural Therapy
- Pain specialist
- Multidisciplinary Pain Clinic
- Rheumatologist
- Other: _____

- Imaging (Refer to  red flags)** **Laboratory tests (Refer to  red flags)**

References

- [1] Centre for Effective Practice, Government of Ontario. Opioid Risk Tool [Internet]. 2013 Jan [cited 2016 Jan 6]. Available from: www.effectivepractice.org/lowbackpain
- [2] Centre for Effective Practice, Government of Ontario. Patient Education Inventory [Internet]. 2013 Jan [cited 2016 Jan 6]. Available from: www.effectivepractice.org/lowbackpain
- [3] Practice Support Program, Centre for Effective Practice, Government of Ontario. Personal Action Planning for Patient Self Management [Internet]. 2013 Jan [cited 2016 Jan 6]. Available from: www.effectivepractice.org/lowbackpain
- [4] Keele University, Arthritis Research UK. The Keele STaRT Back Screening Tool [Internet]. 2013 Jan [cited 2015 Nov 20]. Available from: <http://www.effectivepractice.org/lowbackpain>
- [5] Chang B, Wang D, St. Michael's Hospital, Department of Family and Community Medicine. Acute and subacute low back pain (LBP) – Pharmacological alternatives [Internet]. 2013 Jan [cited 2015 Nov 24]. Available from: www.effectivepractice.org/lowbackpain
- [6] Chang B, Wang D, St. Michael's Hospital, Department of Family and Community Medicine. Acute and subacute low back pain (LBP) – Topical and herbal products [Internet]. 2013 Jan [cited 2015 Nov 24]. Available from: www.effectivepractice.org/lowbackpain
- [7] Physicians of Ontario Collaborating for Knowledge Exchange and Transfer (POCKET), Institute for Work & Health. Evidence summary for management of non-specific chronic low back pain [Internet]. 2009 Apr [cited 2015 Nov 19]. Available from: www.effectivepractice.org/lowbackpain
- [8] Toronto Rehab, University Health Network, Centre for Effective Practice, Michael G. DeGroot National Pain Centre. Opioid manager: Switching opioids [Internet]. [cited 2016 Jan 6]. Available from: http://nationalpaincentre.mcmaster.ca/opioidmanager/documents/opioid_manager_switching_opioids.pdf
- [9] Bigos S, Roland M, Waddell G, Klaber Moffett J, Burton K, Main C. The Back Book [Internet]. 2002 [cited 2016 Feb 19]. Available from: <http://www.newtonplacesurgery.nhs.uk/website/G82039/files/BackBookEnglish.pdf>
- [10] Saskatchewan Ministry of Health. General recommendations for maintaining a healthy back: Patient information [Internet]. 2010 Apr [cited 2016 Jan 6]. Available from: <http://www.sasksurgery.ca/pdf/recommendations-for-back-health.pdf>
- [11] Institute for Work & Health. So your back hurts... [Internet]. 2010 [cited 2016 Jan 6]. Available from: http://www.iwh.on.ca/system/files/documents/so_your_back_hurts_2010.pdf
- [12] Toward Optimized Practice, Institute of Health Economics. What you should know about your acute low back pain [Internet]. 2015 [cited 2016 Feb 19]. Available from: http://www.topalbertadoctors.org/cpgs/?sid=65&cpg_cats=90
- [13] Toward Optimized Practice, Institute of Health Economics. What you should know about your chronic low back pain [Internet]. 2015 [cited 2016 Feb 19]. Available from: http://www.topalbertadoctors.org/cpgs/?sid=65&cpg_cats=90
- [14] Choosing Wisely Canada. Imaging tests for lower back pain: When you need them – and when you don't [Internet]. 2014 Apr 2 [cited 2015 Nov 25]. Available from: <http://www.choosingwiselycanada.org/materials/imaging-tests-for-lower-back-pain-when-you-need-them-and-when-you-dont/>
- [15] Evans M. Low back pain [video file]. 2014 Jan 24 [cited 2016 Feb 19]. Available from: <https://www.youtube.com/watch?v=BOJtegn9RtU>
- [16] Hall H. Effective spine triage: Patterns of Pain. Ochsner J. 2014 Spring; 14(1): 88-95.
- [17] General Practice Services Committee. Patterns of low back pain: MSK resource [Internet]. 2013 Jan [cited 2015 Nov 24]. Available from: <http://www.gpscbc.ca/what-we-do/professional-development/psp/modules/musculoskeletal-msk/tools-resources>
- [18] The Arthritis Society. Getting a grip on arthritis: Best practice guidelines [Internet]. 2004 [cited 2015 Nov 27]. [Figure], Inflammatory vs. Non-Inflammatory Disorders; p. 1. Available from: <http://acreu.ca/pdf/Best-Practice-Guidelines.pdf>
- [19] Hall H, Alleyne J, Rampersaud YR. Making sense of low back pain. J Current Clinical Care. 2013 Jan; Educational Suppl.: 12-23.
- [20] MD Anderson Cancer Center. Brief Pain Inventory (Short Form) [Internet]. 1991 [cited 2015 Nov 24]. Available from: <http://www.mdanderson.org/education-and-research/departments-programs-and-labs/departments-and-divisions/symptom-research/symptom-assessment-tools/brief-pain-inventory.html>
- [21] Physicians of Ontario Collaborating for Knowledge Exchange and Transfer (POCKET), Institute for Work & Health. POCKET Card for Red & Yellow Flags [Internet]. 2006 [cited 2015 Nov 19]. Available from: www.iwh.on.ca
- [22] Toward Optimized Practice. Guideline for the evidence-informed primary care management of low back pain. Edmonton, AB: Toward Optimized Practice; 2011. Appendix A: Red and Yellow Flags. Available from: http://www.topalbertadoctors.org/cpgs/?sid=65&cpg_cats=90
- [23] Rampersaud YR, Alleyne J, Hall H. Managing leg dominant pain. J Current Clinical Care. 2013 Jan; Educational Suppl.: 32-39.
- [24] New Zealand Guidelines Group. New Zealand acute low back pain guide: Incorporating the guide to assessing psychosocial yellow flags in acute low back pain [Internet]. 2004 Oct [cited 2015 Nov 25]. Available from: http://www.acc.co.nz/PRD_EXT_CSMP/groups/external_communications/documents/guide/prd_ctrb112930.pdf
- [25] Kroenke K, Spitzer RL, Williams JBW, Lowe B. An ultra-brief screening scale for anxiety and depression: the PHQ-4. Psychosomatics [Internet]. 2009 Nov-Dec [cited 2015 Nov 20]; 50(6): 613-621. Available from: <http://www.psychiatrytimes.com/all/editorial/psychiatrytimes/pdfs/scale-PHQ4.pdf>
- [26] Hall H, McIntosh G, Boyle C. Effectiveness of a low back pain classification system. Spine J. 2009 Aug; 9(8): 648-657.
- [27] CBI Health Group. Self-help guide to Back Pain [Internet]. [cited 2015 Nov 19]. Available from: <https://www.cbi.ca/web/cbi-health-group>
- [28] Images adapted and reproduced with permission from CBI Health Group.
- [29] Hall H, Alleyne J, Rampersaud YR. Managing back dominant pain. J Current Clinical Care. 2013 Jan; Educational Suppl.: 24-31.
- [30] Saskatchewan Spine Pathway Working Group, Saskatchewan Ministry of Health. Pattern 1 – Patient Education [Internet]. 2010 Apr [cited 2015 Nov 19]. Available from: <http://www.sasksurgery.ca/pdf/healthy-back-exercises1.pdf>
- [31] Saskatchewan Spine Pathway Working Group, Saskatchewan Ministry of Health. Pattern 2 – Patient Education [Internet]. 2010 Apr [cited 2015 Nov 19]. Available from: <http://www.sasksurgery.ca/pdf/healthy-back-exercises2.pdf>
- [32] Saskatchewan Spine Pathway Working Group, Saskatchewan Ministry of Health. Pattern 3 – Patient Education [Internet]. 2010 Apr [cited 2015 Nov 19]. Available from: <http://www.sasksurgery.ca/pdf/healthy-back-exercises3.pdf>
- [33] Saskatchewan Spine Pathway Working Group, Saskatchewan Ministry of Health. Pattern 4 – Patient Education [Internet]. 2010 Apr [cited 2015 Nov 19]. Available from: <http://www.sasksurgery.ca/pdf/healthy-back-exercises4.pdf>
- [34] Health Link British Columbia. Low Back Pain: Exercises to Reduce Pain [Internet]. 2014 Mar [cited 2015 Nov 19]. Available from: <http://www.healthlinkbc.ca/healthtopics/content.asp?hwid=tr5948>
- [35] Inter-professional Spine Assessment and Education Clinics (ISAEC). Positions of Relief, Stretches and Exercises [Internet]. 2015 [cited 2015 Nov 19]. Available from: <http://www.isaec.org/positions-stretches-and-exercises.html>
- [36] Verwoerd AJ, Luijsterburg PA, Timman R, Koes BW, Verhagen AP. A single question was as predictive of outcome as the Tampa Scale for Kinesiophobia in people with sciatica: an observational study. J Physiother. 2012; 58(4): 249-254.
- [37] Bodenheimer T, Lorig K, Holman H, Grumbach K. Patient self-management of chronic disease in primary care. JAMA. 2002 Nov 20; 288(19): 2469-2475.
- [38] Johnston S, Liddy C, Ives SM, Soto E. Literature review on chronic disease self-management. Champlain LHIN. 2008 Apr 15; 1-23.
- [39] McGowan P. Self-management: a background paper. New Perspectives: International Conference on Patient Self-Management. 2005 Sep; 1-10.
- [40] Reims K, Gutnick D, Davis C, Cole S. Brief action planning: A white paper [Internet]. Centre for Comprehensive Motivational Interventions. 2013 Jan [cited 2016 Jan 6]. Available from: <http://www.centrecmi.ca>
- [41] Health Quality Branch, Ontario Ministry of Health and Long-Term Care. Bulletin 4569: Provincial strategy for X-Ray, Computed Tomography (CT) and/or Magnetic Resonance Imaging (MRI) for low back pain [Internet]. 2012 Aug 28 [cited 2015 Nov 23]. Available from: <http://www.health.gov.on.ca/en/pro/programs/ohip/bulletins/4000/bul4569.pdf>
- [42] Busse J, Alexander PE, Abdul-Razzak A, Riva JJ, Alabousi M, Dufton J, et al. Appropriateness of spinal imaging use in Canada [Internet]. 2013 Apr 25 [cited 2016 Feb 19]. Available from: <http://www.cihir-irc.gc.ca/e/47175.html>
- [43] University Health Network, Health Quality Ontario, Ministry of Health and Long-Term Care. Low back pain imaging pathway. Developed as part of the Diagnostic Imaging Appropriateness (DI-APP) Tools in Primary Care. 2015.

This Tool was developed by the Centre for Effective Practice (“CEP”) with clinical leadership from Drs. Julia Alleyne, Hamilton Hall and Y. Raja Rampersaud. In addition, this Tool was informed by advice from our Education Planning Committee, Clinical Working Group and target end-users engaged throughout the development process. The development of this Tool was originally funded by the Government of Ontario (2012) and the current 2016 revision was funded by Centre for Effective Practice.

This Tool was developed for licensed health care professionals in Canada as a guide only and does not constitute medical or other professional advice. Primary care providers and other health care professionals are required to exercise their own clinical judgment in using this Tool. Neither the Centre for Effective Practice (“CEP”), the Canadian Spine Society, the Nurse Practitioners’ Association of Ontario, The College of Family Physicians of Canada, the contributors to this Tool, nor any of their respective agents, appointees, directors, officers, employees, contractors, members or volunteers: (i) are providing medical, diagnostic or treatment services through this Tool; (ii) to the extent permitted by applicable law, accept any responsibility for the use or misuse of this Tool by any individual including, but not limited to, primary care providers or entity, including for any loss, damage or injury (including death) arising from or in connection with the use of this Tool, in whole or in part; or (iii) give or make any representation, warranty or endorsement of any external sources referenced in this Tool (whether specifically named or not) that are owned or operated by third parties, including any information or advice contained therein.



The CORE Back Tool is a product of the Centre for Effective Practice under copyright protection with all rights reserved to the Centre for Effective Practice. Permission to use, copy, and distribute this material for all non-commercial and research purposes is granted, provided the above disclaimer, this paragraph and the preceding paragraphs, and appropriate citations appear in all copies, modifications, and distributions. Use of the CORE Back Tool for commercial purposes or any modifications of the tool are subject to charge and use must be negotiated with the Centre for Effective Practice (Email: info@effectivepractice.org).

For statistical and bibliographic purposes, please notify the Centre for Effective Practice (info@effectivepractice.org) of any use or reprinting of the tool. Please use the below citation when referencing the tool:

Reprinted with Permission from Centre for Effective Practice (March 2016). CORE Back Tool. Toronto. Centre for Effective Practice.

Developed by:



Endorsed by:

