

**STRATEGIC PLAN 2020-2024 - Update as of January 21, 2021**

FACTOR	What's Our Dream Goals we want to set	Action Steps to the Outcome	Evidence Update as of January 21, 2021
<p><b>4 – COMMUNITY CONNECTIONS</b></p>	<p><b>Individual Connections:</b></p> <p><i>Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on.</i></p> <p><i>We do this by building individual and community connections.</i></p>	<p>Create 10 Belonging Brant groups (citizens) where people support/ share their Core Gifts within the groups that are formed.</p> <p>Deadline: November 21, 2021</p>	<ul style="list-style-type: none"> <li>• Formed 2 active groups operating through Belonging Brant with 3 pending</li> <li>• Developed 4 new social roles for folks</li> <li>• Trained 12 new Core Gift Master Facilitators as of this week and another 12 by end of next With the 2 current MF, now 26 total in Brantford (4 community/other agency members)</li> <li>• Completed Core Gift statements</li> <li>• Created asset maps; in-person and virtual map of Brantford – can add neighbourhood items</li> <li>• We have already exceeded some of these metric items - others 50% complete.</li> </ul>
		<p>Transition staff and self-advocates from “doing for” to “done by” people supported through participatory learning and reflective conversation.</p> <p>Deadlines: March 2022 with ABCD Collective created by January 2021</p>	<ul style="list-style-type: none"> <li>• Cormac Russell from Ireland showed us how to walk with people. Started incorporating this into our work.</li> <li>• Holding annual symposium in March. This philosophy will be implemented during the symposium.</li> <li>• Hope to have an understanding of the shift “to done by” by 25%. We will measure by doing a baseline survey or measurement in some specific areas. We have some in POM that could align with this as data.</li> </ul>

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			<ul style="list-style-type: none"> <li>• Still working on other Actions.</li> </ul>
		<p>Folks supported by CLBrant are involved in neighbourhood associations.</p> <p>Deadline: March 2022.</p>	
	<p><b>Community Connections:</b></p> <p><i>Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on.</i></p> <p><i>We do this by building individual and community connections.</i></p>	<p>Integrate community partners into various CLBrant summits and think tanks for the following:</p>	
		<p><b>Smooth life transition</b></p>	
		<p><b>Housing and co-housing</b></p>	<ul style="list-style-type: none"> <li>• Working on co-housing summit for this spring.</li> <li>• Needs more outreach.</li> <li>• We will focus on our Lifeshare program and on different co-housing models as a solution.</li> <li>• Exploring small houses, non-segregated intentional communities, lifeshare, talking with an architect re: designs.</li> <li>• Groups have sprung up in Hamilton and across Canada.</li> <li>• All will have to be virtual.</li> </ul>
		<p><b>Technology</b></p>	<ul style="list-style-type: none"> <li>• Investing in Zoom</li> <li>• Increased investments in tech</li> <li>• Small pilot programs with rocket sticks to help folks who don't have internet to stay</li> </ul>

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			<p>connected. Good outcomes from this.</p> <ul style="list-style-type: none"> <li>• Submitted a funding application focused on tech building capacity in the whole agency to connect people and partners in the community.</li> <li>• We have hit some metric - 5 connected on the internet and lots of training on zoom.</li> <li>• Need to gather this data.</li> <li>• Some don't want to be connected by tech</li> <li>• Using Zoom more as a connection. Staff member conducting 3 Zoom training sessions in the next month. We will continue to use Zoom after the pandemic.</li> </ul>
<p><b>5 – WORKFORCE</b></p>	<p>Strong, Stable, Supportive Workforce</p>	<p>Explore ways to create greater consistency in supports. However, consistency means flexibility within each individual team.</p> <p>Address consistency while maintaining individual supports.</p> <p>Deadline: November 2021</p>	<ul style="list-style-type: none"> <li>• We started 2 committees:             <ol style="list-style-type: none"> <li>1. <b>Hiring</b> – met 3 times since Accred; work plan ongoing; to ensure staffing levels and consistency and flexibility.</li> <li>2. <b>Staff Wellness and Engagement</b> – met 3 times – have a work plan - working on recruiting more members - 6 now – want 12. Focus groups/surveys for staff input into creating a work plan to increase job satisfaction and employee engagement. Taking a baseline for satisfaction – increase by 15% and reduce staff turnover by 3 per cent.</li> </ol> </li> <li>• Communication:             <ul style="list-style-type: none"> <li>• Huge topic in our agency;</li> <li>• All committees have their own communi-</li> </ul> </li> </ul>

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			<p>ation plan.</p> <ul style="list-style-type: none"> <li>• Doing regular emails; Zoom; Tea Kettle newsletter.</li> <li>• Lifeshare starting a newsletter.</li> <li>• Debbie is doing Zoom conversations in the evenings and at lunch for staff.</li> <li>• Staff feedback will assist with what communication needs.</li> <li>• Lots of platforms and doing as regularly as possible.</li> </ul>
		<p>Increasing/monitoring job satisfaction through the implementation of identified strategies through the initial collection of data.</p> <p>Deadline: November 2021</p>	
<p><b>2 – PERSON-CENTRED PLANNING</b></p>	<p>Adapting the process of Person-Centered Planning (PCP) for everyone: to ensure belonging, by making the plans living; improving on communication about the plan through training, resource and creative process.</p>	<p>Communication: Resource, Creative/Art Across Silos</p> <ul style="list-style-type: none"> <li>• Create a network of people to brainstorm what the new plans will look like;</li> <li>• Informative booklet for natural supports; update toolbox</li> </ul> <p>Deadline: Create Network January 2021; March 2022</p>	<ul style="list-style-type: none"> <li>• Core Gift Master Facilitators feed into this.</li> <li>• 3 new Recertified PCPlanners from Helen Sanders and Assoc. to help people plan for goals.</li> <li>• Presented to Quality Support Committee re: starting brainstorming.</li> <li>• Want to look at the planning process and revamp it.</li> <li>• People having more creative planning processes.</li> <li>• All plans unique.</li> <li>• Started to engage staff to help us to start brainstorming.</li> </ul>

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			<ul style="list-style-type: none"> <li>• Consulting folks/sibling networks/ stakeholder groups.</li> </ul>
		<p>Living Plan</p> <ul style="list-style-type: none"> <li>• Revise CLBrant ISP and Outcomes Support Plan (identify spiritual and cultural practices, social mapping) to integrate creative and formal techniques</li> <li>• Reviewing the plan cycle to increase engagement and accountability</li> <li>• Utilizing plans to capture people's assets and sharing with new staff.</li> </ul> <p>Deadline: March 2022</p>	
		<p>Training</p> <ul style="list-style-type: none"> <li>• Train-the-Trainer (Helen Sanderson)</li> <li>• WISE</li> <li>• Team based training approach</li> </ul> <p>Deadline: Person-Centered Planning Network created by January 2021; March 2022</p>	<ul style="list-style-type: none"> <li>• In planning phase.</li> <li>• Increased training re: PCP</li> <li>• Engaging internal trainers newly certified, WISE and other agencies who trained us in the past to improve this area.</li> <li>• Goal is complete a staff survey and do brainstorming.</li> <li>• Pilot 8 teams in participation.</li> <li>• Some work has shifted. We had earlier dates but because of COVID, it pushed this training.</li> </ul>

