

VISION

A community in which all citizens are respected and participate according to their individual interests and abilities.

MISSION

To provide services and opportunities that enable individuals to effectively participate in their community according to their interests and abilities.

VALUES

Community Living Parry Sound is an organization that:

- ❖ Emphasizes the abilities and contributions of people with disabilities. Our approach to each person will be to see him or her from a “strengths” oriented basis first and foremost
- ❖ Provides individualized, community based supports and opportunities
- ❖ Strives for excellence by implementing best practices at all levels of the organization
- ❖ Creates partnerships with individuals, families, agencies and government. CLPS will strive to be collaborative throughout the community in ways that lead to more inclusive opportunities for people with intellectual disabilities

2008 - 2009

STRATEGIC PLAN

COMMUNITY LIVING
Parry Sound

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COMMUNITY LIVING
Parry Sound

Demonstrate full alignment with the provincial government's Transformation policy agenda.

Training will be offered to all families including respite providers regarding the Transformation agenda. The policy framework will be put into a "Plain Language" format.

Ensure that the new Person Directed Planning process within the organization fully complies with Transformation values and direction

Use local advocacy groups to challenge specific directions of the Transformation agenda as necessary.

Consider Transformation as a standing agenda item for all agency staff meetings.

Undertake an internal audit to determine where our stated policies and practices are well aligned or poorly aligned with the Transformation agenda.

Organizational Culture must evolve within the agency and in our community to reflect inclusive thinking, belief in inclusion at all levels and support of everyone involved in the change process.

Identify and assist any staff that do not fully understand the values and expectations of an inclusion focus and educate them as necessary.

Challenge all language and practices that are viewed as non-inclusive in nature. Change practices within six months in each case identified. Adapt a "no excuse" policy.

Celebrate inclusion where it is being applied.

Orient all new employees fully to the inclusion agenda as part of every orientation training session.

CLPS will introduce a formal system of quality assurance to monitor practices.

CLPS's Quality Assurance Manager will ensure that the initial Quality Assurance requirements related to values, documentation and checklists are being adhered to and followed up.

Individuals supported locally will be asked to participate in a formal satisfaction survey regarding the perceived quality of supports being offered to them.

Person Directed Plans will include specific outcomes for each person that are measureable as well as based on personal preferences. The Quality Assurance Manager will review the results accordingly to ensure that the outcomes are being met.

CLPS will improve its ability to track important data information that will help to measure progress in the area of Quality Assurance.

Continue to seek diversification of funding sources for the Organization.

CLPS will continue to apply for various grants from a wide variety of sources including government at all levels, private corporations as well as various foundations.

Offer family members the opportunity to make bequeaths on behalf of the organization in a well planned and sensitive context.

Create a local donor database and recognize all private donors from the community.

VISION 2010

Our view of Community Living Parry Sound is that by 2010, the following features will be fully in place in terms of agency policy, day-to-day operations and organizational culture.

- ❖ Transformed into an agency that facilitates community connections and promotes meaningful relationships.
- ❖ We will be externally focused in everything we do.
- ❖ The community will be more knowledgeable, educated and accepting as it applies to people with intellectual disabilities.
- ❖ Our financial revenues will be more diverse in their sources and flexible in their application
- ❖ The people we provide support to will have more social networks.
- ❖ People with disabilities will have a greater number of paid jobs