

# Strategic Plan 2025-2028

**VISION:** Leading and advancing oncology pharmacy in Canada.

**MISSION:** CAPhO promotes, supports, and advances oncology pharmacy practice to improve the lives of people affected by cancer in Canada.



## 1 Communication and Engagement

CAPhO will support members by improving use of diverse modes of communication to increase awareness of CAPhO services and initiatives, oncology pharmacy topics and issues relevant to members. CAPhO will elevate the association and increase visibility and opportunities for members to engage with the organization.

- 1.1 CAPhO will foster transparency and awareness and will engage members by communicating quarterly on topics related to strategy, governance, and allocation of resources, beginning immediately. This will include:
  - Hosting four annual board engagement opportunities for member input
  - Publishing quarterly summaries of CAPhO activities post-board meetings
  - Maintaining an online feedback form for continuous member input
- 1.2 CAPhO will establish an ongoing comprehensive event calendar that captures all CAPhO activities, ensuring consistent and increased engagement with members across communication channels.



## 2 Education

CAPhO will expand and enhance education offerings tailored towards oncology pharmacy professionals at all career stages. This includes a comprehensive education schedule, with a focus on providing accredited CE's and the development of practice guidelines and resources.

- 2.1 CAPhO will commit to delivering annually a minimum of four webinars, eight podcasts, four infographics, one conference, one Oncology Fundamentals Day, and one workshop. There will be at least one offering per month, with a focus on diverse clinical and technical topics.
- 2.2 CAPhO will increase educational value to members by providing accredited offerings and inclusion of bilingual materials where feasible.
- 2.3 CAPhO will facilitate member-developed, evidence-based practice guidelines and resources by providing project management, financial support, and/or knowledge translation for up to two projects annually.

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## 3 Advocacy

CAPhO will advocate for advancing oncology pharmacy practice, patient care and health policy through association-based initiatives and empowering members with evidence-based tools, resources and professional development opportunities.

- 3.1 CAPhO will have a member informed external stakeholder relations strategy in place by the end of 2026.
- 3.2 CAPhO will facilitate a leadership summit informed by Competencies for Oncology Pharmacists in Canada document and ambulatory oncology clinical practice key performance indicators (cpKPIs) that serves to highlight the value of oncology pharmacy by the end of 2026.



## 4 Research

CAPhO will create opportunities to conduct and facilitate research and knowledge translation activities that will inform and advance oncology pharmacy practice.

- 4.1 CAPhO will facilitate member research and knowledge translation activities through:
  - Organizing the CAPhO Conference abstract and poster competition annually, including judging and awards
  - Administering research and publication grants
  - Hosting informal research discussions three times per year
  - Showcasing member research through informal research discussions and monthly social media features
- 4.2 CAPhO will secure funding for and establish a CAPhO-driven research study which will include holding an initial strategy planning session, creating a research team and collecting data by 2028.



## 5 Organizational Excellence

CAPhO will enhance organizational excellence in operations, programming, and governance.

- 5.1 CAPhO will improve the user experience of the CAPhO website by October 2025.
- 5.2 CAPhO will implement a solution to facilitate the organizational coordination of work by April 2026.
- 5.3 CAPhO will complete a comprehensive review of governance by April 2026.