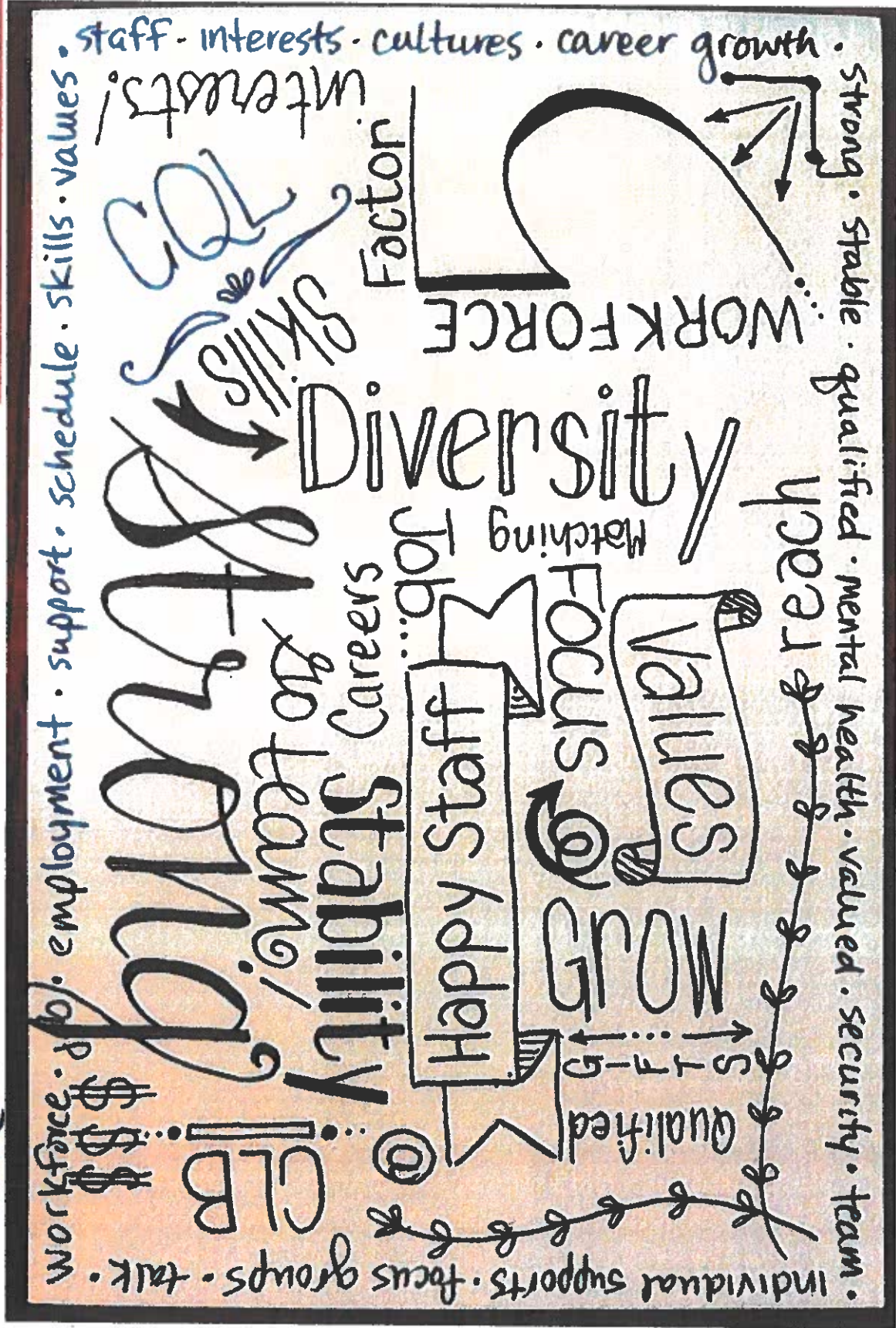




The Council on Quality and Leadership

PERSON-CENTERED EXCELLENCE ACCREDITATION Short Term Plan



| What's Our Dream (Goal you want to set) | Where It's From (Priority Indicator it's based on) | Why It's Important (The effect on your organization) |
|--|---|--|
| Strong Stable Supportive Workplace | 5A, 5C | greater mental health, staff feel valued, retain good staff, less staff turnover, prevent burnout, consistency for supports, provides continuity and security. |

Here is what our organization is committed to working on/ making a reality in 12-18 months:

| ACTION steps to outcome | PEOPLE carving out | EVIDENCE we will collect | DEADLINE for completion | SUCCESS is measured by |
|---|------------------------------|--|----------------------------|--|
| Explore ways to create greater consistency in supports. However, consistency means flexibility within each individual team. Address consistency while maintaining individual supports. | Supervisors/Hiring committee | Focus group, think tank, staff matching, break the silo's, | Fall 2024 | Fall of 2023 we have seen a record onboarding of new staff with a total of 14 new staff starts for September and November. Peer mentoring initiated in each team. |



| | | | | |
|---|--|---|------------------|---|
| <p>Increasing/Monitoring job satisfaction through the implementation of identified strategies through the initial collection of data.</p> | | | | <p>New Staff Orientation /Training weeks reorganized for quicker onboarding. Mental Health First Aid Internal Trainer to start training all new staff in 2023.</p> |
| <p>Click here to view the survey</p> | | <p>Anonymous surveys, check in's, data collection from follow-up, follow-up, what tools do you need to do your job. Decreased part time turn over by x % in 18 months. Pre and post data collection for sample group.</p> | <p>Fall 2024</p> | <p>Staff Engagement Committee has held 3 new staff engagement events being: Photo with Santa day 2021 (November 2022 is second date) Car Rally June 2022 NHL Hockey Game Fall 2022 DEI engagement With Mending the Chasm and organization survey and</p> |



| | | | | |
|--|--|---|------------------|---|
| | | | | <p>Report. We have completed 3 education and learning modules as well as Executive Coaching offered to all leaderships.</p> |
| <p>Improve Communication Agency Wide through the revamping of the wellness committee, the resurrection of the Tea Kettle (quarterly) , listening to everyone's voice</p> | <p>Quality Support Consultants Safety Audit Committee Outcome interviewers</p> | <p>Revamped terms of references, completed action plans, meeting minutes. Staff survey We will see an increase of 3% in improved communication.</p> | <p>Fall 2024</p> | <p>Community Living Brant is a member of the province wide Cultivating Community Committee for our Sector and wellness for our Staff and Supervisors. Community Living Brant Bi-Weekly News and media e-news</p> |



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|--|--|--|--|---|
| | | | | Quarterly Newsletter Images for whole agency. |
| | | | | New All Staff Microsoft Teams Group established. |
| | | | | On going focus group series for Journey to Belonging (Fall of 2021, Summer 2022, Fall of 2022) |