



We Value

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

REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF April 25th, 2018 - May 28th, 2018

The Child Youth and Family Services Act became effective April 30th, 2018. The parts of the legislation dealing the information and disclosure aren't anticipated to be effective until 2020. This new legislation has some significant changes and we are working hard to understand them and to implement them. No training has been provided yet to the sector and many of the supporting documents and materials were delayed and/or not available yet. We are working with what we have.

Ryan and I attended the southwest Intrazone meeting on April 27, 2018. We will provide an overview 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.

This direction remains central to our daily work. Over the course of the year, we will focus on the remaining children and youth at risk of growing up in care. In June, all members of the senior team will know who these children/youth are.



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.

We have not had a high return rate of written surveys provided to families to complete. We will be changing strategies and figuring out a different process to ensure that families have a way of telling us about the quality of our services.



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 Sarnia-Lambton Indigenous Working Group met in May to share updates with each other including progress on the provincial Commitments. There is a southwest Indigenous Gathering planned for June which will be held at the Aamjiwnaang Community Centre. We met together in May 2017 and this meeting will provide an update on the past year and some dialogue on what else we can do together. If a Board member would like to attend the June 19th Gathering, please let me know.



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.

Our [annual communication plan for 18/19](#) has been completed. The key message is informing people about the new legislation.



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:

Understanding the world view of clients; identifying their strengths, and working in partnership with families and service providers to promote safe, stable, and nurturing environments for children to grow and thrive.

-Wokeyim Adagbor

Implement the Signs of Safety framework and philosophy in my work with families to empower them to make the changes in their lives to make their children safer.

Gerrie Rietdyk-Rollins



Getting Better Together

Wellness in our workplace was identified as a priority for the year because of ongoing concerns and a 50% increase in sick leaves. As a result, I will begin to report on this area in my monthly reports. Over the past month, a working group was created to review the staff wellness survey, facilitate focus groups and create an agency plan to address the strengths and worries in the workplace. There are 10 front line staff and 4 management staff on the working group and they have named the group “Getting Better Together”. They

hosted a Day of Engagement on May 23rd where all staff was invited and encouraged to participate in focus groups and a BBQ was held. The working group will be presenting on the work completed so far at the June Corporate Services Board Committee. Lesley Allen and Katie Colameco are the co-chairs.

We are also hiring for multiple positions – protection, children’s services, administrative support and management. We are being proactive and addressing the concerns about sick leaves, turnover, anticipated leaves (i.e. parental) and the length of time it takes for new workers to be authorized.

Our agency also participated in the Big Bike Race for the Heart and Stroke Foundation. We had an 80s theme, filled the Bike and raised over \$2900! It was a fun event with everyone working together for a common goal. Thank you to Nicole Hillier who organized us for the event.

Heart&Stroke™

**80's
STYLE**

This amazing team raised
\$2,900.00 for the Heart &
Stroke Foundation!

WE DID IT!!!!

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