

Cohort DAC Reflection Template

PIP Leadership Development Program | Year 2026

Direction

What do we want to learn, practice, and become together this year?

- Help shape a sustainable, just, and visible future for OT
- Amplify impact through collective effort rather than individual burden
- Become ambassadors for the profession who can bridge clinical care, systems, and policy
- Articulating the full value and scope of occupational therapy across settings and audiences
- Become a connected community of OT leaders grounded in trust, shared purpose, and collective impact

Alignment

How will we structure relationships, communication, and shared work?

- Use accessible communication platforms (e.g., WhatsApp/group chat) to support ongoing connection
- Prioritize virtual meetings for accessibility, with optional in-person opportunities when possible
- Maintain centralized resources, clear roles, and shared expectations to support collaboration

Commitment

How will we show up for one another and sustain engagement across the year?

- Show up with intentionality, preparation, and follow-through
- Communicate proactively about availability and changes, honoring shared time and trust
- Support one another through encouragement, accountability, and respectful reminders

Brainstorm Session

Direction

What do you want to learn, practice, and become together this year?

A connected community of OT leaders grounded in tru

- How do we pick a direction and make it meaningful?
- The current volume of changes and demands on our profession can be overwhelming. A SWOT analysis could be useful (not stepping, but aligning).

<p>Strengths</p> <ul style="list-style-type: none"> • Diverse range of experiences across the group • Aligned passionate participants that are committed to the greater good of the profession • Research and evidence-base of the profession. • Holistic care increases quality of life across the lifespan • Alignment with OT theory and public health initiatives 	<p>Opportunities</p> <ul style="list-style-type: none"> • With the diverse group of participants (students, business owners, practitioners) – lots of opportunity to make connections in the community and with other OTPs • Raise awareness of the OT profession – the power of OT, how it can be better used, how it impacts patient and healthcare outcomes • Salary and compensation being inline with PT • Increase utilization (and full scope of OT practice) in ALL practice settings • Increased awareness of the role of OT in hospice and EOL care • Increase access to OT in rural communities • Educate systems on the return on investment for our care so they can allocate funds for our services • Educating providers who make OT referrals on the role and scope of our practice • Grow our IP partnerships • Partnerships with non-traditional settings • Dissemination of OT evidence to larger audiences • Increase accessibility to address underserved areas/populations (e.g., telehealth, mobile care, emergency) services • Legislators, referral sources like physicians, public health organizations, etc. • RHT grant funding
<p>Weaknesses</p> <ul style="list-style-type: none"> • NOTA is a small organization – we have a small number of volunteers; lower number of licensees in NV than other states 	<p>Threats</p> <ul style="list-style-type: none"> • Unknown changes to federal services and organizations • Productivity and performance expectations are based on monetary

<ul style="list-style-type: none"> • Large scope makes care ambiguous and a public relations challenge – don't know where to classify us – impacts billing/credentialing • We are all BUSY. Where do we find the time? • barrier the USA is clarification/terminology for translating other western country healthcare initiatives (e.g. Canada, UK, Scandinavia) where we have struggled with strong federal level social policy driven funded healthcare – we are historically ambiguous in translating socialized healthcare initiatives because the U.S. is a capitalistic economy. 	<p>expectations rather than the value OTPs bring</p> <ul style="list-style-type: none"> • Private equity investment and corporate acquisition of health systems and therapy practices • Continued lack of awareness from employers, the IP team, and policy makers on what OTPs do – we won't be able to practice at the top of our licenses because they are not aware • Debt to income ratio for clinicians secondary to declining reimbursement rates with raising tuition/student loan debt • Healthcare cost saving initiatives on federal levels – not enough money for all healthcare and need to ensure OT gets funded for our care • Encroachment and referring to state level & now the OT compact for legal boundaries - not just national aspirational statements
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- Would love to become a community with everyone on the meeting. Adding discord to the diverse perspectives of the group.

What We Want to Learn

- A shared, clear language for articulating the full value and scope of occupational therapy across settings and audiences
- How to translate OT evidence and outcomes into messages that resonate with administrators, referral sources, and policy makers
- How systems (healthcare, policy, reimbursement, education) influence who gets OT, when, and why
- Approaches to equity-informed leadership that move beyond intention to action
- Models of emerging, non-traditional, and underutilized OT practice, including rural, hospice/EOL, telehealth, and community-based care
- How to build and sustain interprofessional and community partnerships that elevate OT's role

What We Want to Practice

- Practicing at the top of our licenses—with confidence, clarity, and consistency
- Communicating OT's role and return on investment in plain, compelling language
- Advocacy as a daily leadership behavior, not a one-time event
- Collaborative leadership—learning how to lead with others, not alone
- Sharing resources, stories, and strategies across roles (students, clinicians, business owners, educators)

- Showing up with presence, curiosity, and care for one another, even when time is limited

What We Want to Become

- A connected community of OT leaders grounded in trust, mutual support, and shared purpose
- Confident ambassadors for the profession who can bridge clinical care, systems, and policy
- Leaders who center equity, access, and belonging in how OT is delivered and valued
- A cohort that amplifies impact through collective effort rather than individual burden
- Stewards of the profession who help shape a sustainable, just, and visible future for OT

Alignment

How will you structure relationships, communication, and shared work?

- What methods will we use to communicate? (e.g., Group Me, group chat)
- Virtual meetings – accessibility of meetings (love an in-person meeting also)
- Sophie can set up a What's App chat for the group

Commitment

How will you show up for one another and sustain engagement across the year?

- Coming in with intentionality and preparation
- Gentle reminders to stay on track
- Centralized resources and documents
- A schedule/calendar of planned events/meetings
- Positive feedback
- Being responsible to correspond with the group about meetings – let mentors/mentees know if you aren't able to meet (shared commitment and respect)

DAC Check-In (Optional)

What might need to be revisited or adjusted as the year progresses?

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