

# Strategic Plan



2014 to 2017

Developed with assistance from  
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**Vision**

*A community in which people who have a developmental disability can live with dignity, share in all aspects of living in the community and participate fully.*

## **Mission**

*To promote and facilitate the full participation, inclusion and citizenship of people who have a developmental disability.*

## **Tag line**

*Respecting Abilities, Inspiring Possibilities*

### **Strategic Direction 1**

#### **Advance the *Community First* Philosophy**

- Increase awareness, collaboration and teamwork with other community organizations and agencies.
- Ensure that services provided by CLPS are described clearly and succinctly and can be easily communicated to others.
- Identify community-developed services and assist people to access them rather than developing specialized services.
- Continue to promote activities that include the people we support and that help them develop relationships, make friends and reduce isolation and loneliness.
- Continue to advance the existing momentum within LINC Employment Services.
- Help the people we support to speak up and advocate for themselves, both individually and collectively.

### **Strategic Direction 2**

#### **Enhance Family Engagement**

- Inform families (family can also include close friends and family home providers) of CLPS' approach and our *community first* philosophy.
- Increase involvement and engagement of families in CLPS.
- Ensure families receive the information they need.
- Help families speak up and advocate on behalf of their family members.

### **Strategic Direction 3**

#### **Enhance Governance**

- Develop and implement a plan for the Board to play a strong, highly visible ambassador role within the community.
- Develop a long-term Board recruitment plan that is ongoing and active.
- Develop strategies for increasing the involvement of CLPS' general membership.

### **Strategic Direction 4**

#### **Initiate Succession Planning**

- Develop and implement succession plans for all levels of CLPS employees.

## Service Principles

1. We will create services consistent with the needs of people. We will create opportunities for those in the natural support network to assist the person to define their support needs.
2. We will create an environment where staff members see their role as supporting the needs and aspirations of the person. We will empower staff teams to be cohesive, highly motivated, focused, trained and committed to the Mission of the agency.
3. We will ensure that people we support are included in the community.

These service principles will be reflected in the following actions:

1. Providing services that help people to be accorded dignity, respect, and the risk of choice, enjoying:
  - personal fulfillment in a lifestyle that includes meaningful relationships through natural supports;
  - experiences that foster self-worth;
  - being valued for their gifts and contributions;
  - the opportunity to participate in planning their social, recreational and educational activities according to their goals and choices.
2. Facilitating the attainment of these goals through support strategies that:
  - maximize opportunities to enhance their lifestyle according to their own preferences through the support of people in their personal network;
  - are effective in meeting the goals they have identified in their Person-Directed Plan;
  - reflect their abilities and preferences in respect to individuality, capacity to live independently and to belong to the community in which they live.
3. Supporting people in becoming active and accepted members of their community and widening their circle of friends by:
  - connecting with community groups and people through family ties;
  - building community through innovative, creative support strategies;
  - developing and maintaining a collaborative relationship with the person's personal support network, based on interdependency and respect.
4. Monitoring how these ends are being met by:
  - participating in a Person-Directed Plan meeting at least once a year;
  - evaluating results through ongoing monitoring, annual reviews and regular communication with the person's personal network.
  - enabling people to review their Person-Directed Plan at any time, as it is a living document.