



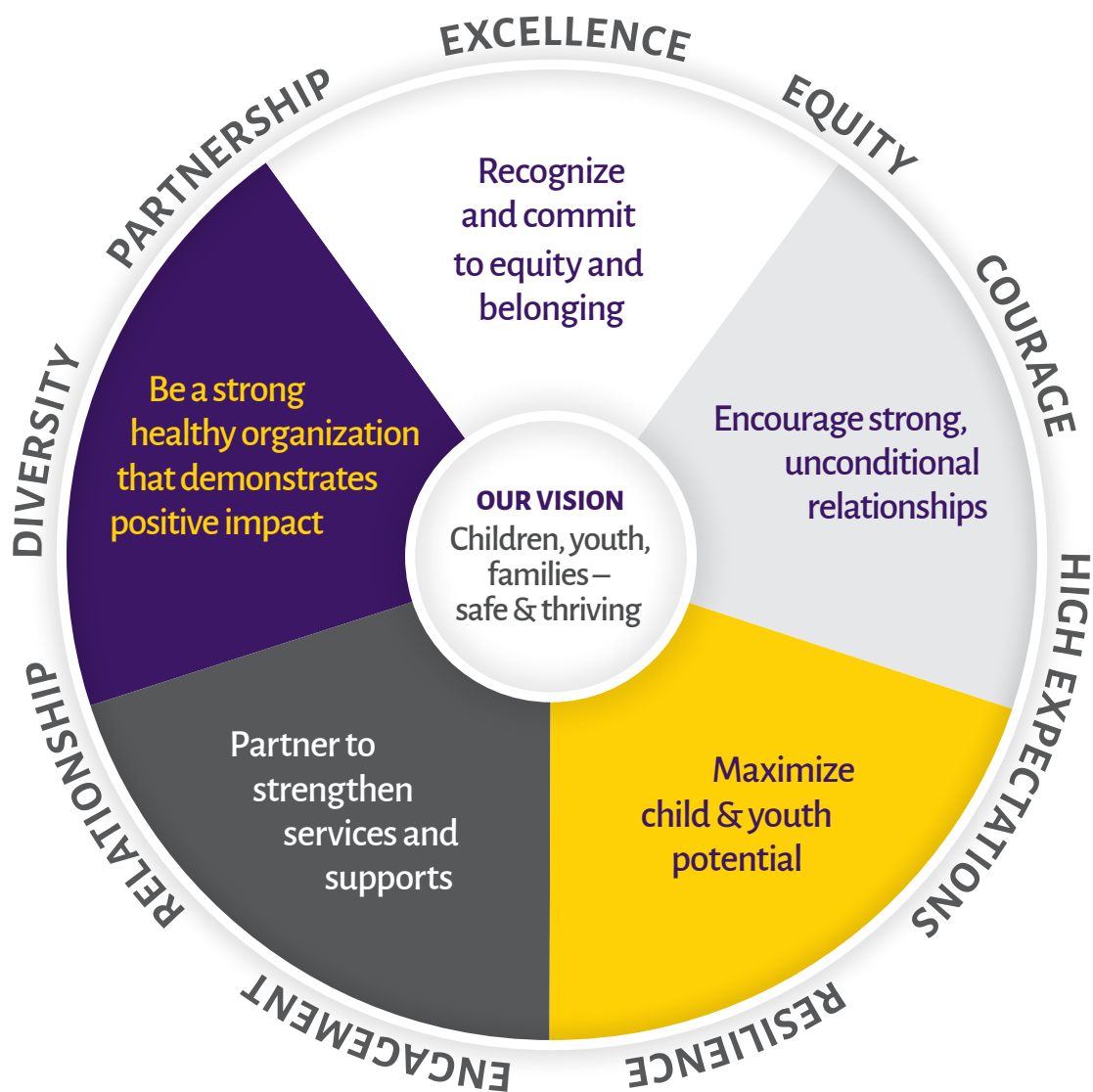
The Children's Aid Society
of the United Counties of SDG

STRATEGIC PLAN

2016
2020

OUR MISSION

“**Together** with our community, **we are here to help** children, youth and families be safe, strong & connected.”



Our mandate is to protect children and youth from harm by:

- ▶ Respecting culture, language, creed and identity of families, children and youth
- ▶ assessing and investigating situations where concern for children and youth has been identified
- ▶ providing information on the protection of children and youth
- ▶ building family capacity to protect children and youth
- ▶ finding and supporting interim and permanent families
- ▶ meeting the needs of children and youth in care



The Children's Aid Society
La Société de l'aide à l'enfance
of the United Counties of | des comtés unis de
Stormont, Dundas & Glengarry

OPERATIONAL PLAN



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Priority #1 Recognize and commit to equity and belonging

- ▶ Acknowledge that racism, anti-black racism and **social inequity** lead to **overrepresentation and disparity** in outcomes
- ▶ Ensure that our services are **culturally safe**, **support children as they develop their identity** and give them a sense of belonging
- ▶ Ensure the provision of active offer of **French language services**
- ▶ Work in partnership with First Nation, Inuit and Metis communities to **ensure children are cared for** by their local communities
- ▶ **Support the local indigenous agency** and help them build capacity



Priority #2 Encourage strong unconditional relationships

- ▶ Continuity of Service – **reduce worker changes** with families, children & youth by 25% next year
- ▶ Achieve improved compliance with regular **monthly quality family visits**
- ▶ All file closure meetings **include everyone connected to a family** – personal & professional – demonstrated in a contact log
- ▶ Educate & increase awareness to **pursue equity** in all aspects of our work
- ▶ **Enhance employee knowledge & skill** in family networking, connections and developing valued role



Priority #3 Maximize child and youth potential

- ▶ **Enhance educational outcomes** for our youth
- ▶ All youth will participate in development of their PATH which will include their **support network**
- ▶ Create a **Youth Advisory Committee**
- ▶ Develop **mentorship program** for youth
- ▶ Develop **Life Skills program** for CCSY



Priority #4 Partner to strengthen services and supports

- ▶ Quarterly meetings with key partners to review protocol & develop **strong working relationship**
Laurencrest · Probation Services · EOHU · OPP · School Boards (x4)
C.S.S./Developmental Services · Cornwall Hospital · Cornwall Police
- ▶ Offer more Triple P parenting courses in SDG – **strengthen & develop new community partnerships** around Triple P initiatives
- ▶ Support Koala Place & develop the concept of **Community Hub**
- ▶ Service Delivery Model (SDM) – **implement yearly work plan**
- ▶ **Bring more partners to the table** when we are planning for high risk situations



Priority #5 Be a strong and healthy organization that demonstrates positive impact

- ▶ Organize **Staff Development Day** – our journey, our SDM, importance of customer service
- ▶ Develop Feedback Process with families & youth ending services by contacting them and **asking for feedback**
- ▶ Honour the provincial indigenous commitments to **truth and reconciliation**
- ▶ Continue with **wellness strategy**

