



We Value

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

REPORT OF THE EXECUTIVE DIRECTOR FOR THE PERIOD OF October 30th - November 26th, 2019

We continue to prepare for the implementation of Part X of the Child Youth and Family Services Act – expected to take effect January 2020. Training and learning is underway as well as policy development and internal changes that are necessary for us to be in compliance. It is a substantial shift in our work and will take time.

We have been responding to the break-ins and increasing security. There have been no further incidents. We put out a [public statement](#) on social media and our website and received only one call about it.



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.

We are working through a very challenging situation for a young person in our care. Further details will be provided in camera to the Board.

The research on Chasing Zero with Dr. Kiaras Gharabaghi has continued. He met with members of the Indigenous Working group on November 4th. It was well attended and reported to be very insightful to the research. Further interviews with staff have also occurred over the past month. A survey will be going out shortly for all staff to complete if they choose.



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 managers completed a 3 day Equity training and the first series with staff begins in December. There were some very important conversations held and learning for everyone. We also provided our agency's feedback about some of the curriculum. I continue to connect with Jean Samuel to scheduled an Equity training with the Board of Directors for the next year.



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.

Feedback from the southwest gathering of First Nations, Children's Aid Societies and Mnaasged Child & Family Services (pre-mandated Indigenous Child Well Being agency) was provided to the Board of Directors at the Ontario Association of Children's Aid Societies. Concerns were raised about the lack of feedback and accountability to Indigenous communities about the follow through by Children's Aid Societies on the 9 provincial commitments that were made 2 years ago.



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.

Final edits are being made to a video that was created to help educate people on the Signs of Safety framework and practices. Once it's finalized, it will be shared with the Board.



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:

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**

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**



Getting Better Together

Wellness 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 Getting Better Together work group continues to meet and provide options and responses to highlight workplace wellness.

The second pumpkin carving competition was a success. Thank you to the Board members who participated in voting. The winning pumpkins were:



Submitted by:
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EXECUTOR DIRECTOR.