

**Introduction**

The Alberta Therapeutic Recreation Association's (ATRA) ambitious 2020 Vision Strategic Plan requires organization, setting of priorities and effective communication to attain the intended outcomes. Implementation of ATRA's 2020 Vision Strategic Plan uses a team approach in our leadership strategy to achieve outcomes in a coordinated and effective manner.

The intent of this document is threefold: (a) briefly lay the foundation of this report by outlining objectives within each of the four strategic directions; (b) identify methodology for achieving outcomes by naming the working task force committees, which ATRA has called Professional Advancement Committees (PAC); and (c) present the leadership assignments within ATRA's organizational structure to address priority outcomes during the 2014 – 2015. This document will require regular updates as priority outcomes are achieved and subsequent target outcomes are determined.

*Table 1.0 ATRA's 2020 Vision Strategic Directions and Categories*

Professional Conduct	Entry to Practice	Continued Competency Profile	Professional Competency Profile
1. Protect and serve the public interest. 2. Self-governance as defined by Alberta Health Professions Act. 3. Request to Register with HPA. 4. Complaint, Investigation and Resolution Process. 5. Employer recognition.	1. Provide direction to programs of TR study for the purpose of registration requirements. 2. Provide direction to improve access to TR study. 3. Promote and support the professional role as TR Instructor for TR education programs. 4. Promote the TR profession to prospective students. 5. Transition to TR degree as entry to practice for new applicants.	1. Competency Profile. 2. Continuing Competence Program. 3. Return to practice / Registration Renewal. 4. Evidence based practice and research.	1. Communities of Practice. 2. Clinical Instruction and Supervision of TR Students (internships / fieldwork placement, preceptor resources and expectations). 3. TR Support Staff 4. Collaboration with Regulated Health Professions. 5. Collaboration with Community Agency for Health Promotion.

**Professional Advancement Committees**

This section identifies the eight PACs ATRA maintains to achieve 2020 Vision, Strategic Plan outcomes:

1. Complaints, Investigation and Resolution Process
2. Protect and Serve the Public
3. Communities of Practice
  - a. Geriatrics
  - b. Dementia
  - c. Rehabilitation
  - d. Addictions and Mental Health
  - e. Children and Adolescents
4. Alberta Representation on National Standards of Practice (CTRA initiative)
5. Entry to Practice
6. Membership Review
7. Continued Competency Program
8. Professional Journal – ATRAbute

**ATRA Team Leadership Assignments**

ATRA consists of approximately 500 hundred members (ATRA, 2015). The association has both elected Board of Director (BOD) and two staff members. Six BOD positions are elected for two-year term in office. Each director is responsible to provide leadership for one or more of the Professional Advancement Committees based on principles of the nature of the director's portfolio and second, an equitable distribution of workload. ATRA staff and BOD assignments are outlined in detail below.

Table 2.0 ATRA 2020 Strategic Plan Team Leadership Assignments

ATRA Board of Director Positions	
<p><b><u>President (2014 – 2016)</u></b></p> <ol style="list-style-type: none"> <li><b>Chair - Complaints, Investigation and Resolution PAC:</b> Research and design policy and process that adheres to the requirements of the Health Professions Act (Alberta Health).</li> <li><b>Chair – ATRA's National Standards of Practice PAC: Support CTRA's National Standards of Practice Initiative</b></li> </ol>	<p><b><u>Vice President (2013 – 2015)</u></b></p> <p><b>Chair - Protect and Serve the Public PAC:</b> Research and develop dynamic resources to serve the general public, community agencies, employers and members of regulated health professions. Identify risks to the public.</p>
<p><b><u>Secretary / Treasurer (2013 – 2015)</u></b></p> <p><b>Chair – Communities of Practice PACs:</b> Research and design methods of fostering communities of practice based on client diagnosis for the purposes of investing in best practice; protect and serve the public and distribute, promote evidence based practice and research.</p>	<p><b><u>Educational Liaison Director (2014 – 2016)</u></b></p> <ol style="list-style-type: none"> <li><b>Chair - Membership PAC:</b> Recommend membership qualifications for entry to practice and define and maintain process to grant membership status for new applicants and renewals.</li> <li><b>Chair - Entry to Practice PAC:</b> Partner with educational agencies to research, and develop consistent student internships. Research and develop training, resources and evaluation process for Clinical Supervisors.</li> <li><b>Co-Chair - Continued Competence Program PAC:</b> Research and design ATRA's Continued Competency Program congruent with HPA requirements. Benchmark methods to support TR research and dissemination of evidence based practice</li> </ol>
<p><b><u>Communications Director (2013 – 2015)</u></b></p> <p><b>Chair- ATRAbute (professional journal) PAC:</b> Research and design quality methods to inform membership and the national association of advancements made in the strategic plan.</p>	
ATRA Staff Members	
<p><b><u>Executive Director</u></b></p> <ol style="list-style-type: none"> <li>2020 Vision Strategic Plan: Project Management.</li> <li>Coordinate sequence and implementation of the different PACS.</li> <li>Supports each BOD in their role as PAC Chair. Sits as ex-officio on each PAC.</li> <li>Volunteer Recruitment and retention strategy.</li> <li>Develop and maintain <i>Terms of Reference</i> for each PAC.</li> </ol>	<p><b><u>Administrative Assistant</u></b></p> <ol style="list-style-type: none"> <li>Provide administrative support to each of the BOD and the PACs as required.</li> <li><b>Appointed Chair – ATRA's National Standards of Practice PAC: A representative on CTRA's National Standards of Practice Initiative</b></li> </ol>