

WESTERN SCHOOL OF PHYSICAL THERAPY (SPT) STRATEGY MAP: 2021-2026

Thus, achieving our VISION

And meet the needs of the PEOPLE we serve,

To operate EFFECTIVELY and with EXCELLENCE,

And build a BALANCED and ADAPTABLE School,

We use our RESOURCES wisely,

Guided by our VALUES,

OUR VISION

Optimizing mobility, enhancing health and well-being for all people

OUR MISSION

To be global leaders in creating accessible and impactful physical therapy through research, education and advocacy, enabling lifelong population health

MEANINGFUL IMPACT

Western School of Physical Therapy will achieve the following strategic stakeholder outcomes

STUDENTS

Inclusive experience, Successful students

- Students experience belonging, community, and success in accessible and equitable learning environments
- Students acquire knowledge and skills to be lifelong adaptable learners within a dynamic healthcare landscape
- Students are enabled to incorporate creative solutions to improve accessibility and enhance physical therapy care
- Students become future leaders of physical therapy research and practice

PATIENTS

Personalized care, Enabled participation

- Patients and the public recognize physical therapy as the healthcare profession of choice for mobility needs and optimization
- Patients achieve enhanced physical therapy outcomes to accomplish their mobility and participation goals
- Patients experience person-centred, evidence-informed physical therapy care
- Patients and public engage with Western SPT to support meaningful research and education

PARTNERS

Engaged partners, Creative outcomes

- Partners actively engage with Western SPT through a framework of collaboration and mutually beneficial relationships
- Multidisciplinary partners drive innovation in advancing physical therapy research, practice and education
- Partners engage in physical therapy knowledge exchange and mobilization through clinically relevant research, scholarship and education

ORGANIZATIONAL EXCELLENCE

Strategies of excellence for achieving strategic stakeholder outcomes

We celebrate diversity and create belonging	We provide experiential learning opportunities for lifelong success	We develop, evaluate and implement creative solutions in research, practice and education	We develop researchers, clinicians and leaders of the future	We promote and advance the physical therapy (PT) profession	We lead in high-impact research to enhance patient outcomes	We enhance physical therapy care and advance practice	We engage patients and the public in our research and education	We cultivate partnerships and collaboration to advance our common goals	We partner to create clinically meaningful outcomes through research and education	We mobilize and implement knowledge, integrating research and clinical practice
<ul style="list-style-type: none"> • Build SPT community and engagement • Optimize student outreach, recruitment and tracking to build inclusive and diverse programs • Create equitable admissions processes • Increase numbers of international students • Enable greater financial accessibility to SPT programs 	<ul style="list-style-type: none"> • Reimagine Elborn to create a unique, multi-purpose and collaborative space • Provide research and educational opportunities in clinical and community settings that engage diverse teams • Create novel clinical placement experiences • Leverage technology and clinical experts to create and deliver experiential learning opportunities 	<ul style="list-style-type: none"> • Build a new SPT research theme of educational research • Develop and evaluate creative, evidence-informed methods of teaching and learning • Ensure SPT programs are dynamic and innovative with robust quality review processes • Investigate and incorporate technology into research, practice and education • Upgrade, integrate and enhance support for technology across all spaces in Elborn 	<ul style="list-style-type: none"> • Ensure our graduates have transferable skills for success in a range of careers • Provide opportunity for our students and trainees to accelerate career enhancement and become leaders • Enhance leadership of and create specific training opportunities for the combined MPT/PhD program • Facilitate faculty development and excellence through enhanced onboarding, mentorship and professional development 	<ul style="list-style-type: none"> • Position and support SPT faculty, students and graduates in leadership and advisory roles that promote the value of the PT profession • Build the profile and role of PT within the provincial and national healthcare landscape • Educate and advocate for the PT profession • Build capacity and advocate for advanced practice roles within the PT profession 	<ul style="list-style-type: none"> • Create an impact measurement plan to quantify the scholarly, clinical and societal impact of SPT research(ers) • Increase our research metrics to illustrate SPT's position among the top research-intensive programs • Clearly communicate SPT research themes and evidence of impact • Develop SPT led research teams and centres • Develop capacity and best practices in implementation and use of clinical databases • Enable grant success for our students, trainees and faculty 	<ul style="list-style-type: none"> • SPT faculty contribute to clinical practice guidelines and professional standards to inform best practice and policy decisions • Develop clinically focused post-professional program opportunities • Create credentialing opportunities • Increase research and education outreach to distant learners • Develop well-rounded students, strong in critical appraisal, clinical reasoning and patient-centred care 	<ul style="list-style-type: none"> • Co-create and evaluate a patient and public engagement plan for SPT education and research • Develop and expand patient involvement in our educational activities and multidisciplinary research teams • Demonstrate patient or end-user engagement with SPT research 	<ul style="list-style-type: none"> • Enhance communication and collaboration among SPT faculty members • Strengthen existing and establish new multidisciplinary partnerships across campus and beyond • Create a strategy to build community among SPT partners, develop and share knowledge and skills, and create opportunity • Enhance awareness of SPT research themes, the value of our collaboration and the important role we play in success of major university initiatives • Identify the needs and priorities of our partners to give back and support meaningful engagement 	<ul style="list-style-type: none"> • Develop clinically meaningful, high-impact research initiatives aligned with key research and patient care priorities • Establish productive and impactful multidisciplinary research that leads to joint grants, publications and knowledge mobilization • Partner with researchers and clinicians to enhance research capacity and integration of research into clinical practice • Position SPT in the world as a leader across the spectrum of PT research 	<ul style="list-style-type: none"> • Increase communication and knowledge mobilization of research expertise to students, partners and clinicians • Develop lay communication strategies about SPT research • Create robust knowledge mobilization strategies in collaboration with our partners to effectively translate research into practice • Build knowledge mobilization capacity • Develop clinical academic position opportunities (e.g., clinician scientist and clinical educator)

PASSIONATE, CREATIVE AND MULTI-PROFESSIONAL TEAM

Strategies for building and mobilizing SPT capacity

We work and learn in safe spaces embedded in EDID best practices, that are free of discrimination and harassment	We work in a supportive and engaged community, grounded in mutual respect and effective communication, with clear roles and responsibilities	We recruit, support and retain outstanding team members to SPT	We are dynamic leaders in PT education and research who embrace innovation and are dedicated to excellence in high-impact practices	We are equipped with digital technology resources for learning, teaching and research	We work in flexible, engaging and functional spaces that support communication, collaboration and creativity
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ALIGNED AND SUSTAINABLE SCHOOL

Strategies for sustaining, using and allocating our resources

We allocate resources in alignment with our vision, strategies and priorities	We are adaptable to the dynamic needs of healthcare and our stakeholders	We establish meaningful metrics to measure, evaluate and improve our performance and impact, and inform SPT decision making	We embed all SPT activity in real world issues, engaging our alumni and partners	We seek entrepreneurship and industry funding to resource a sustainable SPT	We promote our vision, excellence and impact to all stakeholders
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OUR VALUES

Excellence, Collaboration, Innovation, Equity, Integrity and Advancing Practice