



We Value

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

REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF February 28th, 2018 - March 27th, 2018

The provincial leadership meetings were held March 4-6th in Toronto. Thank you to Ryan Bell for attending the meetings. He did an excellent job presenting on a panel during the Governance portion of the meetings. The topic was on Board Diversity – he told Sarnia's story and received many compliments.

The leadership meetings were packed with information sharing about the many changes that are occurring in child welfare. Ryan and I will provide a summary of what we heard during the Board meeting.



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.

Signs of Safety continues to be the framework that we use to help us achieve this goal. Staff across the organization are engaged in the various tools and strategies and work together to practice and support each other.





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.

I have been invited to participate on the Steering Implementation Committee for the One Vision One Voice work that is underway. There is one representative per zone and the Committee will be working closely with the African Canadian Provincial Advisory Committee to ensure the equity practices are being carried out throughout the province.

There is an Anti-Racism Forum being held in London – we have staff who will be attending this.



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.

The Chiefs of Ontario have undertaken a study to provide options on a new First Nation's child well-being approach. It is aligned with Canada and Ontario's commitment to reconciliation and to support and enhance First Nation culture, control, laws, jurisdiction and autonomy. We have been invited to participate in a focus group as part of the study on March 23rd in London and will be attending.

There are now champions in each zone working together to lead the child welfare sector in the achievement of the Indigenous Commitments that were made at the Provincial Apology in October 2017. Jennifer Thrasher is the Director of Service champion for our southwest zone. They are discussing practical ideas that are working so they can be shared and

spread across the province.

The training portion of the pilot of Heart & Spirit has been completed. Feedback from all the participants was very positive. Assessments are underway.



We have met our success marker in this area of our strategic plan for Board members, staff, foster parents and volunteers.



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 Sarnia Journal featured an article on the [Caring Connections worker](#). It's a heart warming story and reflects some of the supportive and valuable work that is done every day.





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:

To openly involve families and community collaterals in planning for children’s safety by taking differing perspectives and opinions into account, involving all players in case conferences and utilizing a signs of safety lens as well as Early Help Practices.

- Nichole Stallon

**DAWN FLEGEL, M.S.W., R.S.W
EXECUTIVE DIRECTOR.**

“I am committed to ensuring that everyone in the family has the opportunity to have their voice heard, so that we can collaboratively create realistic service plans that will result in positive, meaningful and successful outcomes.”

- Shawna Kolkman