**VISION 2025 DEVELOPMENT PLAN ASSIGNMENT FORMAT AND GRADING RUBRIC**

**ACOTE Standard**

**B.7.2** Demonstrate knowledge of how the role of a professional is enhanced by participating and engaging in local, national, and international leadership positions in organizations or agencies.

**B.7.4** Identify and develop strategies for ongoing professional development to ensure that practice is consistent with current and accepted standards.

**Assignment Learning Outcomes**

1. Create a development plan that aligns with AOTA’s Vision 2025 objectives; identifying the specific skills to develop, measurable goals and benchmarks for achievement, strategies, and timelines to achieve goals.

**Introduction, Purpose, and Relationship to Practice**

The philosophy underpinning the Introduction to Occupational Therapy is Wilcock’s *Being, Doing, and Becoming*; becoming the professional occupational therapist you want to be. The Vision 2025 Development Plan asks you to intentionally develop specific goals and strategies to achieve them, in each of AOTA’s Vision 2025 objective areas. Becoming a professional involves the development of skills and knowledge, but also professional behaviors, leadership, values, and a vision that goes beyond any curriculum. Continued professional development after entering practice is a requirement for licensure. Learning how to focus your development planning along specifically identified lines of interest and inquiry will prepare you to engage in the scholarship and leadership of the profession. This development plan will be your first among, we hope, many future development plans.

**Directions**

This is an individual assignment. Use the template provided to create your AOTA Vision 2025 Development Plan you will implement in the next two years of the program. You will need to submit this plan with your Portfolio.

Include in your plan the following for what you will do over the next two years in this program to “become” the OT you want to be to embody AOTA’s Vision 2025. Be specific about the skills you wish to develop, the strategies you will use to develop them, and how you will assess your own outcomes. The plan should include goals, strategies, timelines, and measurable outcomes for specific skills in each of the following areas.

* Become an evidence-based practitioner, who is client/family centered
* Support AOTA and your state association
* Participate in developing your leadership in OT
* Develop culturally responsive, relevant, and cost-effective interventions
* Develop collaborative teamwork skills with OTs, other professionals, clients, and

**All goals should be accomplishable within the timeframe of the four academic semesters of the program. It is expected that you will implement this development plan as of now and continue through the remainder of the program.**

**AOTA VISION 2025 DEVELOPMENT PLAN**

**NAME: Lindsay Houlihan**

**DATE DEVELOPED: November 15, 2024**

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| **Area****(leave this column as is)** | **Measurable goal for the *Specific Skill* you willdevelop in each area** | **Benchmark measurement (minimal expectations and how will you know you achieved goal)** | **Strategies you will use to achieve goal (list up to 3 feasible strategies for each goal)** | **Timeline** | **Update** **(Complete this column when portfolio is due)** |
| Evidence-based, client centered practice | I will identify, read, and integrate up to 3 peer-reviewed journals written on new interventions for pediatrics and/or mental health, | Read and integrate 1-2 peer-reviewed journal in the problem based learning course every semester to ensure comprehension and application of the information.  | * Relate these interventions to relevant course information to ensure comprehension and application.
* Work with professor to identify a reliable and valid peer-reviewed journal.
* Read peer-reviewed articles published in different journals.
 | By May 2025, I will identify and read at least 2 peer-reviewed journals to read.By December 2025, I will read and integrate these interventions to learned course work.By May 2026, I will identify an area in fieldwork where one of these interventions may be relevant.  |  |
| Support state & national OT associations | I will present a workshop or poster with an instructor and/or peer in at least one Connecticut or Massachusetts OT association conference.  | I will find 1 SIS event about pediatrics and/or mental health to attend. | * Collaborate with professionals who focus on the pediatrics and/or mental health field to find a topic to present on.
* Look on MAOT or ConnOTA calendar for presentations on pediatrics and/or mental health.
* I will work with other peers and colleagues to create a presentation on a relevant topic in the pediatrics and/or mental health intervention area.
 | December 2025 attend other peer or instructors workshop or poster presentationApril 2026 present in at least 1 workshop and/or poster  |  |
| OT leadership | I will be the ConnOTA Representative of SOTA. | Host 1 fundraiser and/or event a semester for the club.  | * Connect with a ConnOTA board member
* Collaborate with the former ConnOTA rep. of the club for tips and resources
* Create an advocacy event plan to aid in running event
 | November 2025 |  |
| Develop culturally responsive, relevant, and cost-effective interventions | I will identify one culturally and cost-effective intervention for population working with based on learned content. | Identify and reflect on at least 1 cost-effective and culturally responsive intervention used in Guatemala service trip.  | * Research the culture and socioeconomic status of the population being visited
* Learn about the costs of common interventions needed in populations being visited
* Make a list of necessary tools and supplies that may be needed for learned interventions that can be brought to this destination.
 | October 2025 |  |
| Collaborative teamwork skills with OTs, other professionals, clients, and families | Meet with other professionals once a week to discuss patient status and progress in fieldwork.Work with e-board members of student- run organizations to create an event for students to attend.  | Attend all offered IPE events.Create a survey for club members to vote on events they would enjoy seeing and attending.  | * Review other professions scope of practice with the population in fieldwork setting
* Meet with fieldwork supervisor regularly to go over progress together
* Work on communication and presentation skills in classes with peers and professors.
* Meet with previous eboard and club members for events that they hosted and enjoyed.
 | December 2025 attend all IPE events offered. During Level I Fieldwork (February 2025- December 2025) sit in on meetings with other professions.During Level II Fieldwork (January 2026- August 2026) participate in meetings with other professionals.By November 2025, host at least 1 event that 60% of club members attend.  |  |
| Personal value, bias, or belief you will change/evolve | Regularly complete continual bias self-assessments.  | Write a journal reflection on bias after attending 2 COTAD events and Guatemala service trip.  | * Seek out relevant assessments to complete.
* Find a journal and a peer to talk about reflections of self-bias with.
* Volunteer at different culture, race, and/or gender events.
* Learn about different cultures and religions that have an influence on their access and beliefs in healthcare.
* Use TUOS skills at all times to ensure neutral expressions and views.
 | By October 2025 attend at least 1 global service trip.By August 2026 provide services to a variety of different cultures, genders, and/or religions. |  |

**GRADING RUBRIC**

This is a single-point rubric where criteria are given only for “Meets Standards / Competent” performance. Meeting ALL the “Competent” standards outlined earns a grade in the “B” range. Evidence of advanced performance must demonstrate above and beyond the “competent” criteria and will earn a grade in the “A” range. Writing that does not meet ALL the criteria in the “competent” range will earn a grade of < C and fall into the “Needs Improvement / Areas of Concern” column.

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| **Criteria**  | **Concerns/Needs Improvement****0 – 79 %** | **Meets Standards/Competent****80 – 89%**  | **Evidence of Advanced Performance****9 – 100%**  |
| **Potential to Become a Professional** |  | Goals and strategies are accomplishable within the timeframe of the four semesters of the program and will clearly facilitate becoming the professional you want to be |  |
| **Measurable goals for skills to develop** |  | Skills are specific, measurable, achievable, and relevant to your development as a professional OT |  |
| **Strategies to achieve goals** |  | Articulates 1-3 realistic, feasible, and specific strategies for each goal – things one can DO to achieve goals |  |
| **Timelines** |  | Establishes realistic timelines to initiate and complete each goal and strategy  |  |