



CCR Strategic Plan

2022-2025 Progress Summary at a Glance

LEGEND



Achieved and in practice



Achieved and evolving



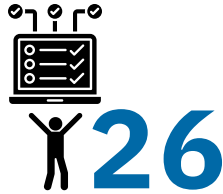
Not in alignment



GOALS



OPPORTUNITIES



DELIVERABLES

CONTINUOUS IMPROVEMENT

All CCR services, policies, and practices are family-centered, current, and evidence-informed.



CULTURE AND WELL-BEING

CCR team is connected, skilled, and recognized as leaders in the field.



OPPORTUNITIES

Review: Individual roles and programs to ensure families receive the most current, quality services and experiences when they need them.



Operational Effectiveness: Maintain financial and operational well-being to assess and manage risk.



Encourage: Curiosity & Innovation.



Improve: Commitment to quality.



Leverage: Experience and expertise, create new and innovative services and supports for families.



OPPORTUNITIES

Joy: Finding pride in our work, celebrating successes, embracing challenges, and learning opportunities.



Evolve: Policies and practices support employee health and well-being.



Brave: Take risks, challenge the status quo, forge new paths for services and the organization.



Share: Knowledge, experiences, successes, lessons learned.



Learn: Participate in continuous learning opportunities and experiences.



DELIVERABLES

Develop survey to determine what is meaningful for families.



Operational workplans are developed and shared to ensure alignment with the strategic plan & future state of the agency.



Create consistent coaching model that highlights Joy, Journey, Opportunities, You.



Evaluation, monitoring, and reporting of program outcomes to ensure funder Return on Investment.



Create tracking sheet to keep track of staff training opportunities, dates, synopsis, and rating.



Ensure adequate representation at, and track participation in, local & provincial tables.



Accountability frameworks are routinely utilized to share successes, identify, mitigate, and manage risk.



DELIVERABLES

Develop agency newsletter and share on new Portal (standard template).



Develop internal opportunities for departments/areas of CCR to gain knowledge on each other's work (e.g., quarterly all-staff summary of areas).



Seek out and engage all staff in reputable Diversity, Equity, and Inclusion (DEI) training opportunities. Integrate DEI within agency policies.



Provide opportunities to view or participate in or learn about other CCR programs, outside of individual departments.



Develop internal survey to determine what is meaningful for staff & encourage sharing of ideas (e.g., wellness, social opportunities, volunteerism, etc.).



Well-being initiatives (promoting EAP/Homewood health and all the services offered). (Tip emails out to staff), sharing resources.



EARLY INTERVENTION

Families are engaged in inclusive, meaningful, supportive early years services.



OPPORTUNITIES

Inclusive: Ensure services are accessible, welcoming, diverse, meaningful, & supportive.



Experts: In early childhood development, identification, and intervention.



Reach: Connect families to all available services & supports within and beyond CCR.



Advocate: For accessible, inclusive quality early learning experiences for ALL.



Build: Professional capacity, mentor, lead.



Improve: Access, enhance screening opportunities, strengthen referral pathways.



DELIVERABLES

Generate a list of screening tools used, including purpose and languages.



Identify learning opportunities and training to ensure professional capacity is enhanced & maintained.



Align Early Years Services with needs of multicultural & diverse populations.



Identify opportunities for CCR to lead in innovative program planning & implementation.



Create a list of community partners, services offered, & how to access their services.



Enhanced promotion of EarlyON sites to ensure all families are aware of services offered (particularly relevant while waiting for childcare space).



Implement a peer mentoring program.



OPPORTUNITIES

Affirm: Our new focus.



Share: Our story and new strategic direction.



Connect: Families to all eligible services within CCR and the community.



Promote: All programs, opportunities, CCR's role.



DELIVERABLES

Create a presentation on structure, mission, vision, values, roles, referral process (develop key statements re: 'who we are' / 'what we do').



Ensure website and social media platforms promote accurate information and services.



New Portal provides seamless and easy access to resources, agency announcements, etc.



Redesign email signature to highlight new website mission, vision, values.



Ensure equitable distribution of promoted services on social media.



Engage community partners in training about services and referral processes (e.g., Compass, Wordplay, NEOkids).

