

## CSHP BC BRANCH STRATEGIC PLAN 2015-2018

(adapted from CSHP National Strategic Business Plan 2015 – 2018 Approved by Board March 8 2015)

Mission	Values	Vision	Key Strategic Areas	Strategic Goals
<p><b>CSHP is the national voluntary organization of pharmacists committed to patient care through the advancement of safe, effective medication use in hospitals and other collaborative healthcare settings.</b></p> <p><b>CSHP supports its members through advocacy, education, information sharing, promotion of best practices, facilitation of research, and recognition of excellence.</b></p>	<p>We value:</p> <ul style="list-style-type: none"> <li>● excellence and innovation in patient care</li> <li>● inter-professional collaboration</li> <li>● professional development and mentorship</li> <li>● member dedication to our Society and the profession</li> <li>● accountability to members</li> </ul>	<p>CSHP will be a thriving, progressive Society, leading and inspiring excellent pharmacy practice integral to patient-centred care in hospitals and other collaborative healthcare settings.</p>	Pharmacists' Practice	1. To have a single engaging initiative that focuses our efforts on improving patient health outcomes.
				2. To be an effective advocate of excellent pharmacy practice integral to patient-centred care with external stakeholders.
				3. To have CJHP recognized as a respected international publication serving as a major venue for dissemination of information related to patient-centred pharmacy practice.
				4. To have strong, productive collaboration between CSHP and its Foundation in order to better serve Members, Supporters and partners.
				5. To have a clear, proactive CPRB plan to meet the needs of entry-to-practice PharmD program graduates.
			Member and Volunteer Engagement	1. To have a 4% net increase in Members and Supporters.
				2. To have a thriving volunteer base.
				3. To have 50% of Members registered in at least one Pharmacy Specialty Network.
			Governance	1. To have an effective, strategic council .
				2. To have stronger governance and strategic alignment between CSHP National, its Branches and A.P.E.S.
				3. To have stronger governance relationships between the CSHP Board and the Affiliated Boards, committees, task forces and external representatives.
			Organizational Effectiveness	1. To have alignment between strategic priorities and Society resources.
				2. To have implemented the agreed recommendations of the operational review.
				3. To have effective succession of staff, council and volunteers.
				4. To have adaptive communications that support this strategic plan and meet Member needs, including transparency and accountability.
5. To have effective risk management.				

## PHARMACISTS' PRACTICE

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
<b>1. To have a single engaging initiative that focuses our efforts on improving patient health outcomes.</b>	a. To embark in the new <i>Hospital Pharmacy for Patients</i> project, rooted in the new CSHP Guidelines for Hospital Pharmacy Practice (CARE Initiative)	To advocate for CARE initiative in BC as directed by National				
	b. To have a suite of resources that support members in their efforts to meet best possible hospital pharmacy practices	i. To maintain an online repository of recorded CSHP BC Branch education sessions ii. To provide management leadership education and training, e.g., by developing partnerships with other organizations				
	c. To rejuvenate PPC	To promote attendance and PPC and local branch events with BC Branch members				
	d. To help prepare current CSHP members to embrace the new entry-to-practice PharmD programs					
	e. To facilitate increasing hospital capacity for pharmacy experiential education	To collaborate with UBC, health authorities and other stakeholders				
	f. To establish a formal framework for pharmacist "specialty" recognition	To partner with the College and other stakeholders				
	g. To offer a niche service for accreditation of hospital pharmacy departments to meet pockets of interest in some provinces and types of institutions	To liaise with National regarding niche accreditation services as relevant to BC				

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
2. To be an effective advocate of excellent pharmacy practice integral to patient-centred care with external stakeholders.	a. To use the advocacy tool kit in support of specific national and branch campaigns	To maintain resources/toolkits for PAM and advocacy activities in BC on BC Branch website				
	b. To disseminate the knowledge of the impact of pharmacists' interventions on patient health outcomes	Formation of Advocacy Committee to promote and disseminate knowledge of pharmacists impact and other relevant hospital pharmacy issues				
	c. To build and sustain effective collaborations with external stakeholders	To build and sustain collaborations with external stakeholders and COPBC and Ministry				
3. To have CJHP recognized as a respected international publication serving as a major venue for dissemination of information related to patient-centred pharmacy practice.	a. To increase readership within province	BC branch will promote CJHP to all hospital pharmacists				
	b. To attract 1 authors from BC	BC branch will promote local submission of articles to CJHP				
4. To have strong, productive collaboration between CSHP and its Foundation in order to better serve Members, Supporters and partners.	a. To align priorities, directions and responsibilities, and streamline processes between CSHP and its Foundation	BC Branch will continue to collaborate with National and CSHP Foundation (e.g. PLA)				
5. To have a clear, proactive CPRB plan to meet the needs of entry-to-practice PharmD program graduates.	a. To assess/review/become familiar with the learning outcomes/competencies expected of the PharmD graduates					
	b. To address any identified gaps, and to complete review and	BC branch will collaborate with UBC				

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
	revision of the year-one standards	and other organizations to provide feedback on revisions				
	c. To develop and deliver education related to the revision of the year-one standards, levels and ranges	BC branch will collaborate with UBC and other organizations to deliver education related to year one standards				
	d. To prepare for the implementation of the revised year-one standards, levels and ranges	BC branch will collaborate with UBC and other organizations to follow CPRB plans for entry level PharmD				

## MEMBER AND VOLUNTEER ENGAGEMENT

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
<b>1. To have a 4% net increase in Members and Supporters.</b>	a. To enhance programs and services of value to members	i. To conduct a poll on the quality and directions of specific programs and services and what members value ii. To modify programs and services in light of the results of the analysis and poll				
	b. To promote CSHP membership with directors and managers of hospital pharmacies who are not currently CSHP members	i. To conduct a targeted membership recruitment campaign with directors and managers of hospital pharmacies who are not currently CSHP members				
	c. To reassess the expansion of membership to include hospital pharmacy technicians	BC Branch will promote CSHP to pharmacy technicians				
	d. To explore creating a class of Members for pharmacy technicians under the NFP Act	BC Branch will promote CSHP membership to pharmacy technicians once Member class created				
	e. To implement Membership Committee's action plan	BC branch will support Membership Committee's action plan locally				
	f. To explore creating a class of Members for student pharmacists under the NFP Act	BC branch will promote CSHP membership to student pharmacists once Member class created				
<b>2. To have a thriving volunteer base.</b>	a. To recruit and retain a sufficient number and mix of volunteers	i. To tailor volunteer recruitment and opportunities ii. To create a volunteer bulletin board				

		<p>on the CSHP website</p> <p>iii. To promote the merits of volunteerism at CSHP events, via CSHP publications and thru testimonials</p> <p>iv. To survey CSHP volunteers to identify how CSHP can better support them</p> <p>v. To have new practitioners on committees and task forces, particularly targeting recent New Practitioner Award recipients and residents</p> <p>vi. To have a student supporter on committees and task forces</p>				
<p>3. <b>To have 50% of Members registered in at least one Pharmacy Specialty Network.</b></p>	<p>a. To promote the value of PSNs to current CSHP members and potential new members</p>	<p>i. To periodically advertise the benefits of joining a PSN</p>				

## GOVERNANCE

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
1. To have an effective, strategic council	a. To have an effective, skill-based council with pan-provincial representation	i. To evaluate the value of the current orientation and make necessary adjustments ii. To implement tools to self-evaluate and collective performance of the council				
	b. To instill principles of strategic governance	BC branch council will encourage the principles of strategic governance				
2. To have stronger governance and strategic alignment between CSHP National, its Branches and A.P.E.S.	a. To complement the Bylaw with appropriate policies and procedures	To revise existing BC branch policies and procedures as necessary to align with National				
	b. To have Branch strategic plans reflect the National strategic plan	Develop a BC branch strategic plan that aligns with National strategic plan				
	c. To have effective communication and collaboration between CSHP National and Branch councils	Encourage BC branch delegate and BC branch president elect presence at National AGMs				
	d. To have effective, standardized orientation of Branch councils	BC branch will continue to have standard orientation of branch councils				
	e. To have effective, standardized evaluation of Branch councils	To implement tools to self-evaluate the performance of collective Branch councils' performance				

<p><b>3. To have stronger governance relationships between the CSHP Board and the Affiliated Boards, committees, task forces and external representatives.</b></p>	<p>a. To have effective, standardized orientation of chairs and external representatives</p>	<p>i. Committee members and representatives will review terms of reference  ii. BC branch will continue orientation of chairs and external representatives (eg. College Board Chair)</p>				
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## ORGANIZATIONAL EFFECTIVENESS

Strategic Goals	Tactical Plan Objectives	Tactical Plan Actions	Timeline			Progress
			2015-16	2016-17	2017-18	
1. To have alignment between strategic priorities and Society resources.	a. To strive for a balanced operating budget	i. To investigate new revenue streams ii. To implement appropriate cost-containment measures				
	b. To maintain CSHP's reserve fund above 6 months of operating expenses	iii. To consider cost containment measures				
2. To have implemented the agreed recommendations of the operational review.	a. To implement non-financial binding recommendations with staff	i. BC branch will work with National in implementing recommendations of operational review				
	b. To implement financially-binding recommendations as financial resources become available	BC branch will work with National in implementing recommendations of operational review				
3. To have effective succession of staff, council and volunteers.	a.	i.				
	b.	i.				
	c.	i.				
	d. Recruit BC branch members to participate in committees and council to ensure succession	BC branch will continue to recruit members proactively to join council to ensure succession of council				
4. To have adaptive communications that support this strategic plan and meet member needs, including transparency and accountability.	a.					
	b. To update website	BC branch will continue to update and improve BC branch website				
	c. To revisit the Society's brand	To examine the Society's brand with the council				
5. To have effective risk management.	a. To adopt risk management strategy as directed by National	Continue to update and modify branch operations to consolidate with National and risk management framework				

	b.	i.				
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**CSHP BC BRANCH STRATEGIC PLAN 2015-2018 Alignment with CSHP National Strategic Plan**

**Key Strategic Areas = 100% alignment**

**Strategic Goals = 100% alignment**

**Tactical Plan Objectives/Action 75% alignment**