

# The Children's Aid Society of Haldimand and Norfolk

**VISION:** A community that nurtures the lives and dreams of children

**MISSION:** The Children's Aid Society of Haldimand and Norfolk values and supports children, youth and families so they thrive in safe and nurturing environments, enabling them to reach their full potential.

**PERMANENCE:** Means the lifelong connection for a child or youth with a loving, stable and nurturing family or network of significant relationships.

May 2015

## In fulfilling our Mission we Believe...

### BOARD STRATEGIC DIRECTIONS

#### **Children**

*Promote the well-being of children in our care and children receiving service from our agency*

#### **Public Commitment**

*Influence public commitment to addressing social policy affecting children and families*

#### **Best Practices**

*Identify, promote and implement service and organizational best practices*

#### **Board Development and Capacity**

*Develop a strong board with the tools needed to do the job*

#### **Society Capacity & Infrastructure**

*Developing the organizational culture and providing a productive and supportive working environment for staff*

...our paramount responsibility is to the children we serve

### SOCIETY SERVICE PLAN – 2015-18

#### **Public Relations**

- Public Relations/Fundraising Strategy for *Little Dreams, Big Dreams* - Implementation of recommendations from Consultant's Report
- Community Engagement and Communications Planning

#### **Continuous Quality Improvement**

- Performance Indicators Project
- Establish Organizational Performance Indicators
- Develop Training Plan

#### **Service Delivery System**

- Develop Guiding Principles for Service
- Strengthen and Enhance Family Based Care Resources Available
- Strengthen Clinical Approaches
- Review Service Delivery Model
- Community Development and Service Collaboration

#### **Finance & Property**

- Optimize Financial Health and Future Sustainability
- Registered Disability Savings Program (RDSP)

#### **Board of Directors**

- Board Evaluation
- Board Work Plan

#### **Human Resources**

- Succession Planning and Leadership Development
- Worker Safety Project
- Accessibility for Ontarians with Disabilities Act (AODA) Compliance
- Professional Regulation in Child Welfare
  - Readiness Assessment

#### **Information Technology & Management**

- Electronic Records Project
- "Next Generation" Intranet and Knowledgebase
- Preparation for CPIN
- Increase use of mobile technology

...children and adults have inherent dignity and worth

...services shall support the autonomy and integrity of the family unit, and shall be provided on the basis of mutual consent whenever possible

...in the strength and value of the family and that the caregiver(s) within that family are responsible for providing for the growth and development of their children.

...in diligently integrating Anti-Oppressive Practices into our work with families, with children, with community members and with each other

...in working with community partners to inspire our organization to pursue excellence