



Chatham-Kent Children's Services

Strategic Plan
2019 - 2020

Strengthening Children and Families for a Better Future



Strategic Direction #1

Supportive, collaborative workforce

- Staff survey
- Decrease in grievances
- Succession plan will be in place for management and senior management positions
- Wellness initiatives will be informed by identified staff needs



Strategic Direction #2

Child, Youth & Family Engagement

- Youth Advisor position will be established
- Child's voice is engaged
- Service User survey



Strategic Direction #3

Agency-wide Signs of Safety Core Value

- 95% of staff, volunteers, foster parents and Board members will be trained
- Increased kin/family-based care
- Decreased # of children in care
- Decreased legal involvement



Strategic Direction #4

Governance

- Development of a menu of Board training opportunities that align to the skills matrix
- Evaluation of new Board structure
- Development of a recruitment strategy
- Development of a community engagement plan



Strategic Direction #5

Equity

- Identity-based information is collected by HR
- Facilities support cultural practices
- Increased collaborative community partnerships with equity-seeking groups