



# **IPSC Mentorship Program**

## Mentorship Overview

Disability Support Program

November 2025



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## IPSC Mentorship Program



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### Today's Objectives

- Outline the objectives and areas of support available for building an effective and sustainable mentorship program.
- Kickoff the IPSC Mentorship Program



# Program Objective & Purpose

## Why A IPSC Mentorship Program



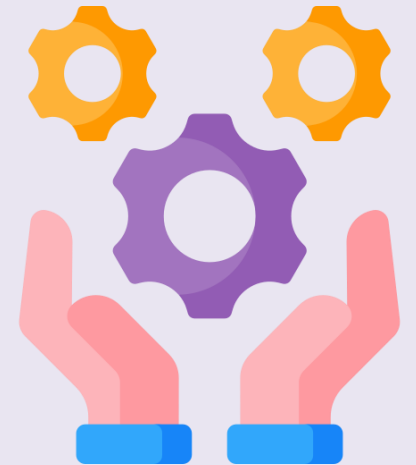
### Objective

- Establish a **sustainable mentorship program** through connecting Subject Matter Experts (SMEs) with DSP Intensive Planning and Support Coordinator (IPSC) Team Leads to build their knowledge, skills, and confidence to **guide and support IPSCs** effectively as DSP expands support planning under the IF model.



### Purpose

- To ensure **IPSCs have the practical guidance** they need by **equipping Team Leads** to mentor and support them, helping DSP participants plan for and live their idea of a good life.

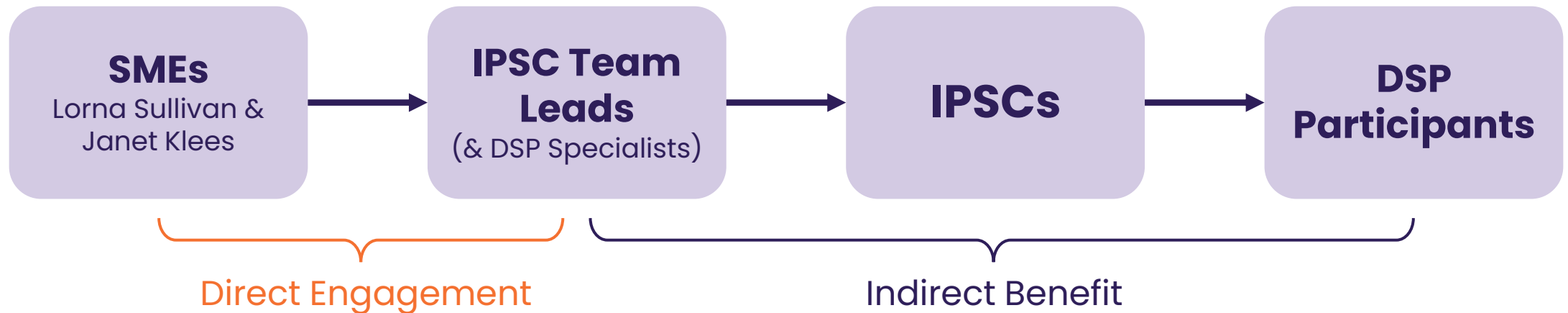


# Who It's For

## Chain of Impact



This mentorship will **connect SMEs directly with IPSC Team Leads** to build in-house expertise, ensuring IPSCs feel supported and confident in delivering high-quality support planning to DSP participants.



**DSP Specialists will have the opportunity to be involved in group mentorship sessions to offer guidance and support capacity building.**

# Areas of Mentorship Support

## SME Mentorship



Based on direction from DSP, **3 areas have been identified** as the main areas of support which will be provided through the mentorship program.

### Planning & Development

#### **Moving from ideas to concrete, human-centred plans:**

- Proposal to plan development
- Identifying early priorities and quick wins during planning
- Clarifying core goals and needs
- Using critical thinking to assess the best pathways of support

### Implementation & Action

#### **Putting plans into action:**

- Practical guidance to get support plans started
- Small actions to build progress over time
- Support and ideas for acquiring direct supports with limited funding

### Relationships & Networks

#### **Relationship-building:**

- Building strong relationships with individuals and families
- Spending time to deeply understand needs
- Strengthening natural support networks
- Engaging beyond the surface-level relationships

### **Bottom Line**

SMEs are there to equip IPSC Team Leads with the knowledge, critical thinking, and confidence to support IPSCs – including navigating challenges beyond specific topics.

# Privacy Considerations

## Setting Guidelines



The team met with OSD Privacy to discuss data sharing and privacy considerations. Based on Privacy's recommendations, the team has **drafted a series of privacy guidelines** that will be incorporated into the program overview document.

### Can Do:

**Experiences Discussion:** Discussing general themes, challenges, and experiences that IPSC team leads share without sharing individual information

**Supporting Team Growth:** General challenges and successes in team management and leadership while supporting the IPSC teams as they begin to operate across DSP regions

**Addressing System Challenges:** Discussing system issues and regional challenges in general terms, along with advising on ideas and ways that IPSC teams can look for new and iterative solutions

### Cannot Do:

**No screen or audio recording of mentorship sessions:**

Sessions should not be recorded in any format (audio, video, or written transcripts)

**No case file sharing or confidential document sharing:**

Individual case files, client records, or personal files cannot be shared through email or discussed.

**No discussing personal information under the FOIPOP Act:**

This includes but is not limited to;

- Race, national/ethnic origin, religious/political beliefs
- Age, sex, sexual orientation, marital/family status
- Health-care history, physical/mental disabilities

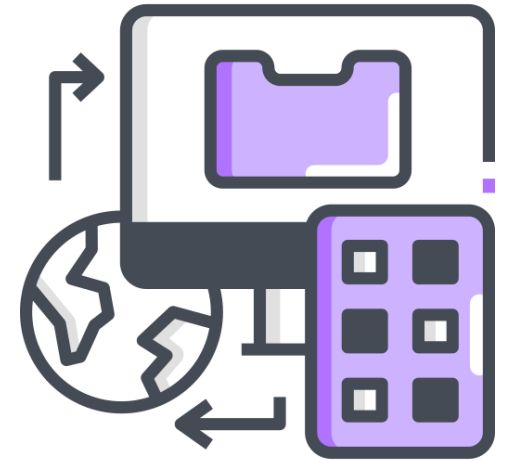


# Accessing Mentorship Support

## How and When?



- IPSC Team Leads will book **virtual meetings** with available SMEs through an online portal (e.g., Calendly) and specify the reason for the appointment. This helps SMEs prepare in advance.
- Each SME will have a dedicated booking window offering up to **2 hours per week** for one-on-one support (a total of four 1-hour sessions weekly).
- Sessions will be held on Tuesdays and Thursdays and will ideally be scheduled from **5:00–7:00 PM AST** to accommodate time zone differences in NS, ON, and NZ.
- In addition, a **2-hour group session** will be held monthly for all Team Leads (and DSP Specialists), focusing on a specific area of support defined by the SMEs based on what they are hearing that month.



# Beginning the Program

## Moving Forward



Any questions or thoughts going forward?



- **Review** the IPSC Mentorship Guidelines Document
- **Book** sessions using the Calendly tool with Janet & Lorna
- **Begin** the IPSC Mentorship Program