

NANAIMO CHILD DEVELOPMENT CENTRE STRATEGIC PLAN – 2020-2023

OUR VISION

Our vision is an inclusive community where children and youth with developmental needs, and their families, are able to achieve their potential without experiencing barriers. Families are supported to ensure their children are happy, successful, accepted by their peers and contribute to their community with the gifts they bring

OUR MISSION

Promoting optimum child development by serving children with developmental needs and their families

OUR VALUES

- Families are the center of children’s lives and the heart of family-centered practice
- Respect for family composition, values and beliefs, racial, ethnic and cultural backgrounds
- Family members are included and treated with respect
- Programs are welcoming, non-judgmental, confidential, fostering independence by respecting family choices
- Family goals and needs become the stimulus for program design and practice. This promotes close collaborations with other community agencies so that a broad array of comprehensive services is available
- We encourage and facilitate family-to-family support and networking
- Recognize that each family is unique with individual strengths and competencies

STRATEGIC PRIORITIES

OUR PEOPLE

Rationale - our people drive our success and are the reason we are successful, we will continue to strive for a safe, caring and learning workplace

Key Actions

Review our current vision, mission and values to ensure our people are reflected in these statements improve response time for customer questions

Develop and implement a plan to evaluate and celebrate our successes

Complete the culture research project and implement recommendations (i.e. staff wellness)

Identify and support the development and implementation of succession plans Identify and support professional development opportunities for staff, volunteers and board

Explore and define the concept of NCDC Centre of Excellence (i.e. philosophy, brand and what we strive for in our people, our space and our services)

OUR SPACE

Rationale – we need to maximize our current space and plan and develop our space for the future

Key Actions

Complete a space review of current efficiencies and future needs

Determine if our leased land can be purchased

Develop a 5-year plan

Develop a 10-year facility plan

Explore facility opportunities with other partner agencies

OUR SERVICES

Rationale – this is our “reason for being” and our programs need to be as effective and efficient as possible

Key Actions

Support Resource Development in their fundraising and communication plans

Determine the most effective use of funds raised and invest in these areas

Develop and implement a plan toward waitlist improvement (i.e. tracking, investing, lobbying, working with partners, innovative programming, alternative measurements)

Identify new program opportunities and make recommendations for development of these programs (e.g. autism services that would include SLP, adolescent counselling, parent education, fee for service programs, social enterprise, foundation, education, innovation)

OUR PARTNERS

Rationale – in order to maximize our people, our space and our services we need to work with other organizations and government officials

Key Actions

Identify key partners (business, not-for-profit and government), determine their role in our strategic priorities and develop the relationships to enhance our people, space and services (human resources, fundraising, program opportunities, impactful advocacy)

Determine the committees, special task forces and/or teams of the board required to support our people, our space, our services and our partners (e.g. Facility, Development, Social Enterprise) and develop workplans for each committee