



Saskatchewan Association of

RECREATION
PROFESSIONALS

A FRAMEWORK FOR RECREATION JOB DESCRIPTIONS

**SASKATCHEWAN ASSOCIATION OF
RECREATION PROFESSIONALS (S.A.R.P.)**

**2205 Victoria Ave.
Regina, SK
S4P 0S4**

**(306) 780-9267
sarp.sk@sasktel.net
www.sarp-online.ca**

First Edition October 2004©
Saskatchewan Association of Recreation Professionals (S.A.R.P.)
2205 Victoria Ave.
Regina, SK
S4P 0S4

(306) 780-9267
sarp.sk@sasktel.net
www.sarp-online.ca

TABLE OF CONTENTS

SECTION I: INTRODUCTION	2
THE SASKATCHEWAN ASSOCIATION OF RECREATION PROFESSIONALS	2
HOW TO USE THIS DOCUMENT	3
THERAPEUTIC RECREATION IN CANADA	3
HISTORY	4
SECTION II: THERAPEUTIC RECREATION JOB DESCRIPTION FRAMEWORK	6
RECREATION THERAPIST	6
SENIOR RECREATION THERAPIST	9
THERAPEUTIC RECREATION PROGRAMMER	11
THERAPEUTIC RECREATION ASSISTANT	13
MANAGER OF THERAPEUTIC RECREATION	15
SECTION III: JOB DESCRIPTION FRAMEWORK	17
RECREATION PROGRAMMER	17
RECREATION ASSISTANT	19
MANAGER OF RECREATION	21
SECTION IV: APPENDIX	23
A. S.A.R.P. MEMBERSHIP CATEGORIES	23
B. OVERVIEW OF THE STANDARDS OF PRACTICE FOR THERAPEUTIC RECREATION IN SASKATCHEWAN	24
C. EXAMPLES OF POTENTIAL SPECIALIZATIONS IN SASKATCHEWAN	25
D. WHAT SASKATCHEWAN POST-SECONDARY EDUCATION OPPORTUNITIES ARE THERE?	26
E. GLOSSARY OF TERMS	27
F. SOURCES	29
G. JOB DESCRIPTIONS SUBMITTED	30
H. ACKNOWLEDGEMENTS	31

Section I: Introduction

The Saskatchewan Association of Recreation Professionals

Purpose of this document

The membership of the Saskatchewan Association of Recreation Professionals (S.A.R.P.) believes that standards and ethics provide credibility, accountability, and recognition for the recreation profession. These are based on a minimum level of education competency, work experience, behaviors, attitudes, ethics, and values. This document was developed as part of an action plan to move the recreation profession forward along the professional continuum.

Mission

The Saskatchewan Association of Recreation Professionals is a dynamic, member driven organization committed to the profession by representing and supporting recreation professionals in their pursuit of excellence.

Vision

The S.A.R.P. vision statement describes our hopes and dreams for the organization into the early 21st century.

In Saskatchewan:

- The leisure service field is recognized for its many positive contributions to individual, family, and community health and wellness
- Recreation professionals are integral partners that impact on individual, family, and community health and wellness

Aims

The Saskatchewan Association of Recreation Professionals will:

Be recognized as the association for recreation professionals

Focus actions on the needs of the membership

Have a large membership of recreation professionals from all sectors within the leisure service field

Value and actively recognize the contributions of its members

Advocate on issues affecting recreation professionals in the province

Pursue and develop collaborative alliances that benefit its membership

Emphasize and support on-going professional development of its membership

Enable the membership to share information, expertise, and experience

Have established core educational competencies

Achieve financial stability for core membership services

Values

As members of the Saskatchewan Association of Recreation Professionals, we value:

Professional leadership in the leisure service field in Saskatchewan

A standard of education for recreation professionals

Ethical conduct

Continuous personal growth and development of professionals

Sharing information, expertise, and experiences between professionals

A cooperative approach

The varied perspectives within the leisure service field

The significant benefits recreation contributes towards healthy individuals, families, and communities

The inherent right of all individuals to access quality recreation opportunities

How to use this document

This framework was designed for employers of Therapeutic Recreation staff, unions and professionals. It provides guidance for developing and/or updating job descriptions for staff working in the diverse field of therapeutic recreation.

Each position described herein is comprised of a unique set of duties and skills. This document contains a menu-style list of knowledge, skills and responsibilities that could be incorporated into a job description for a person working in therapeutic recreation. As indicated by the detailed lists to follow, it would be impossible for any recreation professional to fulfill all of the duties or to possess each of the skills listed. Instead, the job description appears as a menu, so that one can choose the knowledge, skills and responsibilities best suited to each particular position and workplace.

For the Recreation Therapist and Senior Recreation Therapist job descriptions, certain functions are essential and follow the *Standards of Practice for Therapeutic Recreation in Saskatchewan*. These functions are noted in the Recreation Therapist and Senior Recreation Therapist job descriptions found in this document (and outlined in detail in Appendix B) and include: assessment, intervention plan, program development, program delivery, documentation, evaluation, research and professional development.

THERAPEUTIC RECREATION IN CANADA

As the therapeutic recreation profession continues to make strides in our country, it becomes necessary to clearly delineate between services that are therapeutic recreation in nature and services that provide recreation programming for people with disabilities. One of the main ways that this distinction is being made is through the work of professional organizations at both the provincial and national levels.

This document makes this distinction by separating therapeutic recreation services from special recreation services. S.A.R.P. is not alone in recognizing this difference.

Professional organizations in Nova Scotia have taken this distinction even one step further. The development of therapeutic recreation in Nova Scotia has a history dating back to 1979 with the hiring of Dalhousie University's first CTRS faculty member, Jerome F. Singleton. Following Dr. Singleton's hiring the School of Health, Physical Education and Recreation (now known as the School of Health and Human Performance) began producing graduates at a baccalaureate and Master's level with education and training in therapeutic recreation.

It was not until 1995, with the formation of the Nova Scotia Recreation Professionals in Health (NSRPH), did a provincially based organization represent therapeutic recreation professionals. In 1999, the Atlantic Canadian Society for Certified Therapeutic Recreation Specialists (ACS - CTRS) was created to better represent certified therapeutic recreation specialists in Atlantic Canada. This organization, now known as the Therapeutic Recreation Association of Atlantic Canada (TRAAC) represents the interests of CTRSs whereas the NSRPH represents the interests of those recreation professionals working in health but not functioning as recreation therapists. The formation of these organizations has mirrored the development of the therapeutic recreation profession in Nova Scotia. More specifically, the delivery of TR services in Nova Scotia is restricted to members of TRAAC whereas the delivery of recreation services in health care is the purview of members of both organizations.

Other provincial and national organizations are also looking at more clearly delineating the difference between therapeutic recreation and special recreation. For example, Therapeutic Recreation Ontario (TRO) has initiated a registration process that serves as a pre-cursor to an

eventual certification exam. To become a registered therapeutic recreation professional in Ontario, each member must provide documentation showing therapeutic recreation education, employment history and proof that their job(s) met current therapeutic recreation standards of practice. The Canadian Therapeutic Recreation Association (CTRA) has formed a committee to look at national certification and they too are exploring the possibility of certification that is tied to professional standards of practice.

With this document, S.A.R.P. is falling in line with what is happening within the field of therapeutic recreation in this country.

HISTORY

The Saskatchewan Association of Recreation Professionals (S.A.R.P.), formerly known as the Saskatchewan Recreation Society, has a long history of supporting the development and advancement of therapeutic recreation professionals in Saskatchewan. In 1990, the Saskatchewan Recreation Society conducted a study entitled "The Role and Function of the Recreation Staff in Long Term Care Settings". Two of the key recommendations from that particular report identified that a) Recreation workers, co-workers and administrators all require a clearer definition of the role of the recreation working in a long term care facility, and b) Job descriptions of recreation workers require standardization and a clearer description of qualifications, responsibilities, accountability and expectations needs to be documented in job descriptions.

The 1990s also witnessed a watershed moment in the history of therapeutic recreation in our province. In 1996, the Saskatchewan government undertook a review of the health care delivery system. Jim Dorsey was tasked with the responsibility of reviewing the current health care delivery system in Saskatchewan and making recommendations that would carry this system forward into the 21st Century. This challenging task was to address the confusion of having over 21 bargaining units representing health care workers, now being divided into the Health Districts system.

Dorsey recommended the development of three bargaining units to represent all of Saskatchewan's health care workers: i) nurses, ii) health care professionals, and iii) health care support workers. The health care professionals unit included physical therapists, occupational therapists, speech and language pathologists, social workers, psychologists and other professionals such as lab technologists.

S.A.R.P. responded immediately to this recommendation and mobilized a team of therapeutic recreation leaders to meet with Dorsey and address the oversight of not including Recreation Therapists in the Health Care Professional bargaining Unit. Dorsey's statements to S.A.R.P suggested that all employees working in Recreation Therapy were not included in the health care professionals unit as Therapeutic Recreation Professionals, in part, because of a lack of standards of practice, lack of clear roles and responsibilities (job descriptions) and a lack of licensure and certification. During this meeting, Dorsey was apprised of the existing clear role of Recreation Therapists in the interdisciplinary health care team, contributing to both assessment and treatment.

Dorsey amended his recommendation to therefore include individuals who were both titled and functioning as Recreation Therapists into the Health Care Professionals' unit, and retained the decision that all other positions in recreation programming and support would remain in the health care support workers unit.

The Health Science Association of Saskatchewan (HSAS) (www.has-sk.ca) was identified as the bargaining unit to represent this group of allied health professionals. At this point in time, the minimum education requirements for a Recreation Therapist in Saskatchewan included either a

diploma in Therapeutic Recreation from the Saskatchewan Institute of Applied Science and Technology in Saskatoon or a baccalaureate degree in Physical Activity Studies or Kinesiology with a major in adapted physical activity from the University of Regina, or other related Therapeutic Recreation Degree. However, until the late 1990s, those persons with a similar education and training (diploma in recreation or leisure management or recreation technology) who were titled and functioning as Recreation Therapists were grandfathered into the Recreation Therapist positions under the HSAS.

Following the Dorsey commission, The Canadian Union of Public Employees (<http://www.cupe.sk.ca/healthcouncil.htm>), the Service Employees International Union (<http://seiusask.ca/299/index.html>) and Saskatchewan Government Employees Union (<http://www.sgeu.org/index.html>) were identified as the bargaining unit to represent recreation professionals who were functioning as recreation programmers, coordinators, and activity workers.

In the early 2000s, these unions, along with the Saskatchewan Association of Health Organizations began the task of joint job evaluations. The process of evaluating, reclassifying and recreation job descriptions initially involved recreation professionals who were members of HSAS, SEIU, CUPE and SGEU. All employees provided position evaluations, summarizing the work, risk, and conditions of their employment. While the Joint Job Evaluation process was completed in late 2005 by SAHO and the union, there are no current job descriptions for Recreation Therapists provincially.

Further work by the S.A.R.P. resulted in the adoption of Standards of Practice for Therapeutic Recreation in October 2000. The process led to the development of an action group tasked with the responsibility to create job descriptions for therapeutic recreation professionals working in Saskatchewan. This particular document, along with the previous work by S.A.R.P. continues to move the therapeutic recreation profession forward along the professional continuum towards registration, licensure and certification.

SECTION II: Therapeutic Recreation Job Description Framework

RECREATION THERAPIST

POSITION TITLE

Recreation Therapist

In Saskatchewan a Recreation Therapist must meet the eligibility requirements for Professional membership standing with:

Saskatchewan Association of Recreation Professionals (S.A.R.P.)

Canadian Therapeutic Recreation Association (C.T.R.A)

AFFILIATION

Health Sciences Association of Saskatchewan (H.S.A.S.)

Note: There may not be a union affiliation for employees in settings such as private, non-profit or commercial and therefore may be classified as out of scope

JOB SUMMARY

The Recreation Therapist focuses on goal directed, outcome-oriented behavior that is designed to elicit a desired change in functioning of clientele through various recreation based interventions. In doing so, the incumbent will adhere to the established *Standards of Practice for Therapeutic Recreation in Saskatchewan* (see Appendix B). The Recreation Therapist must adhere to the formal Therapeutic Recreation process, inclusive of assessment, planning, implementation and evaluation through goal directed and outcome-oriented interventions.

EDUCATION AND EXPERIENCE

Bachelor of Kinesiology (TR /Adapted)

Bachelor of Physical Activity Studies (Adapted)

Diploma in Therapeutic Recreation

Therapeutic Recreation Degree (please note this degree is not available in Saskatchewan)

Bachelor of Leisure Studies with a specialization in Therapeutic Recreation

Experience - Recent experience in Therapeutic Recreation program delivery is preferred.

RESPONSIBLE TO

Each employer determines to whom its incumbent reports. Examples may include:

Director/Manager/Coordinator of Therapeutic Recreation

Program Manager

Administrator

SUPERVISORY RESPONSIBILITIES

Supervise Therapeutic Recreation Programmers and Therapeutic Recreation Assistants

Provide direction and guidance to students and volunteers.

KNOWLEDGE

- Understanding of the physical, social, emotional, cognitive and spiritual impacts of Therapeutic Recreation and how they relate to overall client health
- Knowledge of various Therapeutic Recreation assessment tools and techniques
- Knowledge of an individualized and systematic process to gather, analyze and interpret assessment data
- Knowledge in the provision of therapeutic recreation interventions and programs
- Understanding of disease and disabilities pertinent to setting eg. Mental health
- Understanding of documentation and outcome measures

- Knowledge of a variety of individual and group facilitation techniques
- Knowledge of Therapeutic Recreation service delivery documentation
- Knowledge of Therapeutic Recreation program evaluation measures and outcome measures
- Knowledge of current Therapeutic Recreation literature, resources, standards, trends and research.
- Knowledge of current Therapeutic Recreation models, Standards of Practice for provincial and national affiliations
- Knowledge of the internal and external resources required for program implementation, as well as how to access these services
- Knowledge of agency and Therapeutic Recreation policies and procedures

SKILLS

- Ability to select, administer, implement, score, analyze, and interpret standardized and non-standardized assessments
- Ability to select goal-directed and outcome-oriented interventions aimed at maintenance and/or enhancement of individual leisure status and functional level
- Ability to write comprehensive program protocols
- Ability to convey program protocols, goals and objectives and criteria to clients and multi-disciplinary team members
- Demonstrated leadership skills and ability to adapt to changing environments
- Ability to maintain Therapeutic Recreation documentation (i.e., written assessments, progress notes and workload measurement statistics)
- Ability to evaluate individual/program progress and apply modifications as necessary
- Ability to coordinate on-site services and community integration opportunities
- Ability to work independently and collaboratively with team members
- Strong oral and written communication skills
- Ability to coordinate multiple Therapeutic Recreation services for clients
- Ability to facilitate Therapeutic Recreation education sessions
- Ability to operate required equipment in a safe, effective manner
- Typically requires a moderate level of physical health/fitness as this position requires physical participation with clients.
- Adaptable to a variety of environments and settings.
- Computer applications

RESPONSIBILITIES

- Develop Therapeutic Recreation interventions and treatment, based on assessed needs of clients
- Write clear, concise and comprehensive program outlines
- Identify measurable outcomes related to client identified goals and the overall intervention plan, demonstrating client's progression towards their goals
- Convey assessment results and treatment plan to client and multi-disciplinary team members
- Ensure the intervention plan supports a multi-disciplinary team approach to treatment
- Document and report treatment plans and progress with multi-disciplinary team members
- Communicate effectively with client / family and multi-disciplinary team members
- Document and articulate program rationale, goals, benefits, expected outcomes, etc. to clients, team members and other relevant stakeholders
- Use a variety of facilitation techniques to achieve desired outcomes
- Maintain documentation standards as set forth by the agency, risk management
- Coordinate and integrate ongoing evaluation of Therapeutic Recreation programs and services and communicate to all relevant parties
- Develop Therapeutic Recreation policies and procedures
- Adhere to the accepted Therapeutic Recreation code of ethics, *Standards of Practice for Therapeutic Recreation in Saskatchewan* and agency policies

- Select, apply and report on outcome-oriented evaluation techniques and procedures
- Use research findings to enhance program offerings
- Act as an advocate for the advancement of the profession
- Participate in Therapeutic Recreation related/program/agency committees
- Facilitate community partnerships and volunteer services as required
- Act as an educator and resource to multi-disciplinary team members
- Complete research reports and communicate to stakeholders
- Other duties as required

SENIOR RECREATION THERAPIST

POSITION TITLE

Senior Recreation Therapist

In Saskatchewan a Recreation Therapist must meet the eligibility requirements for Professional membership standing with:

Saskatchewan Association of Recreation Professionals (S.A.R.P.)
Canadian Therapeutic Recreation Association (C.T.R.A)

AFFILIATION

Health Sciences Association of Saskatchewan (H.S.A.S.)

Note: There may not be a union affiliation for employees in settings such as private, non-profit or commercial and therefore may be classified as out of scope.

JOB SUMMARY

The Senior Recreation Therapist has both clinical and administrative duties.

The Recreation Therapist focuses on goal directed, outcome-oriented behavior that is designed to elicit a desired change in functioning of clientele through various recreation based interventions. In doing so, the incumbent will adhere to the established *Standards of Practice for Therapeutic Recreation in Saskatchewan* (see Appendix B). The Recreation Therapist must adhere to the formal Therapeutic Recreation process, inclusive of assessment, planning, implementation and evaluation through goal directed and outcome-oriented interventions. The Senior Recreation Therapist provides leadership, direction, coordination and support to staff recreation therapists and other staff. They are also responsible for program budgets and evaluation, and research.

EDUCATION AND EXPERIENCE

Bachelor of Kinesiology (TR /Adapted)

Bachelor of Physical Activity Studies (Adapted)

Diploma in Therapeutic Recreation

Therapeutic Recreation Degree (please note this degree is not available in Saskatchewan)

Bachelor of Leisure Studies with a specialization in Therapeutic Recreation

In addition to the education listed above, the Senior Recreation Therapist will have three years of recent experience in program specific Therapeutic Recreation and three years of supervisory experience.

RESPONSIBLE TO

Each employer determines to whom its incumbent reports. Examples may include:

Director/Manager/Coordinator of Therapeutic Recreation

Program Manager

Administrator

SUPERVISORY RESPONSIBILITIES

Supervises Recreation Therapists and/or Therapeutic Recreation Programmers and Therapeutic Recreation Assistants

Provides direction to students involved in Therapeutic Recreation placements

Provides guidance to volunteers involved in Therapeutic Recreation programs

Senior Recreation Therapists have the same knowledge, skills and responsibilities listed in the Recreation Therapist job description, with the additions listed below.

Note for individuals working in a position within the Health Sciences Association of Saskatchewan (HSAS). A letter of understanding was signed on November 18, 2003 between the HSAS and the

Saskatchewan Association of Health Organizations (SAHO) which outlines the process for determining when a position is designated as Senior. Senior position job duties must meet specific criteria, relating to supervision, resources and specialization. Copies of this letter are available from HSAS, and may be posted on their web site at <http://www.hsa-sk.com/>

KNOWLEDGE

- Knowledge of human resource management and leadership development

RESPONSIBILITIES

- Assist in budget preparation, expense control, and maintenance of department resources (i.e., program space, equipment, supplies and expenses)
- Maintain quality assurance processes
- Conduct staff hiring, orientation, supervision and performance evaluation
- Apply appropriate research techniques
- Incorporate agency research policies and procedures
- Act as a communication link between staff and managers

THERAPEUTIC RECREATION PROGRAMMER

POSITION TITLES

Each employer determines the position title. Below is a list of some other common titles:

Activity Worker II

Recreation Worker II

Therapeutic Recreation Coordinator (if working under the direction of a recreation therapist)

AFFILIATION

Canadian Union of Public Employees (C.U.P.E.)

Service Employee International Union (S.E.I.U.)

Saskatchewan Government Employees Union (S.G.E.U.)

Note: There may not be a union affiliation for employees in settings such as private, non- profit or commercial.

JOB SUMMARY

Under the direction of the Recreation Therapist, the Therapeutic Recreation Programmer collaboratively develops, implements and evaluates Therapeutic Recreation services and/or recreation-based activities. The incumbent organizes meaningful leisure participation while meeting client needs and interests while maintaining independence. The incumbent requires a moderate level of physical health/fitness as this position requires active physical participation with clients. The incumbent will demonstrate empathy, self-direction, self-initiative, a positive attitude, enthusiasm and an aptitude to deal with people. Daily contact may include interaction with clients, family, staff, volunteers and the general public.

EDUCATION AND EXPERIENCE

Diploma in Therapeutic Recreation and

Recent experience in Therapeutic Recreation and/or other recreation program delivery preferred

OR

Recent experience in Therapeutic Recreation and/or other recreation program delivery preferred

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

Director/Manager/Coordinator of Therapeutic Recreation

Recreation Therapist/Senior Recreation Therapist

Designated supervisor

CONDITIONS OF EMPLOYMENT

Valid Drivers License

Criminal Record Check

Current CPR / First Aid Certification

Eligible for Professional membership standing with:

Saskatchewan Association of Recreation Professionals (S.A.R.P.)

Canadian Therapeutic Recreation Association (C.T.R.A.)

Computer Applications

SUPERVISORY RESPONSIBILITIES

Supervise Recreation Assistants

Provide direction to students in various placements

Provide guidance to volunteers involved in Therapeutic Recreation and/or recreation-based programs

KNOWLEDGE

- Knowledge of agency and Therapeutic Recreation policies and procedures
- Knowledge of program protocols
- Understanding of client diagnosis and the relationship to Therapeutic Recreation intervention and/or recreation-based activities
- Understanding of Therapeutic Recreation assessment summaries and application to Therapeutic Recreation intervention
- Knowledge of individual and group facilitation techniques
- Knowledge of leisure options and adaptations

SKILLS

- Ability to collaboratively plan and implement Therapeutic Recreation programs and/or recreation-based activities
- Ability to obtain the services of volunteers and community organizations in an effort to enhance existing leisure options
- Ability to coordinate Therapeutic Recreation services and/or recreation-based activities for clients, including on-site services and community integration opportunities
- Ability to establish and maintain high interpersonal approaches and strategies to inspire, stimulate, and encourage on-going client, family, and volunteer involvement in program
- Ability to work in an multi-disciplinary team
- Effective verbal and written communication skills
- Ability to work under minimal supervision and adapt to varying work settings

RESPONSIBILITIES

- Implement programs, under the direction of a Recreation Therapist, utilizing Therapeutic Recreation program planning procedures
- Develop, implement and evaluate group and individual Therapeutic Recreation programs and/or recreation-based activities
- Collaborate with community organizations/resources for program development
- Organize and distribute Therapeutic Recreation and/or recreation schedule to all relevant parties
- Organize, purchase and maintain department resources
- Demonstrate ethical and professional behavior related to the trust and confidentiality of clients
- Maintain accurate documentation as required
- Demonstrate risk management skills related to safety of clients, families, volunteers and co-workers
- Assist in orientation and education of staff, students and volunteers
- Participate in program, population specific, facility, and other meetings and in-services as required
- Be familiar with and promote the policies of the agency, facility or department including mission, vision and values
- Other duties as required

THERAPEUTIC RECREATION ASSISTANT

POSITION TITLES

Each employer determines the position title. Below is a list of some other common titles:

Activity Worker I

Recreation Attendant

Recreation Therapy Aide (if working under the direction of a recreation therapist)

Recreation Therapy Assistant (if working under the direction of a recreation therapist)

Recreation Worker

Recreation Worker I

Therapeutic Recreation Assistant (if working under the direction of a recreation therapist)

AFFILIATION

Canadian Union of Public Employees (C.U.P.E.)

Service Employee International Union (S.E.I.U.)

Saskatchewan Government Employees Union (S.G.E.U.)

Note: There may not be a union affiliation for employees in settings such as private, non-profit or commercial.

JOB SUMMARY

Under the direction of the Recreation Therapist, the incumbent implements Therapeutic Recreation programs and/or recreation-based activities that meet client needs and interests for leisure and maintenance of independence. The incumbent will have a moderate level of physical health/fitness, as this position requires active physical participation with clients. The incumbent will demonstrate empathy, self-initiative, a positive attitude, enthusiasm and an aptitude to deal with people. Daily contact may include interaction with clients, family, staff, volunteers and the general public.

EDUCATION AND EXPERIENCE

Grade 12

Recent experience in recreation program delivery preferred

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

Director/Manager/Coordinator of Therapeutic Recreation

Senior Recreation Therapist/Recreation Therapist

Designated supervisor

CONDITIONS OF EMPLOYMENT

Valid Drivers License

Criminal Record Check

Current CPR / First Aid Certification

Computer Applications

KNOWLEDGE

- Knowledge of agency and Therapeutic Recreation policies and procedures
- Knowledge of program protocols
- Knowledge of individual and group facilitation techniques
- Knowledge of leisure options

SKILLS

- Ability to deliver programs effectively, taking into account client's skills and limitations
- Ability to assist clients in Therapeutic Recreation programs and/or recreation-based activities
- Ability to modify programs to ensure the achievement of optimal outcomes consistent with the

- client's Therapeutic Recreation intervention plan as directed by the Recreation Therapist
- Ability to operate required equipment in a safe, effective manner
 - Display skills in lifting, transferring and wheelchair management
 - Demonstrate problem-solving and decision making skills
 - Effective verbal and written communication skills
 - Ability to work with minimal supervision

RESPONSIBILITIES

- Provide input for recreation care plans
- Review client referrals and goals
- Contribute to program objectives and procedures
- Provide input to monthly calendar
- Notify client and family members of programs and special events
- Monitor client involvement in Therapeutic Recreation Programs and/or recreation-based activities
- Responsible for preparation and clean-up of program work area
- Maintain a safe, sanitary and stimulating environment for all Therapeutic Recreation programs and/or recreation-based activities
- Provide input into purchasing and maintenance of equipment and supplies
- Ensure accurate daily records and statistics of recreation programs
- Provide direction to students involved in various placements
- Provide guidance to volunteers involved in Therapeutic Recreation programs and/or recreation-based activities
- Other duties as assigned

MANAGER OF THERAPEUTIC RECREATION

POSITION TITLE

Each employer determines position titles. Below is a list of some common titles:

Coordinator of Therapeutic Recreation
Manager of Therapeutic Recreation
Director of Therapeutic Recreation and Volunteers

AFFILIATION

Out of Scope

JOB SUMMARY

The incumbent is responsible for the Therapeutic Recreation service delivery system. The recreation/leisure needs of the population must be addressed by providing leisure services, which meet these assessed needs. Effectiveness of programming is evaluated on a continuous basis with regular audits designated to identify concerns.

EDUCATION AND EXPERIENCE

Therapeutic Recreation Degree (Please note that this degree is not available in Saskatchewan)
Bachelor of Kinesiology and Health Studies (Adapted)
Bachelor of Physical Activity Studies (Adapted)
Minimum of three years supervisory experience

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

C.E.O./Executive Director
Director of Care
Manager

SUPERVISORY RESPONSIBILITIES

Supervises Recreation Therapists and/or Senior Recreation Therapists
Supervises Therapeutic Recreation Programmers and Therapeutic Recreation Assistants
Provides direction to students involved in Therapeutic Recreation placements
Provides guidance to volunteers involved in Therapeutic Recreation programs

CONDITIONS OF EMPLOYMENT

Valid Drivers License
Criminal Record Check
Current CPR / First Aid Certification
Eligible for Professional membership standing with:
 Saskatchewan Association of Recreation Professionals (S.A.R.P)
 Canadian Therapeutic Recreation Association (C.T.R.A.)
Computer applications

KNOWLEDGE

- Knowledge of human resource management and leadership development
- Knowledge, understanding and preparation of departmental budget
- Knowledge of collective agreements and applications
- Knowledge that is equivalent to or exceeds the knowledge base of a Recreation Therapist (see page 11 of this document)
- Knowledge of volunteer management, as required

SKILLS

- Proven management skills and effective utilization of resources

- Ability to recruit and retain staff according to accepted human resources methods
- Superior communication and interpersonal skills
- Multi-disciplinary approach to client centered care
- Skills that are equivalent to or exceed the skill base of a Recreation Therapist (see page 8 of this document)
- Effective team leader and participant
- Ability to manage multiple tasks and deadlines
- Ability to teach and motivate staff to understand how best to program for diverse populations
- Ability to support and direct staff, clients, families, and volunteers
- Ability to work with external organizations and stakeholders
- Ability to plan, coordinate and manage departmental priorities

RESPONSIBILITIES

- Manage, supervise and develop the Therapeutic Recreation team to ensure the continuity and coordination of client-centered Therapeutic Recreation Services
- Ensure that all programs are in cooperation with the overall care plan for the client
- Develop and evaluate goals and objectives for the Therapeutic Recreation department
- Coordinate and integrate ongoing evaluation of Therapeutic Recreation programs and services and communicate to all relevant parties.
- Facilitate development of Therapeutic Recreation Policies and Procedures
- Ensure staff adhere to the Therapeutic Recreation *Standards of Practice for Therapeutic Recreation in Saskatchewan* and other policies and procedures such as Occupational Health and Safety regulations, facility philosophy, and goals
- Develop and maintain job descriptions and routines for Therapeutic Recreation staff
- Prepare assignments and work schedules for Therapeutic Recreation staff and volunteers
- Plan for and deliver regular staff meetings
- Facilitate cooperative relationships with other local agencies and organizations
- Liaise with other managers and coordinators with respect to professional issues
- Prepare, monitor, analyze and the budget for the department, including staffing and capital equipment
- Participate in the organization's management activities and ensure departmental Continuous Quality Improvement initiatives are maintained
- Ensure adherence to documentation standards/guidelines
- Attend courses/workshops, and maintain current knowledge in the field of Therapeutic Recreation
- Overall volunteer management (recruit, screen, orient, educate, evaluate, recognize, and maintain)

Section III: JOB DESCRIPTION FRAMEWORK

RECREATION PROGRAMMER

This job description was written for Programmers who are focused on meeting the Recreation needs of residents and are NOT working under the direction of a Recreation Therapist providing Therapeutic Recreation.

POSITION TITLES

Each employer determines the position title. Below is a list of some other common titles:

Recreation Coordinator

Activity Worker II

Recreation Worker II

AFFILIATION

Canadian Union of Public Employees (C.U.P.E.)

Service Employee International Union (S.E.I.U.)

Saskatchewan Government Employees Union (S.G.E.U.)

Note: There may not be a union affiliation for employees in settings such as private, non-profit or commercial.

JOB SUMMARY

Special recreation has a similar focus to general recreation that is to focus on voluntary meaningful leisure opportunities that matches individuals' recreation interests and abilities (Smith, Austin, Kennedy, Lee, & Hutchison, 2005). Special recreation makes accommodations to support participation by persons with disabilities, keeping leisure experience the focus.

The Recreation Programmer collaboratively develops, implements and evaluates Recreation Services (may include adaptive recreation-based activities) to meet the social, cultural, recreational, physical, mental, emotional and spiritual needs of the clients/patients/residents. The incumbent organizes meaningful leisure participation to meet client needs and interests while promoting independence where possible. The incumbent requires a moderate level of physical health/fitness as this position requires active physical participation with clients. The incumbent will demonstrate empathy, self-direction, self-initiative, a positive attitude, enthusiasm and an aptitude to deal with people. Daily contact may include interaction with clients, family, staff, volunteers and the general public.

EDUCATION AND EXPERIENCE

Diploma in Therapeutic Recreation and

Recent experience in Special Recreation and/or other related recreation program delivery preferred **OR**

Diploma in Recreation and Leisure Management and

Recent experience in Therapeutic Recreation and/or other recreation program delivery preferred

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

Manager or Administrator

Director of Care

Director/Manager/Coordinator of Therapeutic Recreation

Recreation Therapist/Senior Recreation Therapist

Designated supervisor

CONDITIONS OF EMPLOYMENT

Valid Drivers License

Criminal Record Check

Current CPR / First Aid Certification

Eligible for Professional membership standing with:

Saskatchewan Association of Recreation Professionals (S.A.R.P.)

Canadian Therapeutic Recreation Association (C.T.R.A.)

Computer applications

SUPERVISORY RESPONSIBILITIES

Supervise Recreation Assistants

Provide direction to students in various placements

Provide guidance to volunteers involved in Therapeutic Recreation and/or recreation-based programs

KNOWLEDGE

- Knowledge of agency and recreation policies and procedures
- Knowledge of program protocols
- Understanding of client diagnosis and the relationship to recreation-based activities
- Knowledge of individual and group facilitation techniques
- Knowledge of leisure options and adaptations

SKILLS

- Ability to collaboratively plan and implement recreation services and programs.
- Ability to obtain the services of volunteers and community organizations in an effort to enhance existing leisure options
- Ability to coordinate recreation services and/or adaptive recreation-based activities for clients, including on-site services and community integration opportunities
- Ability to establish and maintain high interpersonal approaches and strategies to inspire, stimulate, and encourage on-going client, family, and volunteer involvement in program
- Ability to work in an multi-disciplinary team
- Effective verbal and written communication skills
- Ability to work under minimal supervision and adapt to varying work settings

RESPONSIBILITIES

- Implement programs utilizing recreation program planning procedures
- Develop, implement and evaluate group and individual Recreation programs and/or adaptive recreation-based activities
- Collaborate with community organizations/resources for program development
- Organize and distribute Recreation program schedule to all relevant parties
- Organize, purchase and maintain department resources
- Demonstrate ethical and professional behavior related to the trust and confidentiality of clients
- Maintain accurate documentation as required
- Demonstrate risk management skills related to safety of clients, families, volunteers and co-workers
- Assist in orientation and education of staff, students and volunteers
- Participate in program, population specific, facility, and other meetings and in-services as required
- Be familiar with and promote the policies of the agency, facility or department including mission, vision and values
- Other duties as required

RECREATION ASSISTANT

This job description was written for Recreation Assistants who are under the direction of a Recreation Programmer and/or supervised by a Manager of Recreation and NOT under the direction of a Recreation Therapist providing Therapeutic Recreation.

POSITION TITLES

Each employer determines the position title. Below is a list of some other common titles:

Activity Worker I
Recreation Attendant
Recreation Worker
Recreation Worker I

AFFILIATION

Canadian Union of Public Employees (C.U.P.E.)
Service Employee International Union (S.E.I.U.)
Saskatchewan Government Employees Union (S.G.E.U.)

Note: There may not be a union affiliation for employees in settings such as private, non-profit or commercial.

JOB SUMMARY

Special recreation has a similar focus to general recreation that is to focus on voluntary meaningful leisure opportunities that matches individuals' recreation interests and abilities (Smith, Austin, Kennedy, Lee, & Hutchison, 2005). Special recreation makes accommodations to support participation by persons with disabilities, keeping leisure experience the focus.

Under the direction of the Recreation Programmer, Working Recreation Supervisor, or Recreation Manager, the incumbent implements Recreation Services and/or adaptive recreation-based activities to meet the social, cultural, recreational, physical, mental, emotional and spiritual needs of the clients/patients/residents. The incumbent will have a moderate level of physical health/fitness, as this position requires active physical participation with clients. The incumbent will demonstrate empathy, self-initiative, a positive attitude, enthusiasm and an aptitude to deal with people. Daily contact may include interaction with clients, family, staff, volunteers and the general public.

EDUCATION AND EXPERIENCE

Grade 12
Recent experience in recreation program delivery preferred

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

Manager or Administrator
Director of Care
Director/Manager/Coordinator of Therapeutic Recreation
Senior Recreation Therapist/Recreation Therapist
Designated supervisor

CONDITIONS OF EMPLOYMENT

Valid Drivers License
Criminal Record Check
Current CPR / First Aid Certification
Computer applications

KNOWLEDGE

- Knowledge of agency and Recreation policies and procedures
- Knowledge of program protocols

- Knowledge of individual and group facilitation techniques
- Knowledge of leisure options

SKILLS

- Ability to deliver programs effectively, taking into account client's skills and limitations
- Ability to assist clients in Recreation programs and/or adaptive recreation-based activities
- Ability to modify programs to ensure the achievement of optimal outcomes consistent with the client's intervention plan as directed by Recreation Programmer, Working Recreation Supervisor, or Recreation Manager
- Ability to operate required equipment in a safe, effective manner
- Display skills in lifting, transferring and wheelchair management
- Demonstrate problem-solving and decision making skills
- Effective verbal and written communication skills
- Ability to work with minimal supervision

RESPONSIBILITIES

- Provide input for recreation care plans
- Review client referrals and goals
- Contribute to program objectives and procedures
- Provide input to monthly calendar
- Notify client and family members of programs and special events
- Monitor client involvement in Recreation Programs and/or adaptive recreation-based activities
- Responsible for preparation and clean-up of program work area
- Maintain a safe, sanitary and stimulating environment for all Recreation programs and/or adaptive recreation-based activities
- Provide input into purchasing and maintenance of equipment and supplies
- Ensure accurate daily records and statistics of recreation programs
- Provide direction to students involved in various placements
- Provide guidance to volunteers involved in Recreation programs and/or adaptive recreation-based activities
- Other duties as assigned

MANAGER OF RECREATION

POSITION TITLE

Each employer determines position titles. Below is a list of some common titles:

Manager of Recreation
Director of Recreation and Volunteers

AFFILIATION

Out of Scope

JOB SUMMARY

Special recreation has a similar focus to general recreation that is to focus on voluntary meaningful leisure opportunities that matches individuals' recreation interests and abilities (Smith, Austin, Kennedy, Lee, & Hutchison, 2005). Special recreation makes accommodations to support participation by persons with disabilities, keeping leisure experience the focus.

The incumbent is responsible for the Recreation Service delivery system including adaptive recreation programming. The recreation/leisure needs of the population must be addressed by providing leisure services, which meet these assessed needs. Effectiveness of programming is evaluated on a continuous basis with regular audits designated to identify concerns.

EDUCATION AND EXPERIENCE

Therapeutic Recreation Degree (Note that this degree is not available in Saskatchewan)

Bachelor of Kinesiology and Health Studies (Adapted)

Bachelor of Physical Activity Studies (Adapted)

Minimum of three years supervisory experience

RESPONSIBLE TO

Each employer determines to whom the incumbent reports. Examples may include:

C.E.O./Executive Director

Director of Care

Manager

SUPERVISORY RESPONSIBILITIES

Supervises Recreation Programmers and Recreation Assistants

Provides guidance to volunteers involved in Recreation programs

CONDITIONS OF EMPLOYMENT

Valid Drivers License

Criminal Record Check

Current CPR / First Aid Certification

Eligible for Professional membership standing with:

Saskatchewan Association of Recreation Professionals (S.A.R.P)

Canadian Therapeutic Recreation Association (C.T.R.A.)

Computer applications

KNOWLEDGE

- Knowledge of human resource management and leadership development
- Knowledge, understanding and preparation of departmental budget
- Knowledge of collective agreements and applications
- Knowledge of volunteer management, as required

SKILLS

- Proven management skills and effective utilization of resources
- Ability to recruit and retain staff according to accepted human resources methods

- Superior communication and interpersonal skills
- Multi-disciplinary approach to client centered care
- Effective team leader and participant
- Ability to manage multiple tasks and deadlines
- Ability to teach and motivate staff to understand how best to program for diverse populations
- Ability to support and direct staff, clients, families, and volunteers
- Ability to work with external organizations and stakeholders
- Ability to plan, coordinate and manage departmental priorities

RESPONSIBILITIES

- Manage, supervise and develop the Recreation team to ensure the continuity and coordination of client-centered Recreation Services
- Ensure that all programs are in cooperation with the overall care plan for the client
- Develop and evaluate goals and objectives for the Recreation department
- Coordinate and integrate ongoing evaluation of Recreation programs and services and communicate to all relevant parties.
- Facilitate development of T Recreation Policies and Procedures
- Ensure staff adhere to the Therapeutic Recreation *Standards of Practice for Therapeutic Recreation in Saskatchewan* and other policies and procedures such as Occupational Health and Safety regulations, facility philosophy, and goals
- Develop and maintain job descriptions and routines for Recreation staff
- Prepare assignments and work schedules for Recreation staff and volunteers
- Plan for and deliver regular staff meetings
- Facilitate cooperative relationships with other local agencies and organizations
- Liaise with other managers and coordinators with respect to professional issues
- Prepare, monitor, analyze and the budget for the department, including staffing and capital equipment
- Participate in the organization's management activities and ensure departmental Continuous Quality Improvement initiatives are maintained
- Ensure adherence to documentation standards/guidelines
- Attend courses/workshops, and maintain current knowledge in the field of Recreation, Adaptive Recreation, and Therapeutic Recreation
- Overall volunteer management (recruit, screen, orient, educate, evaluate, recognize, and maintain)

SECTION IV: APPENDIX

A. S.A.R.P. Membership Categories

Incumbents of the positions identified herein, with the exception of the Recreation Assistants, are typically eligible for Professional Membership in S.A.R.P. Recreation Assistants, due to the lack of formal education, and are eligible for Associate Membership.

Professional Members - Professional membership is available to individuals employed in the leisure service field in Saskatchewan or individuals retired from active employment in the leisure services field in Saskatchewan. A Professional member must possess a minimum of a diploma in leisure studies and a minimum of one-year work experience. Any new member qualifying for Professional membership must serve one year following completion of post secondary education as an Affiliate member.

Affiliate Members - Affiliate membership is the category that is held by individuals who meet the educational requirements for Professional membership but have not yet acquired the necessary years of work experience. Once the individual has acquired the necessary years of work experience, they can then gain their Professional membership.

Student - Student Membership is available to any individual enrolled in an accredited post-secondary leisure service program or related field and is not employed full-time. The individual must be a permanent resident of Saskatchewan or attending school in Saskatchewan.

Associate - Associate membership is available to any individual who ascribes to the Values, Vision, Mission, and Goals of the Association and is not eligible for membership under other membership categories.

Honorary Life Member - Honorary Life members will retain all the privileges of a Professional member of the Association but will be exempt from paying annual membership fees. Honorary Life members are regarded as mentors and valued for their expertise and long term service to the professional and the Association.

Alumni Member - Alumni members are individuals who have been professional members with the Association, but no longer work in the field, and would like to maintain contact with the Association and field. Alumni members are entitled to all the benefits of membership with the exception of voting privileges, education assistance and the right to run for office.

B. Overview of the Standards of Practice for Therapeutic Recreation in Saskatchewan

STANDARDS OF PRACTICE OVERVIEW

- 1 **ASSESSMENT** - Utilizes an individualized and systematic process to collect comprehensive and accurate information related to leisure functioning.
- 2 **INTERVENTION PLAN** - Outlines specific strategies/modalities based on assessment results. This individualized plan is goal oriented and developed in collaboration with the client, treatment team and other relevant stakeholders.
- 3 **PROGRAM DEVELOPMENT** - A systematic process which incorporates the needs and preferences of clients into the formulation of specific program outlines for individual, small group or large group intervention. Outlines should include program purpose, rationale, description, target population, goals, outcomes, evaluation mechanisms and resource requirements.
- 4 **PROGRAM DELIVERY** - Involves the provision of a variety of goal oriented programs focusing on a continuum of services. These programs can be delivered on an individual, small group or large group basis.
- 5 **DOCUMENTATION** - Is the written record of all therapeutic recreation services. Client specific documentation may take the form of initial screening, assessment report, progress report, discharge report, case review or intervention note. Service specific documentation may include policy and procedures, program outline, workload measurement, etc.
- 6 **EVALUATION** - Involves a thorough review of all components related to therapeutic recreation services.
- 7 **RESEARCH** - Involves the formalized and systematic review of components relating to therapeutic recreation services.
- 8 **PROFESSIONAL DEVELOPMENT** - is a commitment to ongoing involvement in upgrading personal and professional knowledge related to Therapeutic Recreation.

C. Examples of potential specializations in Saskatchewan

Specialization	Examples of Settings
Acute care	Hospitals
Addictions	Community, in-patient, day programs
Community	Acquired brain injury, schools, non-profits, primary health care teams, supported living, respite, mental health
Corrections	Federal penitentiaries, psychiatric facilities
Long term care	Respite, extended care, day programs
Mental Health	Day programs, in-patient, out patient, non-profits
Private	Personal care homes, retirement homes, group homes
Rehabilitation	Acquired brain injury, children, adults, addictions, respite

D. What Saskatchewan post-secondary education opportunities are there?

Education specific to Therapeutic Recreation		
SIAST – Kelsey Campus	Diploma in Therapeutic Recreation	2 years of study or option for distance education
University of Regina	Bachelor of Kinesiology Adapted Physical Activity (Therapeutic Recreation) major Master of Science in Physical Activity Studies with emphasis Adapted Physical Activity/TR	4 years of study (undergraduate)
Other recreation diplomas		
SIAST – Kelsey Campus	Diploma in Recreation and Leisure Management	2 years of study
SIAST – Northlands College	Diploma in Recreation and Leisure Management	3 years (part time model)

E. Glossary of terms

ASSESSMENT

The process of placing a value through measurement and quantification.
(Idyll Arbor's Therapy Dictionary, second edition)

DIAGNOSIS

Art and science of distinguishing one disease or disorder from another. Most diagnosis have commonly known standardized definitions for what symptoms are present (and not present). Once a diagnosis has been assigned, the treatment team will be able to work with a common understanding of the patient's needs, limitations and strengths.
(Idyll Arbor's Therapy Dictionary, second edition)

DOCUMENTATION

Written information about events that others may read, which provides a record of treatment and services; the process of making a permanent record.
(Idyll Arbor's Therapy Dictionary, second edition)

INTERVENTION

Act of purposely modifying an action or thought to influence the outcome.
(Idyll Arbor's Therapy Dictionary, second edition)

LEISURE

Leisure is generally considered to be a state of mind, or time spent in the absence of work or commitment. *(Idyll Arbor's Therapy Dictionary, second edition)*

MODALITY(IES)

The type of activity used to deliver treatment. *(Idyll Arbor's Therapy Dictionary, second edition)*

MULTI-DISCIPLINARY TEAM (INTER-DISCIPLINARY TEAM)

Healthcare professionals who come from a variety of training backgrounds and who work together as a team to help provide the treatment and services needed by a patient.
(Idyll Arbor's Therapy Dictionary, second edition)

OUTCOME

The results of an action. In healthcare "outcome" refers to the anticipated and/or actual result expected as a direct result of a treatment, intervention or staff action.
(Idyll Arbor's Therapy Dictionary, second edition)

PROGRESS NOTES

The section of a patient's medical chart where information about patient's ongoing needs and treatment is written. It is used as a main communication system for the multi-disciplinary team.
(Idyll Arbor's Therapy Dictionary, second edition)

PROTOCOLS

A defined (written) treatment or set of treatments which have a clearly defined format, length of intervention, and stated expected results when used with a specific group of patients who all share common clinical conditions.
(Idyll Arbor's Therapy Dictionary, second edition)

RECREATION

A pleasurable activity that one is voluntarily engaged in during leisure time, which includes physical, artistic, creative, spiritual, cultural, social and intellectual pursuits. *(S.A.R.P. 1998)*

RECREATION-BASED ACTIVITIES

Recreation activities based upon the definition above.

RECREATION PROFESSIONAL

Has a passion for the recreation field,

Subscribes to accepted standards within the recreation field,

Has built a core body of knowledge in recreation and leisure, (*S.A.R.P. Professional Competencies, 1995*),

Has gained an accepted level of experience in the recreation field and,

Ascribes to accepted ethics in their profession. (*S.A.R.P., 1998*)

RECREATION THERAPIST- UNDER REVIEW

A clinician who is professionally trained and credentialed to provide services to restore, remediate or rehabilitate the patient's functional ability while using leisure and activities as modalities. (*Idyll Arbor's Therapy Dictionary, second edition*)

SPECIAL RECREATION: UNDER REVIEW

Special recreation has a similar focus to general recreation that is to focus on voluntary meaningful leisure opportunities that matches individuals' recreation interests and abilities.

Special recreation makes accommodations to support participation by persons with disabilities, keeping leisure experience the focus. (*Smith, Austin, Kennedy, Lee, & Hutchison, 2005*)

THERAPEUTIC RECREATION: UNDER REVIEW

Therapeutic Recreation focuses on goal directed, outcome-oriented behavior that is designed to elicit a desired change in functioning of clientele through various recreation based interventions. (*Austin, 2004; Peterson & Stumbo, 2004*).

A service that is provided to individuals who have physical, mental, social or emotional limitations which impacts their ability to engage in meaningful leisure experiences. Therapeutic Recreation interventions are directed toward treatment, leisure education and participation opportunities.

These interventions support the goal of assisting the individual to maximize independence in leisure, optimal health and the highest possible quality of life. (*CTRA Membership Manual – 1997; S.A.R.P. 1998*)

F. Sources

Austin, D.R. (2004). *Therapeutic recreation: Processes and techniques, 5th ed.* Champaign, IL: Sagamore,

Blaschko, T. M. (Ed.) (2001). *Idyll Arbor's therapy dictionary, 2nd ed.* Enumclaw, WA: Idyll Arbor.

Peterson, C.A., & Stumbo, N. J. (2004). *Therapeutic recreation program design: Principles and procedures, 4th ed.* San Francisco, CA: Pearson Education.

Saskatchewan Association of Recreation Professionals. *Therapeutic recreation service model.*

Saskatchewan Association of Recreation Professionals. (1996). *Long term care job descriptions for Saskatchewan.*

Saskatchewan Association of Recreation Professionals (2000). *Standards of practice for therapeutic recreation in Saskatchewan.*

Saskatchewan Association of Recreation Professionals (2002). *A framework for community recreation job descriptions.*

Smith, R.W., Austin, D.R., Kennedy, D.W., Lee, Y., & Hutchison, P. (2005). *Inclusive and special recreation: Opportunities for persons with disabilities, 5th ed.* Boston, MA: McGraw Hill.

G. Job Descriptions submitted

Thank you to the S.A.R.P. members who submitted job descriptions in 2003 for this project. Not all submissions are noted, due to sources being unavailable, but all are appreciated. *Note that Health Districts below are now renamed and are called Health Regions.

Battlefords Regional Care Centre
Career Headways Inc.
Diamond Lodge
Lumsden & District Health
Pioneer Lodge
Prince Albert Health District - ABI Outreach Team
Regina Health District - Therapies
Regina Lutheran Home
Regina Pioneer Village
St. Mary's Villa
Santa Maria Nursing Home
Saskatchewan Abilities Council
Saskatchewan Association for the Rehabilitation of the Brain Injured
Saskatchewan Housing
Saskatoon Health District
South Country Health District
Salvation Army – William Booth Special Care Home
Unity Hospital
Valley View Centre

H. Acknowledgements

Member volunteers of the Saskatchewan Association of Recreation Professionals researched and developed this document. Tammy Reihl (chair), Sherri Babcock, Irene Berns, Sandra Cripps, Linda Ostryzniuk, Kathy Park and Candace Tirk managed the huge task of determining the structure and then organizing the content of the document. Gary Georgeson, Jackie Hubick and Larena Hoeber were the liaisons between this task group and the Board of Directors. Doug Cripps, Jackie Hubick and Mark Parolin read and edited several final drafts. Final edits and revisions were done by Doug Cripps, Elaine Stobbe, Mark Parolin and Linda Martin. Executive director Donna Roy provided administrative support. Countless members submitted their job descriptions to act as a base for this document, while others took time to review drafts of this document and provide their input individually and through focus groups. This document is one step in moving Therapeutic Recreation along the professional continuum. Documents previously developed by dedicated member volunteers were the building blocks for this framework, and are noted in the reference section. Thank you everyone.

NOTES

Supported By:

