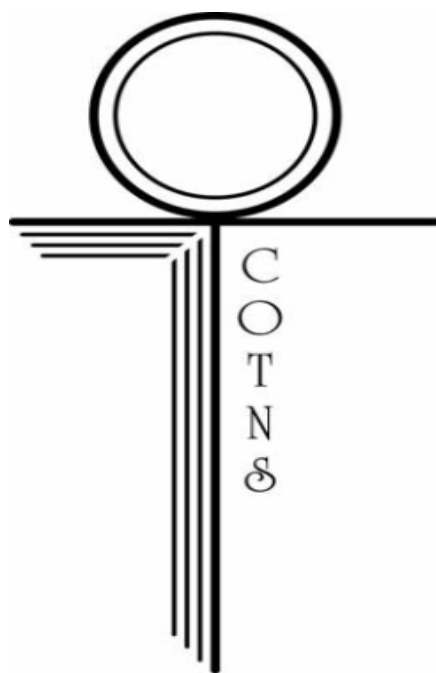
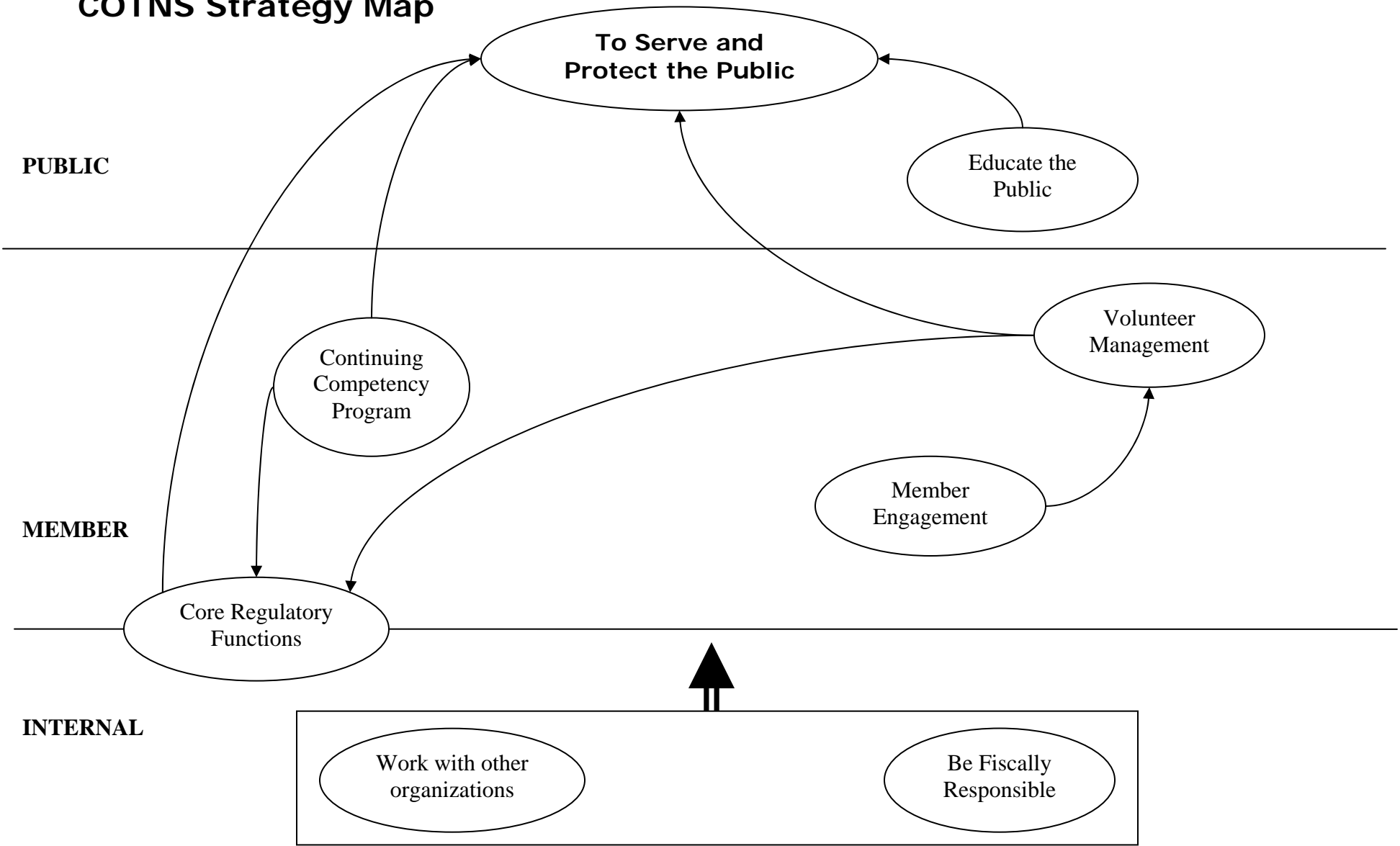


# **COTNS Strategic Plan 2007-2010**



# COTNS Strategy Map



# **COTNS Strategies**

## **Overall Purpose**

To Serve and Protect the Public

## **Public-Focused Strategy**

### **1. Educate the Public**

Individuals at the Strategic Planning Session identified educating the public as a priority to ensuring protection of the public. This includes educating both the public and employers about the profession and its value. However, it was also clearly identified that in order to educate the public, the College must first have developed good policies and procedures, have adequate human resources in place, have College programs in place, have the support of its membership and have a clear strategic direction. Therefore, this strategy, while it remains part of the strategic plan, has only one objective: That by April 1<sup>st</sup>, 2010, there be clear evidence of COTNS work to begin the process of educating the public. Further objectives will be identified at that time.

## **Member-Focused Strategies**

### **1. Continuing Competency**

The ongoing development of a leading edge Continuing Competency Program is a core strategy of the College. Key objectives include: distribution of the Continuing Competency Portfolio in Spring/Summer 2007 (once regulations approved by government); Continue the development of the Self-Assessment tool with a distribution goal of 2008; and develop regulations around the peer assessment program for submission to government for approval.

### **2. Member Engagement**

Member Engagement was raised as an issue to ensuring that the College has both the support of its members and that as a result, the College will have sufficient volunteers to meet its mandate. Key objectives under this strategy include: hosting a facilitated session at the AGM to begin engaging the membership; development of a rural involvement strategy; development of a members only section on the website; more frequent Newsletters and Board meeting summaries posted on the website; and member education of College programs.

### **3. Volunteer Management**

Volunteer management has been identified as an important issue for the College for some time. However, no clear strategies had been explored in order to move this issue forward. This strategy will work together with member engagement to ensure that the College has sufficient volunteers to meet its mandate. Key objectives identified in this strategy include: providing certificates to volunteers; the development and staffing of a volunteer coordinator position; provision of continuing education to volunteers; exploring technological opportunities to allow for rural participation and exploring further incentives for volunteers.

### **4. Core Regulatory Functions**

Performing the core regulatory functions of the College actually crosses over as both a member strategy and an internal strategy. Having well established policies and procedures and ongoing coordination of the core regulatory functions is fundamental to the functioning of the College.

## **Internal Strategies**

### **1. Work with Other Organizations**

Working with other organizations works both to support the work of the College and to promote the visibility of the College and the profession. Work with other occupational therapy organizations such as ACOTRO support the work of the College by allowing COTNS to benefit from the experience of other occupational therapy organizations; pool human and financial resources to work on joint regulatory issues and be represented on national activities. Work with other Nova Scotia health regulatory bodies and various branches of the Nova Scotia government also supports the College through these means and also helps to promote the profession in general. Work with NSSOT and Dalhousie University School of Occupational Therapy is also extremely valuable to the College and must be a key objective.

### **2. Be Fiscally Responsible**

Fiscal responsibility underlies the College's ability to perform all its functions. Therefore, this is an important part of the College's strategic plan. Development of a long term financial plan and a review of human resource needs are key objectives under this strategy.

## COTNS Strategic Milestones

	April 1, 2007	April 1, 2008	April 1, 2009	April 1, 2010
<b>Be Fiscally Responsible</b>	<ul style="list-style-type: none"> <li>• Financial plan in place               <ul style="list-style-type: none"> <li>○ HR planning</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Have sufficient \$ and HR to implement the plan</li> <li>• Identify technological needs &amp; opportunities</li> <li>• Have e-mail addresses for all members</li> </ul>		
<b>Work With Other Organizations</b>		<ul style="list-style-type: none"> <li>• Lobby DoH re maintaining competencies re: CE/\$</li> </ul>	<ul style="list-style-type: none"> <li>• Preceptor development (NS) re: COTNS/NSSOT “leadership groups”</li> </ul>	
<b>Core Regulatory Functions</b>		<ul style="list-style-type: none"> <li>• Policies &amp; processes approved</li> <li>• Refresher/re-entry approved &amp; regs to gov’t</li> <li>• School curriculum – regulatory issues in Intro to Prof Practice (1<sup>st</sup> year, 1<sup>st</sup> term)</li> </ul>		
<b>Continuing Compet.</b>		<ul style="list-style-type: none"> <li>• Portfolio to be mailed out</li> </ul>	Self Assessment to be implemented	Peer Assessment to be implemented

<b>Member Engagement</b>	<ul style="list-style-type: none"> <li>• Facilitated session at AGM to begin member buy-in Rural involvement strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Have committee members speak at AGM</li> <li>• Regular fieldwork placement at COTNS (9 weeks)</li> <li>• Ex-officio student member of board</li> <li>• Bulletin board at Dal</li> <li>• Post-meeting blurb to summarize board meetings sent out to all members</li> <li>• Start preceptor development</li> </ul>	<ul style="list-style-type: none"> <li>• College programs are in place to support member buy-in: <ul style="list-style-type: none"> <li>- Website</li> <li>- Practice support</li> <li>- Rural involvement</li> <li>- Complaint process streamlined</li> </ul> </li> <li>• Students do placement with board or committee member and work with board or committee is part of placement</li> </ul>	<ul style="list-style-type: none"> <li>• Members will buy-in so we are ready to move forward with Public Education</li> <li>• Members-only section on website well-developed</li> <li>• Student award</li> </ul>
<b>Volunteer Management</b>	<ul style="list-style-type: none"> <li>• Certificates of presentation for volunteers</li> <li>Introduce all volunteers at AGM</li> </ul>		<ul style="list-style-type: none"> <li>• Recognition of student participants</li> </ul>	<ul style="list-style-type: none"> <li>• Volunteer Coordinator</li> <li>• Newsletter 3-4 x/year with rotating regional coordination</li> <li>• Volunteers from all of province</li> </ul>
<b>Educate the Public</b>				<ul style="list-style-type: none"> <li>• Evidence of COTNS work – public education, publishing, etc.</li> </ul>