



2019-2022

STRATEGIC PLAN

KUNUWANIMANO

CHILD AND FAMILY SERVICES

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Vision:

Kunuwanimano Child and Family services strives to support children and youth through a collaborative process of planning with the families and communities for repatriation.

Mission:

Our Mission is the mitigation of risk to ensure the safety and well-being of children and youth through the implementation of services with 'least disruptive measures.

Training and Development:

- **Continuum to build capacity amongst Board members with respect to governance responsibilities**
- **Continuum to identify and implement training initiatives that will enhance service delivery for/with communities and KCFS**

Priority	Action	Indicators	Outcomes	Timeframe
Board of Directors Governance Capacity development, review of policies and development of standing sub committees	New Board member orientation Governance training for new Board members Incumbent Board members assume mentorship role Review of KCFS Policies	Gain a greater and level of comfort in understanding of Board responsibilities Greater understanding of Policies and Procedures; Greater understanding on the application by-laws Fillings vacant seats	Board members' application of acquired knowledge to the decision process making as a collective Application of due diligence as Board members Development of standing sub committees Tracking additional training needs	April 2019 and as required for new Board members
Board of Directors Capacity building	Review and approve training resources Building on Skills to support Board role	Increased participation on committees and in communities	Increased Board knowledge and application in their role Mitigate risk to KCFS	ongoing

Strategic Direction: 2019-2022

- **Communication:**

Maintain continuous, transparent communication with all communities, First Nations staff and stakeholders to ensure trust is built and sustained.

Priority	Action	Indicators	Outcomes	Timeframe
Communication with communities and First Nations	Meet with communities and First Nations on a regular basis Schedule AGM in accordance with by-laws	Sharing/receiving of appropriate information Removing communication barriers AGM rotation to different First Nations to respect and honour the customs and practices	Progressive process towards intertwined existence beyond collaboration Build and sustain trust in within the communities Greater understanding of KCFS's service delivery	Ongoing Third quarter of each fiscal year 2019 ongoing
	Service delivery expansion and updates through website and newsletters	Positive feedback on growth of agency to meet needs of children, youth and families	Intertwined existence leading to service delivery partnership	April 2019-ongoing
Communication with stakeholders and service providers	Meet with all relevant stakeholders' service providers	Increase in necessary services for healing and recovery for inclusion in service plans Increased awareness and visibility of KCFS for support and future opportunities	Risk factors diminish within the family home Children return or remain in the home Increased opportunities for partnerships	April 2019 ongoing
Communication with staff	Staff recognized through appreciation events acknowledging their work	Continuum of building staff confidence and morale Continually timely improvement in	Gain a greater and retention of issues affecting families rooted in trauma.	April 2019 ongoing

	<p>Have appropriate and sensitive dialogue with staff to break down silos</p> <p>Upgrades to office equipment/working environment</p> <p>Collaborative work environment</p>	<p>staff volume of work</p> <p>Teams to become interdependent reflective of our culture</p> <p>Sharing of all information through collaboration processes and procedures</p>	<p>Collaboration amongst staff and removal of silos resulting in</p> <p>Increase in work productivity with QIP improvement.</p>
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Service/Program Enhancement :

- Implement and sustain plans of service/care to work effectively in a forward direction for the repatriation of our children and youth.
- Implement evidence based, innovative programs to support 'new beginnings' for families

Priority	Action	Indicators	Outcomes	Timelines
Service Delivery enhancement	Revision of process for Child Welfare and Prevention intersection	Transparency of the service needs for repatriation of our children and youth	Diminished number of children removed from communities	April 2019 ongoing
	Staff training on procedures for all intersections of Thiservice coordination	Service plans content measurable and realistic through continually intersection of procedures Protection Prevention	Communities gain a greater understanding of the complexities of child welfare	April 2019 ongoing
	Oversight of all intersection of service coordination and planning/reports	Customs and practices of the First Nations included in the service plans and plans of care	Community acknowledgement of inclusion in service planning	April 2019 ongoing
Evidence based program continuum	On going communication and collaboration with the communities for needs specific	Pre/post evaluation for data analysis for Prevention innovative service enhancement/solutions	Share successes to the communities to maintain and sustained intertwined existence	April 2019
	Implementation of pilot cohort internally and with partners (First Nations and external service providers	Increase staff ability to implement services with necessary tools and equipment	Increased staff direct service hours	
	Staff to identify equipment required for programs implementation			

<p>Cultural Programs to support family health and well-being</p>	<p>Merging of culture and evidence based programs within the context of diminishing the intersection of Child welfare</p>	<p>Increased sense of identity as an Indigenous person</p> <p>Increased sense of identity as a community member</p> <p>Increased sense of identity as a parent/caregiver</p>	<p>Gain an understanding of their strengths as parents</p> <p>Gain an understanding of their responsibilities as a parent</p> <p>Gain an understanding that children are everyone's responsibility indicative of our culture</p>
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Child and Youth Wise Practices:

- Development and implement a strategy of promising practices to continually improve services to ensure optimum life outcomes for our children and youth.

Priority	Action	Indicators	Outcomes	Timeframe
Report Card implementation	Review Report Card actions/outcomes on dashboard to track progress	Timely submission & completion	<p>Increase staff/management capacity</p> <p>QIP improvements and report card shared at the Board level</p> <p>Mitigate risk</p> <p>Ensure KCFS is sustainable; consistent and accountable</p>	April 2019- Monthly monitoring
Centre of Excellence	<p>Decolonizing practices</p> <p>Work environment improvements</p> <p>Removing existing barriers (Google model) within the work environment.</p> <p>Board discussions/agenda to include 'Centre of Excellence' comparators to Indigenous values</p>	<p>Staff health and wellbeing reflective of increase in attendance/involvement</p> <p>Staff improvement in timely reporting requirements</p> <p>Regular participation in bi-cultural practices</p> <p>Centre of Excellence understood as a process to decolonize services and build interdependence</p> <p>All facets of the service delivery and staff morale to benefit</p>	<p>Bi-cultural application in Service plans</p> <p>Staff & communities continue to gain confidence in KCFS</p> <p>Board identified the need for a multifunctional facility to honour our families, staff</p> <p>Intertwined existence reflecting the positive attributes of devolution</p>	April 2019 ongoing.

<p>Health and safety for staff, clients, Board and Community</p>	<p>Continue to remove barriers for services and upgrade all offices</p>	<p>Board identified that work environment/tool affects productivity agency wide</p> <p>Need for video conferencing</p> <p>Need for training facilities</p>	<p>Staff, Board, Community feeling valued</p> <p>Unified with Vision, Mission</p> <p>Everyone focused on our children and youth</p> <p>Good Mind</p>
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