| **GOAL** | **OBJECTIVES** | **WORK PLAN** | **KEY PARTNERS** | **LEAD PERSON(S)** | **TIMELINE** | **OUTCOMES**  | **INDICATORS** |
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| Goal 1: Create one community plan or all child, youth and family services. | **a - Streamline and integrate services between member organizations** | 1.Define elements of an integrated service system including system-wide graphic; plot existing Coalition initiatives within the system2.Secure resources for Phase 2 of Integrated Approach to Services (an IAS clinic) to determine fit between locally used intake & assessment tools such as CANS & the Common Assessment Framework (CAF)3. Explore commonalities between SPOC and IAS, develop a common evaluation framework, and move towards merger4. Conduct final SPOC pilot at Chigamik, develop implementation business plan for presentation to Coalition Council late spring 2012 | SPOC Implementation Planning Group | Integrated Approach to Services Task Group (IAS) | Jan-Mar 12Jan-Aug 12Dec 11-May 12 | 1. Better understanding by CYFS members of entire service delivery system & where their organizations & initiatives fall
2. Knowledge of the fit between current intake & assessment tools & CAF, how each organization can contribute to the CAF
3. More widespread understanding and use of CAF as “common language”
 | 1. CYFS members and groups can plot where they fall in service system graphic
2. Common intake and assessment tool identified with interface to CAF described
3. CAF routinely used by teams providing services to children with complex needs
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| **b- improve services to more effectively meet basic needs (e.g. adequate income, food, shelter)** | 1. Ensure effective liaison with Coalition through strategic planning (Basic Needs Task Group workplan and terms of reference planned within Coalition context).
2. Explore use of local data (create and upload data tables; use of Coalition website; build relationship and use of Data Consortium; review Coalition Advocacy report).
3. Create communication strategies for basic needs issues (continue broadsheets; communication strategy on living wage; follow up policy activities from broadsheets).
4. Formulate Coalition approach to poverty issues (use Bridges Out of Poverty to build momentum and Simcoe County capacity to address poverty, including orientations, train-the-trainer sessions, pilot projects, etc).
 | Data Consortium, Food Partners Alliance, Alliance to End Homelessness, Data Consortium, other stakeholders through Bridges Out of Poverty | Basic Needs Task Group | 2011-14 | 1. BNTG Work Plan and Terms of Reference revised and approved.
2. Community profiles and other data/research products available on Coalition website. Improved capacity of Coalition stakeholders to use data in strategies that address poverty.
3. Second broadsheet on Access to Safe, Comfortable, and Affordable Housing. Implementation of communication strategy on living wage. Policy workshops on access to food, housing, and a liveable wage.
4. Orientations and train-the-trainer sessions implemented. Capacity for organizations across Simcoe County to have increased awareness of poverty and collective ability to develop and implement County-wide strategies.
 | 1. BNTG members can see where they fit in Coalition structure, with relevant Terms of Reference.
2. Community profiles on Coalition website, accessed and used by Coalition members in their organizations’ work and in Coalition business.
3. Second broadsheet produced and distributed. Policy workshops implemented.
4. Bridges Out of Poverty framework established. County-wide poverty reduction strategy articulated.
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| **c - Increase sensitivity and equality of service access for culturally diverse communities** | 1. 1) **FNMI and Francophone communities:** inclusion of these two key communities remains a top priority for the Coalition. Because these groups have their own planning groups and work plans affiliated with the Planning Table, full details do not appear in this work plan. However it is important that Planning Table is regularly updated on ACBC progress, including Trillium project; and on Francophone COMPASS.

3) **Newcomers:** Review literature on recent newcomers, census data to help identify other cultures in Simcoe County in addition to Francophone and FNMI1. 4) Interview other agencies working with diverse communities, identify anti-oppression initiatives and cultural competence programs
2. 5) Piggy-back with Local Immigration Partnership research and focus groups, including exploring membership on Human Services Sub Council, participating in service provider focus group
3. 5) Determine realistic goals for 2011-14 to share best practices re diversity and inclusion with Coalition members
 | Best Start, Simcoe County Local Immigration Partnership, YMCA newcomer service, Bradford Immigrant Community Services, Catulpa | ACBCFrancophone COMPASSPlanning Table rep (Lora), Rosemary (BSW student Laurentian), Deb | Fall 2011-June 2012 | 1. Top 3-5 priority outcomes for FNMI:
* FNMI and mainstream organizations adapt to changes due to greater cultural awareness
* Models established for use by Coalition organizations and other non profits
* Organizations develop more responsive programs by collaborating with non traditional partners
1. Top 3-5 priorities for Francophone COMPASS:

3)Increased understanding by Coalition Council members about issues facing newcomer and visible minority groups1. Best practices in welcoming immigrants to Simcoe County shared with Coalition members
2. Identification of realistic goals for 2012-14 for celebrating diversity and enhancing inclusion
 | * Cultural awareness training delivered to 500 mainstream staff
* Promising/best practices met by min 20 agencies & adopted as part of formal policies & procedures by 10 agencies
* 20 agencies identify existing staff to act as Service Navigators
* 10 FNMI designated positions created in mainstream agencies; 5 service contracts for Aboriginal specific services
* Jointly developed common assessment & referral framework
* Potential funding models identified

TBD1. Members report better understanding, begin to incorporate diverse groups in staff, volunteers, board
2. Members alter programs and services to better suit diverse client base (e.g. use of interpreter service)
3. Diversity and inclusion plan in place Sept 2012
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| **d- Increase capacity to serve children and youth with mental health needs** | 1. Joint planning process with LHIN Care Connections plan per Waypoint
2. Awareness of province’s Comprehensive Mental Health and Addictions Strategy (13 new workers in Simcoe County), Mental Health Lead at SMCDSB, Pathways to ER, Working Together for Kids’ Mental Health, Service Collaboratives via CAMH, Aboriginal mental health workers, Youth Justice mental health workers
 | Children and Youth Mental Health and Addictions Steering Committee, LHIN Care Connections plan, Coalition Advocacy group, mental health organizations, various Coalition initiatives, MCYS repLHIN planning will incorporate Best Start (0-5); COMPASS (6-17); unclear re 18-24 yrs (transitional age) | 13/20 members are Coalition members; Janet Harris Chair, Eric Sutton consultant from Waypoint | Monthly meetings Steering Committee Oct-Dec; plan outline by early 2012 | Steering Committee looking at a system that* Offers clear point of access and entry
* Helps clients navigate the system
* Features common assessment framework and service pathway with standardized transparent assessment and program admission criteria
* Provides health education and info to persons in need, service providers and community partners
* Provides continuum of evidence supported services (screening, early identification, assessment, treatment and follow up) at the right place, at the right time
* Provides best and least intrusive service possible at each stage of the severity continuum
* Will be linguistically and culturally appropriate in its service offerings
 | TBD |
| **e- Ensure the participation of youth in the planning process** | -report on youth focus groups (Sept Council)-Readiness Checklist out to Coalition members, feedback to help draft training objectives for Centre’s workshop-2 day Centre workshop Jan 30-31, 2012 for executive and front line staff-convene group to move youth engagement work forward using input from workshop | Youth, Centre for Excellence for Child and Youth Mental Health | Youth Engagement co chair Lisa Cluett, & Youth Engagement planning group | Fall 2011Winter 2012 | 1. Coalition members more knowledgeable about youth perspectives
2. Coalition members recognize own organization’s readiness to meaningfully engage youth, and learn skills and practices to hear youth voice more effectively
3. Programs and practices reflect more youth friendly approach and are therefore more effective.
 | 1. More members incorporate youth in program planning, evaluation, volunteer positions etc
2. Baseline of youth engagement readiness used in Jan training; post training indicates improved readiness
3. Members regularly involve youth perspectives
4. Ongoing Youth Engagement group grows out of January training
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| **f- Encourage use of best practice, evidence-based approaches and improved program evaluation** | 1) Define what is “Coalition endorsement”--purpose is to encourage alignment, not to exclude2) Create inventory of what is currently being used in the system to ensure evidence-based practice, measure performance3) Offer one quality improvement workshop for Coalition members by Coalition members during 20124) Ensure our Project Definition template encourages alignment5) Ask existing groups to provide Planning Table updates that include evidence-based evaluation 6) Create a proposal assessment scorecard as a decision making framework based on our Mission Vision & Values & Strategic Plan, coordinate with regular updates on existing projects.7) Revise Planning Table Terms of Reference to reflect this objective. | The many Coalition-affiliated groups that report to Planning Table, including Data ConsortiumWork is linked to 1 a) above and therefore IAS group and SPOCResearch and Analysis Program at Georgian (Jeff Cole), Irena Posgaj at County of Simcoe | John Clarke, Jim Harris | Start using new tools Dec 2011Survey re best practices Feb-Mar 2012Workshop by Dec 2012 | 1. New programs or initiatives of the Coalition are assessed for alignment with Coalition strategic plan, use of best practices, and evidence based outcomes and include evaluation plan
2. Coalition keeps inventory of evidence based tools being used by Coalition and members. Members with quality improvement, research and/or evaluation expertise offer training to other Coalition members.
 | 1. New Project Definitions and Project Updates show proof of alignment with CYFS Strat Plan, use of best practices, plans for evaluation
2. Project assessment process for new and existing projects used to suggest ways for projects to better align
3. Compare pre endorsed projects to post endorsed projects for alignment to Coalition
4. Measure growth of inventory of members’ evidence based tools
5. Knowledge based questions with a pre post comparison to indicate knowledge transfer.
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