

**CDTO Strategic Plan Accomplishments
Year 4, 5 and 6 Summary**

Strategic Priorities	Year 4 2020-2021	Year 5 2021-2022	Year 6 2022-2023
Improve Transparency and Communications	<ul style="list-style-type: none"> ✓ Provided RDTs and the public with timely information on COVID-19 including the Ministry directives through the website and emailblast to ensure safe and quality care ✓ Created an unauthorized practice webpage with FAQs accessible to the public to highlight risk of harm ✓ Increased engagement with dental technology graduating classes to raise awareness of new national credentialing and competency assessment programs ✓ Created an Equity, Diversity, Inclusion, and Belonging (EDI-B) webpage showing Council's commitment to raise awareness and provide access to useful resources ✓ Launched the French website recognizing Canada's two official languages 	<ul style="list-style-type: none"> ✓ Enhanced the Equity, Diversity, Inclusion, and Belonging (EDI-B) webpage by providing more resources; and provided Council and Staff with self-education opportunities including workshops on EDI and Indigenous truths ✓ Created a dedicated resources webpage for Elections which contains key dates, eligibility documents for election, and the Governance Education Modules to support potential candidates in being good governors ✓ Launched the dental technology Awareness Campaign through Media Planet, aimed at the general public to increase awareness about dental technology while highlighting the role of the CDTO and RDTs ✓ Established diverse social media channels encompassing LinkedIn, Twitter, and Instagram to expand our online outreach and engagement capabilities ✓ Launched the new applicant webpage in French and English to enhance accessibility and inclusivity for all users ✓ Expanded applicant engagement to include CADTR applicants and provide them with necessary support to successfully complete entry-to-practice requirements 	<ul style="list-style-type: none"> ✓ Facilitated a 60-day consultation and survey on Emergency Class of Registration ✓ Conducted research for an enriched webpage encompassing reconciliation, accessibility and diverse perspectives ✓ Participated in various educational sessions on EDI, covering topics such as unconscious bias, indigenous peoples, the history of residential schools, intergenerational impacts, and ongoing systematic racism, for broadening perspectives and fostering empathy ✓ Co-hosted an Indigenous Peoples, Reconciliation & Anti-Bias workshop in collaboration with other Ontario oral health colleges to raise awareness about indigenous peoples and promote cross-professional dialogue specific to oral health care ✓ Continued the dental technology Awareness Campaign through Media Planet specifically targeting Oral health professionals to foster knowledge sharing of RDTs in the oral health community of practice ✓ Executed a comprehensive Website Audit to improve accessibility compliance for a user-friendly experience ✓ Engaged with RDTs and other oral health professionals through various outreach efforts including Spectrum Day, George Brown College graduating class, and ADTO town hall
Ensure Ontarians have access to RDTs	<ul style="list-style-type: none"> ✓ Launched the National Credential and Competency Assessment programs to reduce barriers for domestic and internationally educated applicants to access path to licensure and strengthen labour mobility ✓ Developed and released the Online Applicant Portal to receive applications for domestic and internationally educated applicants 	<ul style="list-style-type: none"> ✓ Successful administration of DTETPA due to quick response to COVID-19 and improved performance by nearly 50% compared to previously administered provincial exams ✓ Improved decision timelines for credentialing and competency assessment applicants through simplified and centralized national processes for applicants ✓ Made Jurisprudence and Ethics exam more accessible to applicants to take the exam at the location of their choice by converting it to an 	<ul style="list-style-type: none"> ✓ Proposed amendments to Registration Regulation: <ul style="list-style-type: none"> • Creation of an Emergency Class of Registration, allowing CDTO flexibility to register RDTs during a declared emergency. Effective August 31, 2023 • Proposal for creation of a Limited Class, aiming to increase registrants and enhance Ontarians's access to RDTs. Pending MOH approval • Proposed revisions to transfer requirements for Inactive Class providing more flexibility for RDTs

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	<ul style="list-style-type: none"> ✓ Launched the new Dental Technology Entry-to-Practice Assessment (DTETPA) required for aspiring dental technologists. Held the first-ever virtually proctored Knowledge-Based Assessment (KBA) and scheduled the Performance-Based Assessment (PBA) in three locations across Canada 	<ul style="list-style-type: none"> online virtual proctor while maintaining exam security ✓ Increased access to RDTs by approving initial registration fee policy to implement proration of initial registration fees to reduce barriers to registration and ensure fair, equitable, and reasonable practices for new registrants; over 90% of new registrants benefited from fee reduction 	<ul style="list-style-type: none"> to return to active practice. Pending MOH approval ✓ Conducted research for an emergency declaration policy and associated fees ✓ Embarked on a collaboration with CADTR to establish additional credentialing pathways for internationally educated and trained dental technology, promoting inclusivity and access to the profession
<p>Complete Standards of Practices Review</p>	<ul style="list-style-type: none"> ✓ Revised COVID-19 Guidance for RDTs to ensure safety and quality of practice ✓ Collaborated with Ontario’s oral health colleges to provide oral health professionals with consistent guidance and expectations on COVID-19 to ensure safe and effective provision of oral health care to Ontarians ✓ Embarked on a discussion with system partners to better understand the risks related to the shared scope of practice, and converge the gaps or misalignments ✓ CDTO’s Standards of Practice revision project deferred to 2022-2023 	<ul style="list-style-type: none"> ✓ Developed two major revisions and a comprehensive FAQ for “COVID-19 Guidance for RDTs” to ensure they are evidence-informed and consistent with healthcare authorities’ directions, in partnership with Ontario oral health colleges ✓ Researched and introduced CDTO first-ever Standards Framework model, integrating ethical principles including EDI, and professional standards into the framework to promote their reflection in all aspects of dental technology practice ✓ Conducted initial research on RDT Stamp Modernization, aimed at gaining a better understanding of our stakeholder perspectives and the evolving practice environment ✓ Engaged in discussions with RCDSO to align its supervision expectations of dental technology with CDTO’s expectations, striving for consistency in the shared scope of practice 	<ul style="list-style-type: none"> ✓ Updated 'COVID-19 Guidance for RDTs' by carefully reviewing available evidence, consulting with subject matter experts, and collaborating with Ontario’s oral health colleges ✓ Rescinded 'COVID-19 Guidance for RDTs' based on a through analysis of current trends and the available evidence and in collaboration with Ontario’s Oral Health Regulatory Colleges to ensure continued alignment ✓ Developed a comprehensive COVID-19 FAQ for RDTs, providing guidance on following health authorities directions and adhering to CDTO’s Infection Prevention and Control standards ✓ Drafted a Standards Framework incorporating ethical principles and Professional Standards to assist RDTs in applying them in their practice ✓ Explored and proposed a draft integration of the existing Code of Ethics into the developing Standards framework, aiming to consolidate information, reduce redundancy, and enhance guidance for RDTs, pending next phase of By-Laws review
<p>Improve Governance Effectiveness</p>	<ul style="list-style-type: none"> ✓ Developed a new approach for strengthening Council self-evaluation as an ongoing continuous improvement process ✓ Developed pre-defined competencies and suitability criteria to ensure Council members demonstrate necessary knowledge, skills, and commitment prior to becoming a member of Council 	<ul style="list-style-type: none"> ✓ Piloted the a new performance evaluation for the Registrar, Board and Committees conducted by a third-party consultant to assess governance effectiveness in real-time ✓ Held a Council workshop on risk oversight and management to inform the college’s new strategic plan and identify organizational risks ✓ Appointed Transition Oversight Committee to develop a framework and approach to the potential amalgamation of the three Ontario oral health Colleges; termination of the 	<ul style="list-style-type: none"> ✓ Developed criteria for Statutory Committee competency and suitability to ensure that appointed members have the knowledge, skills, and commitment for the Committee’s roles. ✓ Revised the 'Governance Policy Manual' to incorporate inclusive language aligned with revisions in By-Law review phase I, ensuring consistency and inclusivity ✓ Refined the process and developed policies for the new Performance Evaluations for the Registrar,

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	<ul style="list-style-type: none"> ✓ Updated the CEO performance evaluation process and tools ✓ Signed Memorandum of Understanding on the exploration of amalgamation with system partners 	<p>Memorandum of Understanding with system partners by one College due to capacity constraints</p> <ul style="list-style-type: none"> ✓ Launched three Governance Education Modules mandatory for all new Council members to complete for election eligibility. The modules offer foundational knowledge on the governing legislation, roles, and responsibilities of regulators, and Council and its Committees ✓ Developed the Candidate Readiness Assessment to e Council members against competencies and suitability criteria ✓ Conducted an environmental scan to develop Statutory Committee competency and suitability criteria to ensure that appointed members have the knowledge, skills, and commitment for the Committee’s roles 	<p>Board and Committees to ensure ongoing effectiveness</p>
<p>Implement a Best Practice Redesigned QA Program</p>	<ul style="list-style-type: none"> ✓ Developing an online Professional Development Profile Program to create resource efficiencies to support the redesign of the QA program ✓ Project work plan development deferred to 2022-2023 	<ul style="list-style-type: none"> ✓ Conducted an environmental scan of Professional Development Programs across Ontario to analyze the requirements expected of different professions, approaches to goal setting, and cycle periods ✓ Reviewed the Professional Development Guidelines in preparation for the development of an online Professional Development Program ✓ Received a presentation from the QA Portal developers on functions and features that they have created for QA Programs in other professions and countries that CDTO may benefit from 	<ul style="list-style-type: none"> ✓ Explored an improved database platform with features and enhancements that support registrants to maintain and enhance professional and practice competencies. Data migration and implementation of platform anticipated in 2024
<p>Implement Best Practice Regulation</p>	<ul style="list-style-type: none"> ✓ Developed national regulatory tools and structures to improve fair and transparent registration practices for applicants of all CADTR members, including: <ul style="list-style-type: none"> • Credentialing process and application guide • KBA and PBA processes, resources, and handbooks 	<ul style="list-style-type: none"> ✓ Developed a Policy Framework that includes applying an EDI policy and lens to address systemic barriers, fairness and flexibility, competing interests, and encourage the use of inclusive language ✓ Leading the HPRO Anti-Racism WG to create an EDI framework and strategy, develop EDI self-assessment reporting tool and an Equity Impact Assessment tool along with education and training to support sustainable current and 	<ul style="list-style-type: none"> ✓ Received conditional approval for Government funding to develop Prior Learning Assessment and Recognition (PLAR) aimed at reducing credentialing barriers for a diverse, and qualified pool of talent with skills acquired through non-traditional means ✓ Conducted research to design an online Jurisprudence and Ethics course incorporating guided learning modules and periodic testing for applicants

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	<ul style="list-style-type: none">✓ Embarked on an exploration of regulatory disruption with system partners	<p>future initiatives and structural change in regulation.</p> <ul style="list-style-type: none">✓ Conducted an environmental scan for the first phase of the By-Law revisions on inclusive language, and terminology to clarify the role of the regulator and its governance structure; and strengthen governance processes✓ Formalized a process to respond to reports of unauthorized practice. Conducted one investigation into an unauthorized practice, executing a search warrant, and filing an injunction to the Superior Court	<ul style="list-style-type: none">✓ Initiated a Superior Court proceeding against an unauthorized practitioner, demonstrating our commitment to protecting the public from harm✓ Conducted an EDI Organization Self-Assessment, using the Equity Impact Assessment tool, to evaluate the current status and identify areas for improvement✓ Identified actionable EDI initiatives across 7 domains: governance, resources, system partners, information management, regulatory policies, suitability to practice, and measurement/reporting improvements to guide future actions toward greater diversity and fairness
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