STRATEGIC REPORT

ACCREDITATION

2020

COMMUNITY LIVING
Brant

ART STATEMENT

Bringing Our Vision Into Focus is a collaborative art piece focusing on the values and ideals that Community Living Brant strives to achieve and maintain.

This 5'x5' multi- media work encompasses 15 - 12"x12" and 5 - 12"x24" canvases. The outline of a large camera was created on the top 15 panels. The camera is an object that enables one to focus in on and capture a vision. These pieces were then divided up and distributed to various art enthusiast who expressed an interest in participating in this creative project.

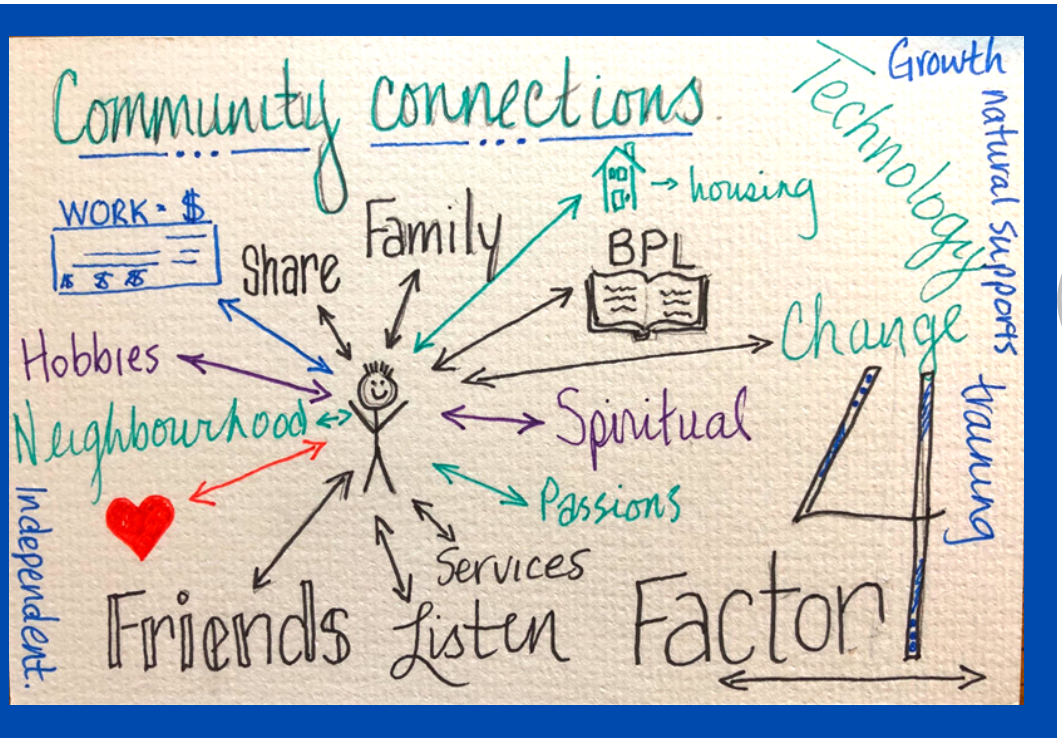
Looking to encompass a collaborative work while also encouraging a person centered and individualized piece, we asked the question, "What does a Good Life mean to you?" Each of our art enthusiasts then expressed their personal interpretation of "A Good Life" on their canvas. The individual panels were brought together like a community. 15 unique and personalized canvases expressing the same idea but in much different ways and held together with a common thread (the outline of the camera).

Painted on the bottom 5 larger panels is a background of greens and blues (Community Living Brant Colours) which have been mixed and blended reminiscent of an earth/ocean atmosphere. This represents life, and our world, and opening it up for everyone to experience, enjoy, and belong. A large film strip appears to float above the world and is shown in greater detail as the vision becomes more focused, and select descriptive words can be seen on the film representing important key indicators which help to lead to "A Good Life".

The overall image brings together the focus of individual and personalized representation, while combining with the ideals of belonging in the world and the importance of community.

COMMUNITY CONNECTIONS

FACTOR 4



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)*
Individual Connections Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on,we do this by building individual and community connections.	- 4.a.1. – The organization helps people to meet and stay connected with friends, family, spiritual connections, and romantic relationships - 4.c.1 – The organization gives people information, education and training about their own situation, services and supports available, and whether or not they are eligible - 4.b.2 – People have the opportunity to be contributing members of society	- sense of belonging - full life; people are valued - overall health and wellbeing - rights (i.e. housing) - people are heard - educating the community - "why are we here?" - increasing awareness - decrease staff turnover - higher quality of service (i.e. if community members collaborate) - efficient connections within the community

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

ACTION *steps to outcome*	***PEOPLE*** *carrying out action*	***EVIDENCE*** *we will collect*	***DEADLINE*** *for completion*	***SUCCESS*** *is measured by*
Create 10 Belonging Brant groups (citizens) where people we support share their Core Gifts within the groups that are formed.	- Belonging Brant Team and Core Gift master facilitators in collaboration with Community Living Brant	- Completed Core Gift interviews and statements - Community assets (individuals and their gifts,	- November 2021	- Creation of 10 groups - Creation of 10 new social roles (friendships) for people supported

	stakeholders	associations, spaces, institutions, exchanges and stories) for the development of a asset map for Brantford and Brant County - Statistics of group gatherings and meetings - Create podcasts that tell the stories of community connections shared through social media channels		- Creation of 10 Core Gift interviews and statements - Creation of a preliminary master asset map - Creation of 12 podcasts
Transition staff and self-advocates from "doing for" to "done by" people supported through participatory learning and reflective conversation.	- Belonging Brant Collective - Community experts and consultants - Community Living Brant ABCD Collective. This collective includes	- Meeting data/reflections - Participation in training and community engagement (i.e. Near and Dear) - Story collection and	- March 2022 - First CLB ABCD Collective opportunity will be created by January 2021	- Increase staff and self-advocates' understanding of the shift to the "by" space by 25% - Creation of 10 stories in the "By" space

	staff and self-advocates interested in testing new ideas, taking action, and then sharing stories to further CLB's understanding of ABCD. There will be multiple opportunities to connect with the collective over the course of the 18 months. This is not a closed group.	sharing using a variety of social media channels - Pre and post survey from staff and self-advocates - Have at least 2 self-advocates join the conversation and collective action		
Folks supported by Community Living Brant are involved in neighbourhood associations.	- ABCD Collective - Individuals involved in neighbourhood connecting	- Service activities on AIMS - Recording of stories and shared using social media channels and used in staff training	- March 2022	- Creation of 5 stories of neighbourhood belonging

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PERSON-CENTERED EXCELLENCE
ACCREDITATION
Short Term Plan

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Community Connections Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on, we do this by building individual and community connections.	- 4.a.3. – The organization works with other service providers as well as other community organizations that don't provide services, and helps people get connected with all of those organizations and the people who use them. - 4.b.1. – People have the opportunity to share experiences with, offer ideas and to help others. - 4.b.4. – The organization has connections with other community organizations which help people to connect with one another, make friends, and advocate for change.	- sense of belonging - full life; people are valued - overall health and wellbeing - rights (i.e. housing) - people are heard - educating the community - "why are we here?" - increasing awareness - decrease staff turnover - higher quality of service (i.e. if community members collaborate) - efficient connections within the community

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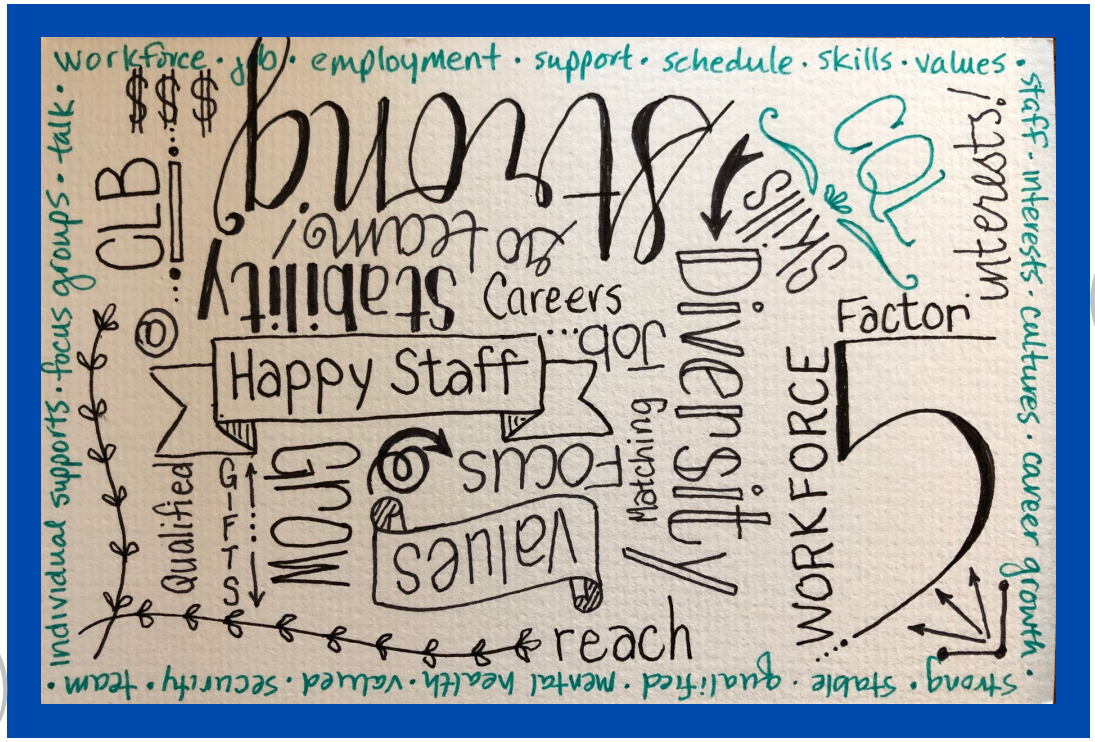
Integrate community partners into various Community Living Brant summits and think tanks for the following: - Smooth life transitions	- Identified planning partners, CLB staff (including PCP facilitators), identified individuals and stakeholders connected to the individuals	- Person centered plans - AIMS service activities - Records of completed summits and think tank sessions	March 2022	- Successful advocacy actions that result in positive change to 1 youth and 1 senior priority area
Integrate community partners into various Community Living Brant summits and think tanks for the following: - Housing - Co-housing	- External stakeholders connected to the FASD collaborative, Children's Aid and others - CLB CSS director, supervisor and direct support staff for identified persons - PCP facilitators and identified youth	- Person centered plans - AIMS service activities - Documented person centered planning meetings	March 2022	- Creation of 2 innovative housing solutions for youth with FASD

Integrate community partners into various Community Living Brant summits and think tanks for the following: - Technology	- Identified CLB mentor/technology specialists - Community partners and citizens invested in change through technology	- Discovery of or creation of a shared platform for technology reviews to be used by folks using the technology and partners - Collaborative technology training for the community	March 2022	- 10 individuals supported are utilizing accessible technology (people use their environments) that promotes independence and connection to natural supports - 5 new technologies implemented or tested by users - 3 training sessions on 3 categories of technology (i.e. applications, devices, connectivity, etc.)

WORKFORCE

FACTOR 5



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	5. a.) The workforce is stable and qualified. 5. c.) Personnel have the flexibility and autonomy to support people.	greater mental health, staff feel valued, retain good staff, less staff turnover, prevent burnout, consistency for supports, provides continuity and security.

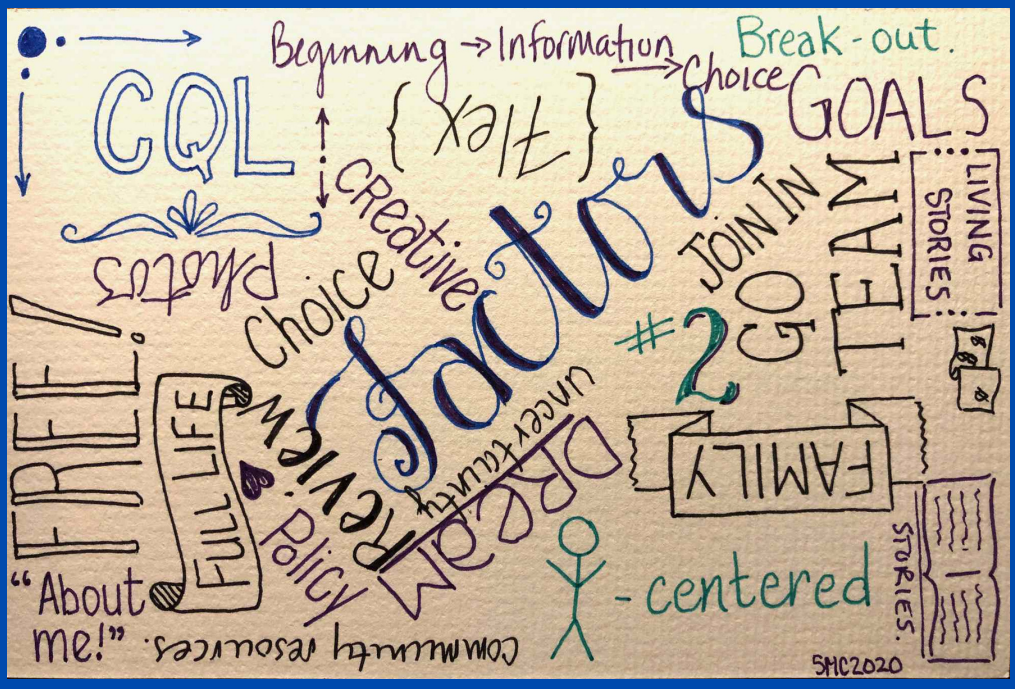
Here is what our organization is committed to working on/ making a reality in 12-18 months:

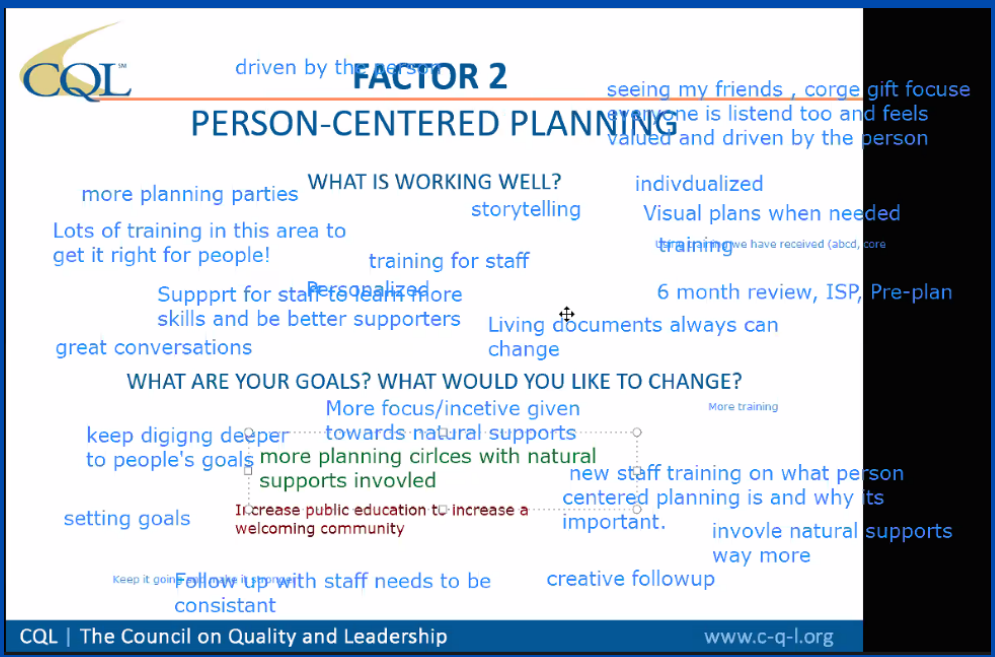
ACTION steps to outcome	**PEOPLE** carrying out action	**EVIDENCE** we will collect	**DEADLINE** for completion	**SUCCESS** is measured by
Explore ways to create greater consistency in supports. However, consistency means flexibility within each individual team. Address consistency while maintaining individual supports.	Supervisors/Hiring committee	Focus group, think tank, staff matching, break the silo's,	Nov 2021	Continuity and security focus group results,
Increasing/Monitoring job satisfaction through the implementation of identified strategies through the initial collection of data.		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.	Nov 2021	Goals/continuity and security see an increase in 15 percent in success. Reduce staff turn over by 3 percent

quarterly) , listening to everyone's voice		survey We will see an increase of 3% in improved communication.		kettle, seeing stats with staff appreciation events improve., news from management on updates agency wide.

PERSON CENTERED PLANNING

FACTOR 2





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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)*
Adapting the process of Person Centered Planning for everyone; to ensure belonging. By making the plans living, improving on communication about the plan through training, resource and creative process.	2A – Planning is Person Centered 2D – Planning is responsive to changing priorities, opportunities and needs	The Person Centered Plan helps people move forward which reflects within Community Living Brant and in turn everyone is moving toward their best life.

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

ACTION steps to outcome	**PEOPLE** carrying out action	**EVIDENCE** we will collect	**DEADLINE** for completion	**SUCCESS** is measured by
Communication: Resource, Creative/Art Across Silos - Create a network of people to brainstorm what the new plans will look like - Informative booklet for natural supports - Update Toolbox	PCP Working Group Quality Support Consultants Sibling Network	-Completed booklet and resources for Natural supports -have an online updated tool box Minutes from the working group	Create Network- January 2021 March 2022	-feedback from natural supports demonstrating that resources were helpful - Evidence showing that more natural supports are participating in the process. Through social mapping and outcome interviews
Living Plan - Revise CLBrant ISP and Outcomes Support Plan (identify spiritual and cultural practices, social mapping) to integrate creative and formal techniques	PCP Working Group Quality Support Consultants Supported Employment Self Advocates	-Formalized new plan and plan cycle -examples of the new plans -Examples of ways they are	March 2022	We will have an increase in the outcome people choose their goals

- Reviewing the plan cycle to increase engagement and accountability - Utilizing plans to capture people's assets and sharing with new staff		being used for new staff		
Training - Train the trainer (Helen Sanders) - WISE - Team Based Training Approach	The Accredited HAS Trainers Supervisors Sep and Dunn Team	-A developed PCP training for various departments completed.	Person centered Planning Network created by Jan 2021 March 2022	Complete a staff survey confirming confidence using the tools Pilot group of 8 teams in participation