

Saskatchewan Society of Occupational Therapists Strategic Plan 2015 - 2018

PRIORITY #1: ENSURE THE CONTINUING COMPETENCE OF MEMBERS

The provincial government has given the Saskatchewan Society of Occupational Therapists (SSOT) the responsibility to regulate the practice of occupational therapy in Saskatchewan and requires that it do so in the public's best interest. SSOT needs to ensure that therapists demonstrate the essential competencies for safe, ethical and effective practice:

- When they enter practice, and
- That they maintain these competencies throughout their career.

By April 30th 2018, SSOT members will have access to a minimum of 4 broad supports (Annual Competency Program, Online Forum & Support Network, Saskatchewan Specific Online Professional Development, and a Provincial Mentorship Program) to support their competencies as an occupational therapist in Saskatchewan.

Strategy	Primary Responsibility	Timeline	Resources needed
Ensure SSOT is employing an effective and efficient competency program. To meet this outcome, SSOT will conduct a review of the Continuing Competency Program and make responsive changes to the program to ensure ongoing competency of members.	Executive Director, SSOT Council Members, Professional Practice Committee	<ul style="list-style-type: none"> • By April 2016, a CCP Evaluation will be completed with members' input. • By June 2017, responsive changes to the CCP will be made. • By November 2017, a revised CCP Process will be shared with membership and utilized in Feb '18 	Access to Survey Monkey; Meeting Expenses Access to research databases to explore best practices in Canada and internationally.
Establish a provincial mentorship program	Director of Professional	<ul style="list-style-type: none"> • By October 2015, 	Access to research

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<p>to support occupational therapy practice across the province. The development of strong leaders within the profession of occupational therapy is essential to achieving the goals of SSOT.</p>	<p>Practice, SSOT Council; Volunteer Working Committee</p>	<p>complete a review of models of mentorship and its applicability across the province of Saskatchewan.</p>	<p>databases to explore mentorship models and options.</p>
		<ul style="list-style-type: none"> • Create a model of mentorship to trial in Saskatchewan (January, 2016) 	<p>Liaise with jurisdictions that have successfully implement mentorship programs to gain a greater understanding common pitfalls and approaches.</p>
		<ul style="list-style-type: none"> • By May, 2016, share mentorship model and invite members and OT students to participate in a pilot mentorship program that will run for 8-10 months 	<p>Meeting Expenses</p> <p>Invite participation from interested members – in person at the Annual General Meeting (AGM). For the mentorship model to work, we will need sufficient mentors and mentees.</p>
		<ul style="list-style-type: none"> • By May 2017, review program, implement responsive changes, and grow mentorship program by 25% 	<p>Employ Survey Monkey to evaluate Mentorship Program.</p>

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- At the AGM in May 2018, host an OT Celebration Evening to celebrate the learning and experiences of SSOT Mentors and Mentees.

Pilot an online, private forum that will permit members to share information, questions, resources, and experiences.

Director of Professional Practice, SSOT Council.

- By September, 2015, complete description and parameters of a private Saskatchewan Occupational Therapy Interest Group on Facebook
- By January 2016 and every 6 months thereafter provide feedback to council on the utilization, appropriateness, time required to moderate this private Facebook page.
- By June, 2016 conduct a brief survey of

Access to Facebook

Staff resources to moderate page and ensure participants are using the resources both ethically and appropriately.

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<p>Provide a series of online professional development opportunities to membership. This will include ongoing support to School-based Occupational Therapists, development of a Mental Health Working Committee, and a minimum of bi-annual SSOT Update Webinars – 2 per year (e.g. Online Registration; CCP Revisions; Mentorship Program).</p>	<p>Director of Professional Practice, SSOT Council</p>	<p>membership to gain a sense of the effectiveness of the page.</p> <ul style="list-style-type: none"> • By October 2015, create a Professional Development Calendar (with speakers) outlining OT Webinars for the year. Launch as part of OT Month. This calendar will be distributed to membership and posted on the SSOT Website • In June 2016, conduct a survey of membership to evaluate the effectiveness of the webinars and seek strategies for continuous feedback. 	<p>Access to annual subscription to Adobe Connect.</p> <p>Technological Support from SSOT Staff to moderate and support speakers and participants</p> <p>Volunteer presenters from diverse practice areas across the province.</p>
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PRIORITY #2: FOSTER GREATER UNDERSTANDING OF OCCUPATIONAL THERAPY SERVICES IN SASKATCHEWAN

Note: Ideally the result of SSOT activity to increase awareness of OT services would be an increase in the number of OTs active in the province so that more people have access to OT services. Although this may be a measure of success, it is not within the control of SSOT, it therefore it has not been used as a measure or strategic goal.

By April 30th, 2018, SSOT will foster a greater understanding of occupational therapy (OT) supports and services in Saskatchewan by:

- **Accessing feedback directly from clients on their experiences with OT;**
- **Developing a marketing campaign to demonstrate the value and contribution of OT services and supports to key stakeholders across the province;**
- **Engaging with government on provincial initiatives (e.g., Mental Health and Addictions Action Plan, Senior Strategy; Disability Strategy; ER Wait Times Initiative);**
- **Growing the numbers of OTs in leadership and management positions (Paid and Unpaid)**
- **Branding OTs with a consistent badge to foster recognition of occupation therapists in diverse practice environments.**

Strategy	Responsibility	Timeline	Resources needed
SSOT will collaborate with partners to develop and pilot a client survey to gather data on client expectations and perceptions of OT services in Saskatchewan	Executive Director; SSOT Council; Interested Members	Pilot survey to be completed by January 2017 Invitational participation in survey by June, 2017 Review results and summarize findings for review by May, 2018	Partner Agency Partner Organizations (e.g., Health Regions, School Divisions, Private Practices) Staff time and resources.
Develop marketing campaign to demonstrate the value and contribution of OT Services to key stakeholders.	Director of Professional Practice; SSOT Council	January – June 2016 Explore Marketing Options	Staff Time and Resources Publication Expenses

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June 2016 – Gather OT Success Stories from a variety of practice areas and from across the province.

Fall 2016 – Launch Success Stories Strategically

By December 2017 – Meet with Health Region CEOs

June 2015 – June 2016

Finalize Plan by December 2015; Continue Education throughout the year.

By December 2015

- Meet with Health Region Boards and CEOs regarding cost effectiveness and value of OT.
- Expand meetings with government officials to include the Ministries of Justice, Social Services, Education, and Health.
- Develop an annual plan for educating students in education and the health professions about OT services.
- Using the SSOT Website as a communication platform, provide information on easy to implement strategies to foster awareness of the impact of OT in SK.

Participate meaningfully and provide strategic responses to provincial initiatives (Mental Health & Addictions Action Plan, Seniors Strategy, Disability Strategy, Emergency Department Initiative, Student First, Child and Family Agenda etc.)	Ongoing	Staff Time and Resources; SSOT Council Members
Increase the numbers of Occupational	Director of Professional	Liaison with the

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Therapists in paid and unpaid leadership positions.	Practice; Member at Large Representative	University of Saskatchewan and University of Regina	
<ul style="list-style-type: none"> • Identify needs for OTs interested in pursuing roles in leadership and management; • Offer supports to address needs; • Identify OTs currently serving as board members; and, 	Member at Large Representative	Access to Survey Monkey & Adobe Connect Software	
Encourage OTs to participate as board members throughout the province.	Member at Large Representative		
Develop and distribute a simple, recognizable OT badge to brand OTs in Saskatchewan.	Executive Director; Director of Professional Practice; SSOT Council	In October 2015, enable membership to vote on badge options.	Access to Survey Monkey Software
		Provide badges to membership by April 2016	Cost of Badges
		Launch “Where’s the OT?” Campaign and randomly award prizes	Cost of Prizes & Postage