



We Value

Safety – Families – Relationships - Collaboration – Being Open & Willing to Change

REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF March 27th, 2019 - April 30th, 2019



We are very excited to have Dr. Kiaras Gharabaghi attending the Board meeting in March to present on and discuss Residential Care and Treatment. During this session, he will focus more on the role of the Board of Directors. He will also be meeting with young people and providing training sessions to staff from Children's Aid Societies and to the community. There has been very good registration for the sessions.

The provincial budget was presented April 11th, 2019. There were no specifics provided about child welfare. We do not have any further information at this point.



Chasing Zero

We are chasing having all children and youth growing up safe with families. It is at the heart of everything we do. Success Marker: Zero children & youth growing up in care by 2020.

There continues to be zero young people in our care in group care. A provincial work group on Family Based Care has started and I have volunteered to participate on it. The topic was also presented to the Board of Directors at the Ontario Association of Children's Aid Societies in April. Reinvesting what is saved from group care costs into services that support children and youth remaining with their families is a strategy that benefits more families overall. It also costs less.



All at the Table

There is a place for everyone at our table. No one person or group sits at the head. People of all ages, abilities, backgrounds, races, cultures, genders and sexual orientations are welcome to pull up a chair and have their voices help shape our services and decisions. Success Markers: Family involvement in case conferences increases by 10% a year beginning in 2016. Families have a way of telling us if our services were helpful and why.

The Director of Diversity Equity Inclusion at the Ontario Association of Children's Aid Societies, Jean Samuel, will be providing a full day training to our management team on June 11th. The focus will be on white supremacy and white fragility. Managers have been provided with resources and reading to prepare for the discussions that day. We have also discussed with Jean having a Board member training in partnership with the Chatham Children's Aid Society in the fall 2019.

April 10-11, I attended an Equity Symposium in Toronto along with three representatives from our agency:

- Mariah Amor, Board member;
- Margaret Price, Manager, Indigenous Services;
- Jennifer Thrasher, Director of Service.



Thanks so much to each of them for attending the excellent opportunity. We will include our learning from the symposium on the May Board meeting agenda.



Journey Beside

We will continue to work beside our First Nation partners to ensure the safety, permanency and well-being of their children and youth. We commit to learning from one another and sharing our agency's resources to support First Nations children, youth and families. Success Marker – a minimum of 80% of staff, foster parents, Board members and volunteers have participated in at least one local training or learning opportunity per year regarding Indigenous People.

Training was provided in April by the Human Rights Commission on Protecting Indigenous Spirituality in the work place. Miigwech to Board member Lynn Rosales for attending.



Our Stories

By sharing our heartfelt stories, challenges and the changes we are making, we can better educate our community about the valuable work we do with children, youth and families. Success Marker: We have an annual communication plan that provides the public with more information about the work we do.

The link to the kinship video that was created with the assistance of Storyboard is below. The *password is **storyboard***. It will be made public shortly.

<https://vimeo.com/313213597>



My Circle

Each of us has the responsibility to ask ourselves “What role do I play in helping us meet our goals?” and “How am I committing myself to our mission?” This is your circle. Success Marker: everyone has a personal goal that helps us achieve our strategic goals.

We have achieved our success marker in this area. Here are a couple of circles:

“For those supporting others, be patient and honest about your own boundaries and emotional energy.

As well, when we really love ourselves, everything in our life works.”

- Christiana Tettey-Fio

“I will work collaboratively with families and community partners in order to promote child safety while ensuring the child’s voice and wishes are heard. As a worker I will continue to learn purposefully in order grow my practice and best serve our families on an ongoing basis.”

- Clairerista Murphy



Getting Better Together

Wellness in our workplace continues as a priority for our agency and we believe we are making progress. I will continue to report on this area in my monthly reports to the Board.

We have hired 5 of the 8 child protection workers planned for the spring 2019. New worker authorization training will begin May 21.

The Mindful Morning wellness sessions for all staff started in April. Based on feedback received, there will be some revisions for the remaining three that are scheduled.

We had an excellent response rate for the Guarding Minds survey – 118 staff completed it (all but 1 staff member). We are now compiling the results, comparing them to last year and will then be sharing them with staff.

Kudos to the Legal Services team who hosted an Egg hunt for all staff to participate in.

Submitted by:
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EXECUTIVE DIRECTOR.

