

# CL-CH Strategic Plan 2021-2024 Winter Progress Update



JANUARY 2023



# COMMUNITY LIVING- CENTRAL HURON



## OUR VISION

“People live in dignity and share in all aspects of living in their community.”



## OUR MISSION

“Community Living-Central Huron is committed to assisting and supporting people to achieve their goals, vision, dreams and to participate in the community through the promotion of social inclusion.”

## ACKNOWLEDGEMENT

Moving into our 2nd of 3 year Strategic Plan, the Better Together sub-committee meets on occasion to review progress and plan for next steps.

The common themes recognized across all 4 priorities include:

**communication strategy, training and development, education and advocacy and partnerships.**



## Plan Priority #1 Progress

### Move Towards Full Inclusion

- December 2022- Snoezelen Room is updated and ready for use in the New Year. The room will be available to the community at large on a fee per usage base or included as a member of CL-CH.
- Winter 2023- Policy and Procedure Committee to review policies to ensure plain language is used throughout and people supported are at the forefront of why Policies are established.
- Commencing 2023 late winter- Training opportunities are offered/information shared to people supported that traditionally have only been offered to staff. e.g. CPR/First Aid
- Winter 2023- Employment Supports Program will focus on delivering quality supports related to individualized employment and retention plans identifying goals, barriers and successes.

## Plan Priority #2 Progress

### Deliver Exceptional Support Services

- January 2023- Introduction of pilot project: internal/external, Trainer, Katie Robson. Katie will work on this special project over the next 2 years focusing on internal training and capacity building with new staff as well as external training opportunities for shared training with neighboring ACL's and community at large.
- December 2022- Implementation of new position, Director of Supports and Services. This position will provide cohesion Agency-wide, focus on the 4 goals of CL-CH's Strategic Plan and continue developing programming aimed to provide the best possible services to those we support.
- September-November 2022- A restructuring of the organizational structure to include 3 Directors. Finance, Human Resource and Admin, and Supports and Services. This change allows for capacity building amongst teams, succession planning and increased efficiency.
- January 2023- Community Wide 'Lunch and Learn'. Hosted by CL-CH. Fanshawe's DSW Apprenticeship and Diploma program to speak, along with employees enrolled in DSW program and recent graduates.

## Plan Priority #3 Progress

### Make CL-CH a Great Place to Work

- Fall 2022 - Increased staffing compliment from 59 Direct Support Professionals (DSPs) to 64. (full staffing compliment approximately 80 DSP)
- November 2022- Received notice to bargain from OPSEU Local 146
- January 2023- First two meet and greets for new staff occurred- Opportunity to meet Executive Director, Director of HR and Admin, and Union President.
- January 2023 - Baseline data collected by quick survey to all employees who completed orientation in 2022.
- Winter 2023- Orientation overhaul tailored to job descriptions and the level of experience a new employee comes with. The orientation will now include several touchpoints throughout their first year, scheduled with HR, Director of Supports and Services and Supervisors and will use a variety of modalities.

## Plan Priority #4 Progress

### Increase Awareness, Advocacy & Partnerships

- November 2022- Joint Board meeting with CL-CH, CLWD and CLSH occurred and collective actions were established as a building block for future partnerships. These included planning for joint initiatives for May Community Living month, Executive Directors follow up meeting, interest in further housing discussion.
- November 2022- Attended Rural Response for Healthy Children's Board of Directors meeting to reconfirm partnership for presenting support groups to families.
- January 2023- Executive Directors of 3 Huron ACL's met to review common goals/interests related to Board meeting. Information will be forwarded to respective Boards for further discussion.
- March 2023- Invitations to be sent out to service clubs, community groups and schools offering presentations on philosophy of service, partnership opportunities and general information on CL-CH/presenting CL-CH as an asset to community/businesses
- January 2023 -CL-CH became a member of Huron Chamber of Commerce.

# KEY ACHIEVEMENTS



## Board of Directors

- Hosted a successful community Open House at CL-CH
- Joint Board meeting occurred at CL-CH
- Successful 2022 holiday campaign

## Adult Services

- Redefining the division of Sr. Case Managers caseload/duties for improved service delivery
- 98.7% Ministry Compliance achieved
- Significantly increased number of events/activities attended by those in adult services as people are re-engaging with their community after Covid isolation

## Community Participation Supports

- The Coordinator of Special Education with the HPCDSB has joined the Foundations Huron Steering Committee.
- CPS Coordinator continues to participate in SEAC meetings with the AMDSB and recently joined the HPCDSB SEAC. (Special Education Advisory Committee)
- Partnered with Victim Services and hosted an in-person session in November focusing on Healthy Relationships & Internet Safety.

## Huron Respite Network

- Community Garden planning group meeting regularly to plan for 2023 season.
- Increase capacity of HRN by supporting specific respite needs in community for adults who previously attended the Activity Centre
- Currently serving 99 people through individualized plans, and groups (social groups, Caregiver Morning, planning tables)

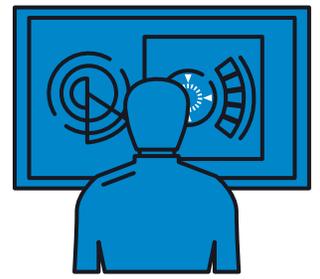
## Community Support for Families

- 9 families have come off the waiting list for Special Services at Home with Facilitators assisting in finding Contract workers, setting up agreements and funding usage plans.
- Contacted the Resource Teachers at both School boards in Huron County to provide information on CSFF Program.
- staff are registered for several trainings in 2023.



# Looking Ahead in 2023

In efforts to set intentions, recognize and celebrate the success of people we support, staff and community we have identified 12 themes that will be highlighted each month across the agency and Board level. The themes were carefully chosen to reflect the progress of the Strategic Plan's 4 goals.



**PUTTING PEOPLE FIRST-** The importance of ensuring that the people we support are always our first priority, fully accepted and valued.

**CHOICE-** Working tirelessly to ensure the people supported have meaningful choices in their lives.

**DIGNITY-** Treating every person with dignity and respect as a basis to develop trusting and lifelong relationships.

**CITIZENSHIP** -That every person is a citizen of the community in which they live, and to achieve this, some people need support to effectively be accepted as a valued citizen.

**COMPASSION-** Working with people on the basis of compassion and empathy for the challenges, experience and the aspirations they hold.

**ENGAGEMENT-** The importance of engaging all in the planning and decisions we make, and being innovative and leaders in collaboration and partnership approaches.



## Themes continued....

**CULTURE-** Continually developing an organizational culture that inspires innovation, team approaches, flexibility and continuous improvement within a dynamic learning environment.

**ACCOUNTABILITY-** Being accountable for the decisions we have undertaken, the effective use of the resources we are provided, and acting with honesty and transparency in all that we do.

**SUSTAINABILITY-** Ensuring that within our decisions and strategies, the sustainability of Community Living -Central Huron is preserved as the basis to continuously engage with and effectively support people through their life's journey.

**INTEGRITY-** Being able to act honourably, even when no one is watching. Having integrity means you value good morals and ethics and follow them in every aspect of your life.

**LEADERSHIP-** is about mapping out where you need to go to "win" as a team or an organization. It's dynamic, exciting and inspiring. Leaders selflessly serve and simply make their community a better place to live, work, and play. Leaders can be found at all levels of the organization.

**COLLABORATION-**A group of people come together and contribute their expertise for the benefit of a shared objective, project, or mission. Regularly working together with people outside of your own team is one of the most effective ways to build trust and promote growth.

