

UPDATE ON THE STRATEGIC PLAN FOR 2011/2013

VISION OF FUTURE SUCCESS FOR CLFE

- **The philosophy of inclusion and the approach to reaching it will be better understood and accepted within our communities and within the organization.**
- **Defined transition points and expert planning will be in place as individuals move from one major area of service to another. Eg. FSS to Youth to Adult Support to Seniors. (seamlessness).**
- **People we support will have more involvement in the leadership of the organization.**
- **New partnerships will be in place that will be influential in enhancing the level of support received by individuals.**
- **CLFE will be a more transparent and efficient organization in terms of communicating the rationale for its decision making, financial management/information sharing and in relation to managing its support services.**

CONFIRMATION OF MANDATE/MISSION

- **To provide high quality care and support to each person as per their individual needs and desires.**
- **To ensure individualized access to community based opportunities and services.**
- **To ensure that people with disabilities are seen as valued citizens of our community.**
- **To provide opportunities for inclusion within a framework of rights and self determination.**

Strategic Themes for 2011/2013

- 1. CLFE will reach a higher level of community inclusion both internally and in the community on behalf of the people we support. Barriers to greater inclusion will be identified and overcome.**

Program Managers are meeting to identify ways to create opportunities for inclusion within their programs. Success is shared with all. Our stakeholders meeting in May of 2011 will showcase people who have been successful in the Community. Staff from Community Support will work with Staff in Residential to share ideas, brainstorm around opportunities and to look for solutions. Using the Al Condelucci “Interdependence Model” – each program area will complete the prescribed format on one person they support and present it at the Implementation Advisory Committee meetings for discussion.

- 2. CLFE intends to strategically expand and grow its volunteer services as well as the level of student participation and development. There is substantial untapped potential that could enhance the level of individualized support and strengthen the overall quality of life of people supported by the organization.**

A grant application has been submitted to hire someone to assist the Manager of Community Development to enhance to role of volunteerism. This grant applicant will allow the Manager to focus on participation and development of the volunteer role within our Organization. Several successes with volunteers have been showcased in our newsletter and the local newspapers.

- 3. Partnership development and existing arrangements will expand and evolve to incorporate a broader range of opportunities for people supported.**

Continue to evaluate current partnerships and look for new, meaningful ones.

- 4. Communication processes will be strengthened to increase internal transparency and understanding as well as increase our effectiveness.**

Continuing to look at ways to share information electronically and face to face. Have attempted to share rationale for decisions with all involved. Quarterly newsletters are circulated to all stakeholders.

- 5. The agency will undertake the completion of a strategic Human Resource Development strategy. Our plan will be in full alignment with the new Provincial Developmental Service Human Resource Strategy as well as meet all identified agency strategic HR issues.**

The Executive Director and Manager of Human Resources will attend a meeting in Toronto in May, where the new core competencies will be shared with all the Organizations. These core competencies will be for all positions. The Manager of Human Resources has contracted with Brock –fourth year students to look at re working several job descriptions within our organization. Agency orientation is being refined in order to make it more meaningful to all.

- 6. Planning and support for transitional aged youth will receive greater focus and attention, particularly given the advent of the new Application Entities across the province in July of 2011.**

Transition planning now begins at age 16 years.

Family Support staff has met with families to educate them on the system and what they can expect after their son or daughter turns 18 years of age.

Family Support and Community Support staff have actively engaged with the secondary schools in our area.

- 7. CLFE will finalize its drive for formal agency Accreditation in 2011**

Preparations for Accreditation are ongoing. Monthly newsletter is circulated to all, regular updates are circulated and communication continues.

Policy and Procedures Manual are now revised and in line with how we operate.