

Radical Collaboration 2026 School of Rehabilitation Therapy

Strategic Plan 2024-2026



**REHABILITATION
THERAPY**



Radical Collaboration for a Healthier World

Introduction

In 2021, Queen’s Health Sciences (QHS) defined its aspirational future with a strategy called “Radical Collaboration for a Healthier World”. Work is underway on initiatives related to five priorities: Interdisciplinary Research, Integrated Health Sciences Education, Clinical Impact in the Community and Beyond, Commitment to EDIIA, and Thriving People and Nurturing Culture.

Founded in 1967, the School of Rehabilitation Therapy(SRT) within QHS leads positive change that contributes to health, well-being, and inclusion, at home and around the world, through rehabilitation research, education, and practice. We bring this commitment to life through 8 diverse degrees offered across 5 programs: Aging and Health (PhD, MSc, Graduate Diploma), Occupational Therapy (MScOT), Physical Therapy (MScPT), Rehabilitation and Health Leadership (DSc), and Rehabilitation Science (PhD, MSc).

In the pages ahead, we outline our path forward—a path marked by collaboration, care, accountability, and the pursuit of knowledge. This strategic plan guides us as we do our part in building a better future for all.

Radical Collaboration 2026

School of Rehabilitation Therapy

Guiding Principles



**Equity, diversity, inclusion,
Indigeneity, and accessibility**



**Interprofessional and
cross-disciplinary**



**Authentic focus on what
communities need**



**Excellence in research,
education and service**



**Physical space, resources and
supports to enable our work**



Interdisciplinary Research

- **Elevate and nurture** our overall research enterprise to enhance our societal impact.
 - Connect and nurture our research people, including faculty, post-doctoral fellows, trainees, managers, and community collaborators.
 - Foster relationships with Queen’s research services to facilitate meaningful and expanded collaborations that leverage the systems and structures in which we work.
 - Optimize opportunities with QHS and our partners to enhance faculty and student mentorship, graduate student funding, and research space.
- **Drive innovation and synergy** within our Research and Post-Professional Programs (RPP) to achieve enduring, sustainable excellence in the student experience.
 - Align our programs with the Queen’s University vision to “solve the world’s greatest challenges.”
 - Create and test an innovative governance structure to support quality improvement across the diverse RPP educational program streams.
 - Collaborate with QHS Advancement to increase graduate student funding and elevate alumni engagement.



Integrated Health Sciences Education

- **Enhance and expand educational placement opportunities** in OT and PT to equip our students to effectively address health system and community needs.
 - Initiate a structured collaborative inquiry to identify possibilities for establishing new and expanding existing placements, including in settings that support community development and systems change.
 - Expand strategies for recognizing the contributions of placement supervisors.
 - Investigate community housing options for our learners through collaboration with QHS and regional community partners.
 - Deepen ties with teaching hospitals and other organizations to co-design mutually beneficial clinical education strategies.
 - Optimize alignment with clinical education opportunities linked to wider QHS and Queen's University initiatives.



Clinical Impact in the Community and Beyond

- **Forge a unified identity for SRT** that reflects our evolution as a School and enhances our collective impact locally, nationally, and internationally.
 - Establish channels for dialogue with external visionaries to broaden our perspectives on how to magnify our impact in the community and society.
 - Engage alumni in a way that builds on the strengths of our past while being innovative and imaginative about our impact in the future.
 - Revitalize both our textual and visual elements across digital platforms and physical spaces to enhance our community engagement.

Commitment to EDIIA



● **Embrace and role model a compassionate approach** to enacting anti-oppressive practice to do our part in building a more just and inclusive future for all.

- Situate our actions within the wider context of ongoing social struggles for justice and inclusivity, ensuring that our efforts align with and contribute to these movements.
- Make the safety and well-being of members of SRT from historically marginalized backgrounds a top priority as we undertake transformational initiatives.
- Cultivate an environment that values and welcomes honesty, truth-telling, transparency, and kindness in our interactions, promoting open and respectful communication.
- Nurture a climate of humility across the School that acknowledges the inevitability of mistakes, the importance of apology and making amends, and the value of using these situations for collective learning and improvement.
- Implement what we learn and unlearn in real-time, ensuring that our progress is practical and impactful.

Thriving People and Nurturing Culture



● **Nurture a culture of accountability** and care to empower all members of our community – including students, staff and faculty – to excel personally and to fuel the school's collective growth.

- Center our efforts on fostering a sense of community and connectedness.
- Implement faculty and staff organizational structures that support this next chapter of our School's evolution.
- Collaborate with the QHS Dean and Executive to ensure the financial health of the School in support of a thriving environment.

