

INITIATIVES TO SUPPORT CASLM STRATEGIC PLAN 2016-2018

Safe Children, Bright Futures

We promote the wellbeing of children, youth, families and communities. We protect and care for children at risk.
We will achieve these goals through focus on the following:

<p>PROTECTION Children and youth served by the Society are safe as a primary focus of all intervention</p>	<p>PERMANENCY Children and youth develop a sense of belonging and continuity of care through the recognition, promotion and establishment of meaningful and healthy lifelong connections</p>	<p>PREPARATION FOR LIFE Children and youth served and cared for by the Society have the appropriate knowledge, life skills and meaningful support necessary to successfully transition to adult life</p>
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Who We Serve

Service Strategies for Diverse Populations	Child Centred Service Experience	Responsive to Family Needs	Youth Engagement
<p>Anti-Oppressive Practice Framework</p> <ul style="list-style-type: none"> ❖ Black Canadians Strategy ❖ French Language Services ❖ Newcomers <ul style="list-style-type: none"> ○ Syrian ❖ LGBTQ ❖ Families and children living in poverty <p>Aboriginal Strategy (Truth and Reconciliation, Mnaasged)</p>	<ul style="list-style-type: none"> ❖ Signs of Safety practice framework ❖ Openness ❖ Legal Custody 	<ul style="list-style-type: none"> ❖ Signs of Safety practice framework ❖ Action plan in response to service user feedback ❖ Engagement and support to Kinship Service families 	<ul style="list-style-type: none"> ❖ Youth Engagement Strategy <ul style="list-style-type: none"> ○ YES worker ○ Advisory Group ❖ Educational Support – JPSA, data sharing

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Financial Perspective			
Balanced Budget	Enterprise Risk Management	Shared Services	Increased Revenue Streams
<ul style="list-style-type: none"> ❖ Maintain balanced budget results ❖ Achieve sustainable cost savings ❖ Decrease dependency on credit ❖ Develop cost effective energy plan ❖ Historical debt reduction plan 	<ul style="list-style-type: none"> ❖ Corporate risk mitigation strategies 	<ul style="list-style-type: none"> ❖ Restructuring aligned with sector call to action plan ❖ Participate in shared services 	<ul style="list-style-type: none"> ❖ Service contracts
Internal Processes			
Strengthening Community Partnerships	Local Family Based Care	Accountability and Ownership of Organizational Outcomes	Evidence Informed Practice Framework
<ul style="list-style-type: none"> ❖ Intentional learning and work with community partners to create safety with families impacted by violence, mental health and addiction ❖ Aboriginal Strategy ❖ Maintain rural / county connections ❖ Child and Youth Advocacy Centre 	<ul style="list-style-type: none"> ❖ Increased Care Provider support / retention strategies ❖ Enhanced FASD support ❖ Implementation of Optimal Matching initiatives 	<ul style="list-style-type: none"> ❖ Key Performance Indicators ❖ Establish and manage agency Quality Improvement Plan ❖ Implement Inquest recommendations as provincially endorsed ❖ Updated policies, protocols and procedures 	<ul style="list-style-type: none"> ❖ Signs of Safety ❖ Anti-oppressive practice framework

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Organizational Readiness			
Safe and Healthy Workplace	Culture of Learning and Continuous Improvement	Performance Management	CPIN Readiness
<ul style="list-style-type: none"> ❖ Continue to support a valued workforce through the implementation of the recommendations of the Psychological Health and Emotional Wellbeing in the Workplace ❖ Workload management initiatives ❖ After hours worker safety 	<ul style="list-style-type: none"> ❖ Training and learning events ❖ Specialized Networks <ul style="list-style-type: none"> ○ Addictions ○ Mental Health ○ Domestic Violence ○ Infants ○ Adolescents ○ Diversity ○ Trauma informed network ❖ Leadership Development ❖ Critical incident de-briefing 	<ul style="list-style-type: none"> ❖ 360 evaluations ❖ Align quality and performance expectations with evaluation tools 	<ul style="list-style-type: none"> ❖ Develop a CPIN readiness and execution plan