

★ Child Development Centre

Strategic Plan

May 2022



Our Mission: We work with families and community members to provide therapeutic services and support the developmental needs of all Yukon children from birth to kindergarten.

Our Vision: To support children and families in achieving their hopes and dreams. Together we can reach the stars.

Our Values and Beliefs:

Respect, trust, honesty and compassion are the cornerstones of our service.

- We believe that childhood is a time of wonder, play and discovery.
- We believe in an inclusive community where all children have a sense of belonging and are supported and valued.
- We believe that the development of children is enhanced by looking at the whole child.
- We believe in providing services as early as possible.
- We believe each person's cultural beliefs and values should be recognized and respected.
- We believe in partnerships with families, each other and community members.
- We believe in supporting mental health and well-being.

The board and staff met to collaborate on developing a strategic plan for the Child Development Centre that meets the Mission and Vision of the Centre and stays true to the Beliefs that guide our work. Cheryl VanBlaricom facilitated the sessions. Caregiver and stakeholder survey results were used.

The strategic plan is reviewed and updated yearly with staff and board input.

Between June 2022 and June 2027, We Aim To:

- Develop strong partnerships, and relationships with families, and community partners throughout the Yukon
- Develop a clear role in advancing inclusion and meeting the needs of all children enrolled childcare services
- Acquire physical spaces that are welcoming, accessible and meet the functional needs of CDC staff, families and communities
- Attract, develop and retain diverse specialized and therapeutic staff who utilize family centred, interdisciplinary and collaborative approaches to their work
- Ensure that families get the service that they need in a timely manner

- Ensure that we have the appropriate volume and nature of therapeutic expertise focused on serving clients
- Develop strong relationships and understanding between the board and staff at CDC.

Strategic Goals and Actions May 2022 – June 2027

Strategic Goal	Actions
Implement the Organizational Renewal Model	June 2023 <ul style="list-style-type: none"> • Implement positions identified in Phase 1 of Implementation (Support Functions – yellow) • Plan for phase 2 and 3 implementation • Create a communication plan to support changes within CDC and with families • Create a plan for managing workload during the transition to the new model
	July 2023 - 2027 <ul style="list-style-type: none"> • Continue to use planned approach to communications to support changes within CDC and with families • Implement phases 2 and 3 of the model: the Family and Community Partner Network and the Therapeutic and Program Expertise Division • Place a special focus on diversity when formulating the Family and Community Partner Network
Expand and Stabilize Funding and Space for CDC	June 2023 <ul style="list-style-type: none"> • Secure funding for positions required in Phase 1 of Implementation (Support Functions)

	<ul style="list-style-type: none"> • Configure interim space to meet CDC needs using an inclusive planning process to create a well-functioning and inviting space. <ul style="list-style-type: none"> ○ Include Family Partner Council Input ○ Make a plan for furnishing space • Move into space before 2023
	<p>July 2023 - 2027</p> <ul style="list-style-type: none"> • Secure funding for all positions within the new model • Renovate and move into phase two of building space, drawing on input from staff and families • Secure a long-term location for CDC that meets current and future needs • Moved into final long-term location by mid 2027
<p>Support high quality and inclusive childcare</p>	<p>June 2023</p> <ul style="list-style-type: none"> • Establish the Coordinator for early learning and supported childcare • Create the plan to advance inclusion
	<p>July 2023 - 2027</p> <ul style="list-style-type: none"> • Have a plan in place for early learning and supported childcare with a clear place for CDC within that plan
<p>Ensure Therapeutic Excellence</p>	<p>June 2023</p> <ul style="list-style-type: none"> • Plan for increased access to certified Play Therapists
	<p>July 2023 - 2027</p> <ul style="list-style-type: none"> • Reinstate accreditation status and process within CDC • Establish therapy lead positions

Partner and Collaborate to Make it Easy for Families	June 2023 <ul style="list-style-type: none"> • Establish the team to serve Indigenous families in Whitehorse • Explore options for collaborative space with First Nation Organizations
	July 2023 - 2027 <ul style="list-style-type: none"> • Maximize opportunities for partnerships in communities • Continue to develop trusting, appreciative relationships with the Department of Education on all aspects of the Child Development Centre • Clarify the role of CDC with “Wellness Yukon” with a focus on medically complex kids and mental health
Develop a Human Resources Strategy for CDC	June 2023 <ul style="list-style-type: none"> • Establish new positions identified in the model • Review Compensation Strategy for CDC • Create a plan for enhancing diversity •
	July 2023 - 2027 <ul style="list-style-type: none"> • Develop a strategy and methodology for summer staffing positions • Review EAP