



SASKATCHEWAN
ASSOCIATION OF
SPEECH-LANGUAGE
PATHOLOGISTS
AND AUDIOLOGISTS

2022-2025 STRATEGIC PLAN



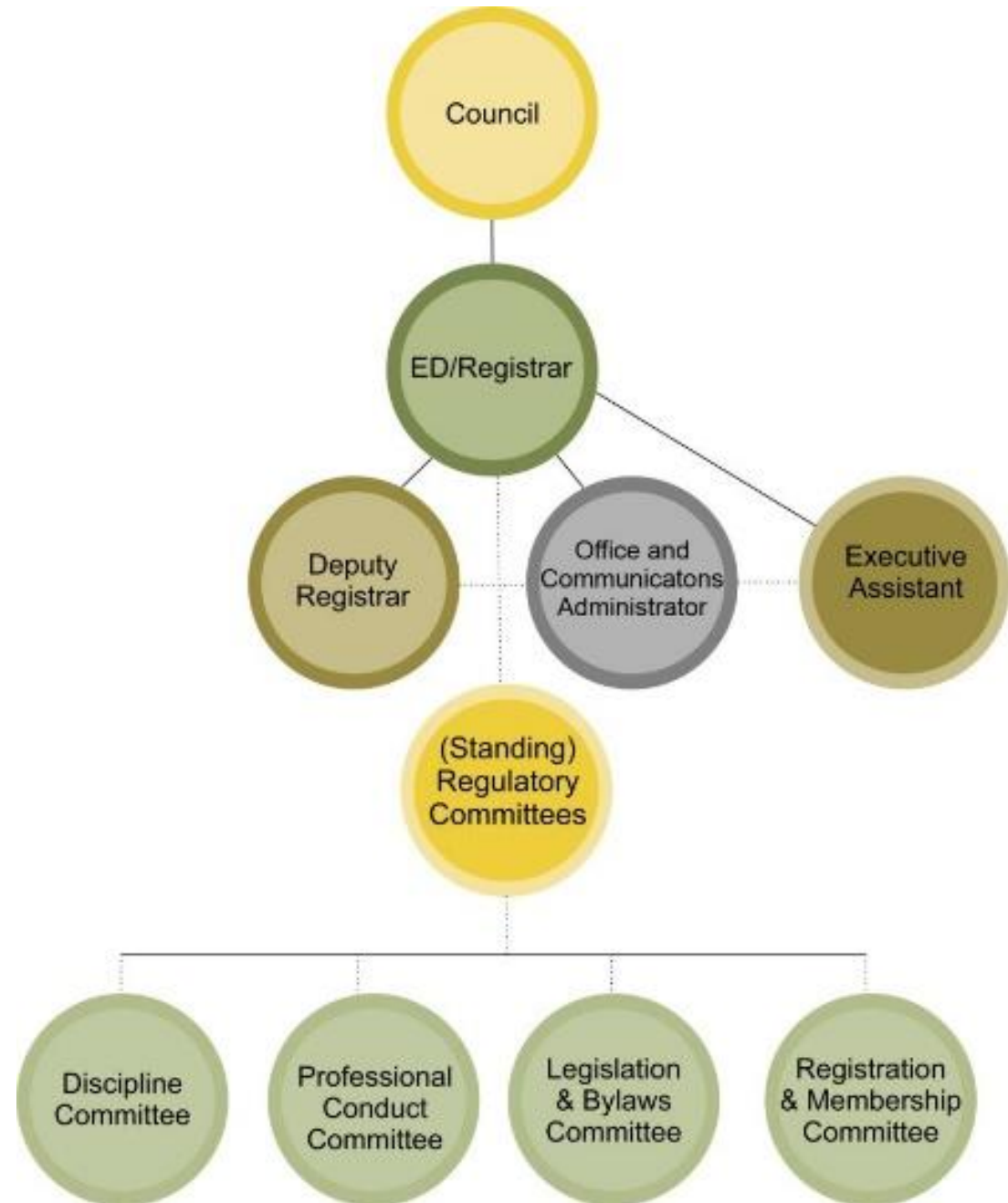
EXECUTIVE SUMMARY

The Saskatchewan Association of Speech-Language Pathologists and Audiologists (SASLPA) is pleased to present a new multi-year strategic plan, which sets out an **ambitious vision for transformation**. Our new strategy will lay the groundwork for a long-term vision of SASLPA being recognized by stakeholders as a trusted and responsive health regulator in Saskatchewan. This document describes our collective vision and provides a framework of our goals and strategies for the years ahead.

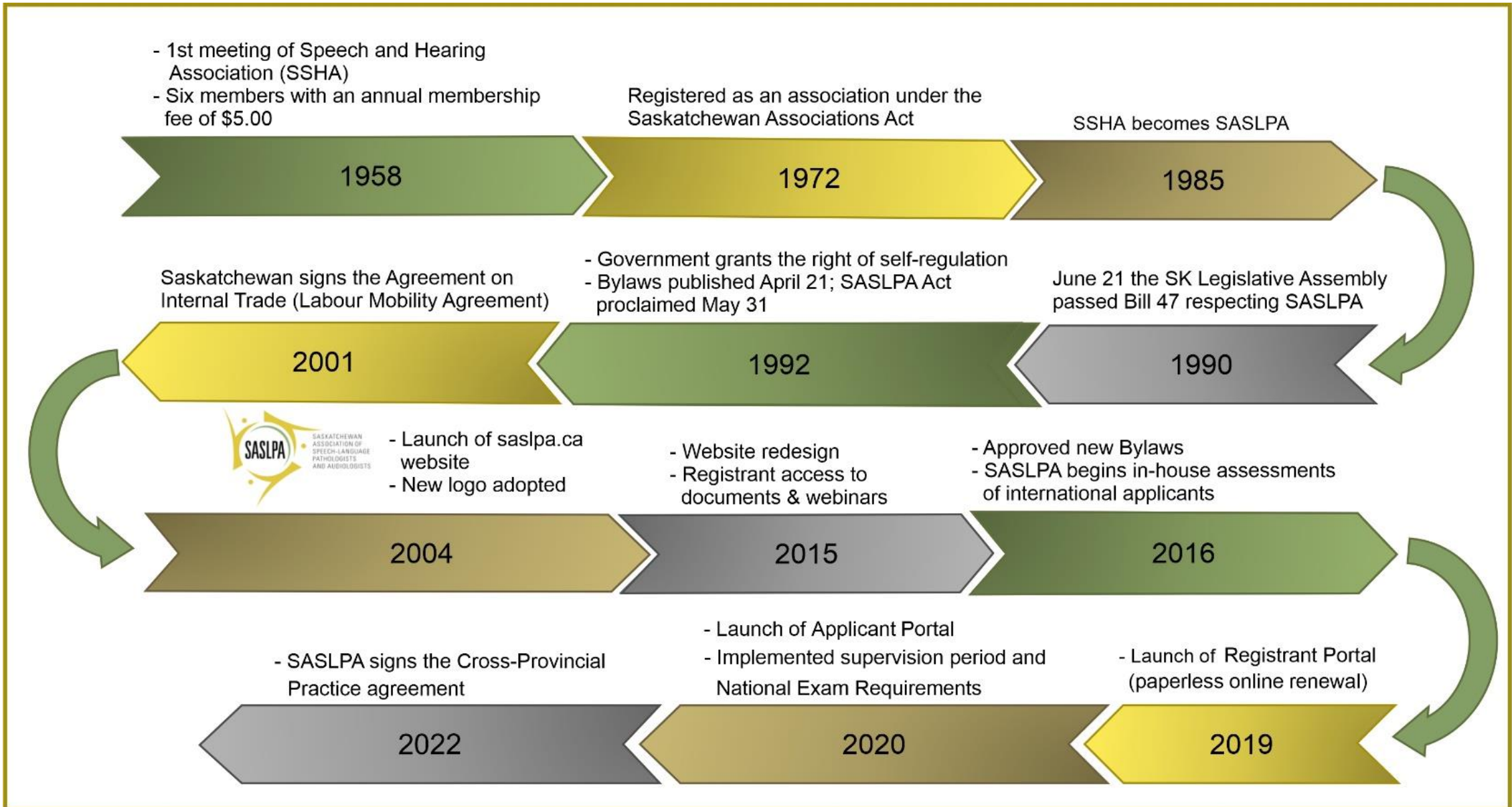


ABOUT SASLPA

Audiology and Speech-Language Pathology are self-regulated professions in Canada. Regulation for these professions is provincial. In Saskatchewan, *The Saskatchewan Association of Speech Language Pathologists and Audiologists (SASLPA)* is the provincial regulator for the professions of Audiology and Speech-Language Pathology. This means, in Saskatchewan, individuals must hold a valid licence to practise Audiology and/or Speech-Language Pathology.



SASLPA Regulatory History



Why Professional Self-Regulation Matters:

SASLPA's right of self-regulation is a privilege as governed by the Saskatchewan Speech-Language Pathologists and Audiologists Act. The Government of Saskatchewan has delegated the authority of its regulatory functions to the professions itself as they have the appropriate expertise regarding the practice of their respective professions to enable them to determine the qualifications necessary for licensure of registrants and to apply disciplinary measures when necessary. As a regulatory body, SASLPA is accountable to the Government of Saskatchewan and ultimately to the Saskatchewan public.



What We Do

This image illustrates how SASLPA, as the governing body, protects the public interest.



SASLPA 2022-2025 STRATEGIC PLAN

Strategy Development Process:

In the Summer 2022, the SASLPA Council and Staff met to reflect on the progress made during the 2019-2022 Strategic Plan. Extensive discussions took place to confirm which outstanding initiatives continue to meet SASLPA's priorities and what areas require renewed focus and expansion. Council and Staff analyzed the organization's current position and potential blind spots by conducting a SWOT analysis. This exercise allowed the team to determine a course of action, while identifying opportunities to pivot. Collaborations between staff, Council members and stakeholders continued through the Fall of 2022 to develop the directions as presented below.



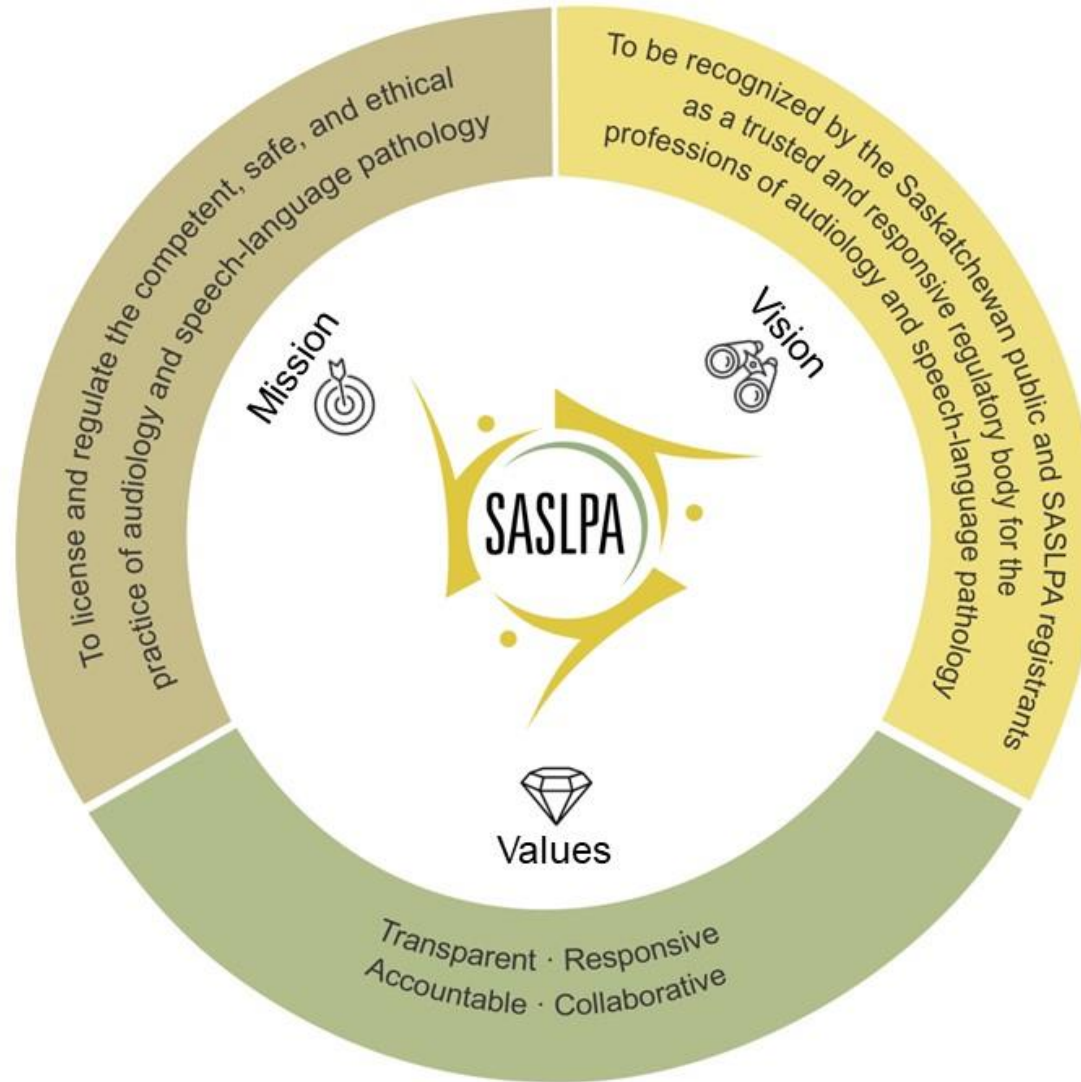
Resulting Strategic Themes:

SASLPA celebrates our past achievements, while focusing on charting a course for future directions. As an organization, we re-affirmed our commitment to protecting the public by refreshing our *mission*, *vision* and *values*. SASLPA is committed to acting in accordance with the following values: Transparency, Responsiveness, Accountability and Collaboration.



The Saskatchewan Association of
Speech-Language Pathologists
and Audiologists

Mission, Vision, Values



Strategic Directions for 2022-2025

SASLPA's strategic plan outlines a collective vision, along with our goals and strategies for the upcoming three years. This plan will guide our actions and create a framework for resource allocation across all aspects of SASLPA's work. SASLPA's new strategic plan will build on 3 main focus areas.



Ensure SASLPA has the governance structures and knowledge in place to fulfill its regulatory mandate and follow up on public safety concerns.

Regulatory Compliance

- Conduct a review of the Speech-Language Pathologist and Audiologist Act with current regulatory landscape in mind. Develop processes to ensure consistent and ongoing updates to SASLPA's governing documents.
- Conduct a review of the SASLPA Administrative Bylaws with current regulatory landscape in mind. Develop processes to ensure consistent and ongoing updates to SASLPA's governing documents.
- Evaluate SASLPA's Professional Conduct and Discipline processes to ensure that the organization is fulfilling its mandate of public protection by receiving, investigating, and acting upon complaints made against its registrants.
- Evaluate the function of the SASLPA Standing and Ad Hoc Committees.
- Conduct a review of the SASLPA Regulatory Bylaws with the current regulatory landscape in mind. Develop processes to ensure consistent and ongoing updates to SASLPA's governing documents.
- Revise the SASLPA Code of Ethics to provide registrants with a comprehensive tool to inform their decision-making processes which align with emerging trends within the regulated professions



Focus Areas and
Strategic Priorities

Ensure SASLPA has the infrastructure, tools, and resources to support registration, licensing and the regulation of the professions.

Operational Sustainability

- Review SASLPA documents to support labour mobility and the licensure application process to ensure they are in line with Regulatory Bylaws and processes that are fair and equitable. Identify gaps in documents developed to inform the public.
- Evaluate SASLPA documents to support registrants to adhere to and comply with regulations and the Code of Ethics.
- Develop/review the internal processes to ensure they are fair and equitable with regards to recruiting, on-boarding, off-boarding, and retention of staff, council, and committee members.
- Launch the name change from SASLPA to CSASK to better represent the current regulatory mandate of the organization.
- Enhance the programs and processes to improve the efficiency and security of data storage and file sharing.
- Implement long-term strategies to improve the efficiency of data management systems used for registration and licensing
- Aim to provide a quality experience to the diverse audiences and stakeholders who access SASLPA's website in order to engage with the college and access information.
- Evaluate the SASLPA physical work environment and identify areas of improvement with staff concerning safety, wellness, functionality, and productivity in mind.
- Evaluate SASLPA's current communication methods to identify new and effective ways of delivering information to stakeholders.



Focus Areas and
Strategic Priorities

Proactively engage with stakeholders: the public, registrants, Saskatchewan employers, the government, other regulatory bodies, and partner organizations

Awareness and Engagement

- Commit to meaningful actions to foster an inclusive culture where differences are welcome, and processes are fair and equitable.
- Actively engage applicants in collaborative discussions and learning opportunities regarding regulatory practices and licensure requirements.
- Actively engage registrants in collaborative discussions and learning opportunities regarding regulatory practices and licensure requirements.
- Enhance SASLPA's communication initiatives and identify new opportunities to inform the public of SASLPA's mandate of protecting the public and regulating the professions.
- Continue to develop purposeful partnership with other stakeholders including national AUD and SLP regulators, Network of Inter-professional Regulatory Organization (NIRO), Speech-Language and Audiology Canada (SAC), and the Council of Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP), to stay current with the regulatory trends of health profession(s)