



We Value

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

REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF February 27th, 2019 - March 26th, 2019



Happy Spring! As the weather warms up, the birds start to sing and we roll up our sleeves to win, we are also preparing for the end of the current fiscal year and planning for the new one to start. Part of the consent agenda this month includes the Operational Plan for the year designed to help us prioritize and achieve our Strategic Directions. It is the last year of our current Strategic Plan. Thank you to all the Board members who provided input on the priorities.

We do not yet know the funding that will be allocated by the Ministry to our agency for the 19/20 fiscal year. It is very common for us not to find out our allocation until well into the year. We make assumptions about what our Ministry revenue will be, review our anticipated expenditures and create an internal budget. The draft 19/20 budget will be before the Board this month for review and approval. When we receive our Ministry funding allocation, we will update the internal budget. This year holds more unknowns than usual because of the new provincial government's priorities and directions (better outcomes with less money) and their indication that they would be reviewing the funding model for child welfare.

We have not heard anything further from the Ministry about restructuring within our sector. The most recent information is that we will learn more end of March or into April 2019.

At the Board meeting this month, Derek Nardini, our agency's Program Supervisor will attend and provide an orientation on the new Ministry structure.



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.

This direction is engrained in our daily work – completing assessments and investigations and providing ongoing services to support children/young people remaining with their families. Well over 90% of the children we serve remain with their families.

There continues to be zero young people in our care in group care.



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 a meeting scheduled with the Director of Diversity Equity Inclusion at the Ontario Association of Children's Aid Societies, Jean Samuel. We will be asking her advice and guidance on next steps for our agency. We also continue to await the results of the assessments we completed for One Vision One Voice and LGBTQ+. These will also help inform our agency's plan.



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.

For the fourth year, we have achieved our success marker of Journey Beside training/learning completed:

- **Board – 92%**
- **Staff – 90%**
- **Volunteers – 94%**
- **Foster Parents – 80%**

Our congratulations go to Dnaagdawenmag Binnoojiiyag on receiving their mandate from the Ministry to provide child protection services and being designated as an Indigenous Child Well Being Organization. Under the leadership of Executive Director, Amber Crowe, they have successfully worked with 5 non-Indigenous Children's Aid Societies to transfer the mandate. It is a process that will continue over the next year.

The Children's Aid Societies in the southwest have met with the Executive Director, Mike George, of Mnaasged Child & Family Services – the pre-mandated agency serving 7 First Nations. Mnaasged has requested that each agency participate in the completion of surveys for Indigenous children being served. We will provide non-identifying information in the surveys with the consent of the respective First Nations.



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.

We are nearing the completion of 3 of the videos with Storyboard – one of kinship; one on resource families and one on recruitment. Our gratitude to Sharon Elaine Coyle for her assistance in connecting us to Elder Reta Sands-Clement from Walpole Island First Nation for translation into Ojibway and reading the voice over script in Ojibway. Once the videos are ready, we will share them with the Board. We have done them in partnership with Chatham CAS.



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:

“I will treat every person with respect and dignity and will acknowledge, at all times, their inherent worth.”

- Amal Yusuf

“I will commit to listening to children and youth and keeping their voices at the centre of my work. I will help children and youth identify their strengths, circle of support, and goals to help them reach their full potential.”

- Brooklyn Kennedy



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.

The spring hiring process has gone well. Based on our analysis of annual turnover rates and leaves, we have planned to hire 8 child protection workers spring 2019. This will provide the opportunity to have them trained together and authorized as protection workers for when vacancies/leaves arise.

The Getting Better Together Working Group has plans underway for additional staff wellness education sessions.

The Guarding Minds survey completed last year has gone out again to all staff. Once the results are in, we will share them and compare them to last year.

Kudos to the Family Support team who spread some fun and laughter over lunch hours playing "Minute to Win It" games.

Submitted by:
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EXECUTIVE DIRECTOR.