

Mary Centre Multi-year Planning 2023 Onwards			Implementation		
Domain	Objectives	Strategy	Goals	Roles	Milestones
<p>Opportunities Find Us</p> <p>How will Mary Centre attract positive attention and assess opportunities?</p>	<p>Mary Centre is successful in developing partnerships and pursuing service expansion opportunities because it is a reliable, trusted and responsive provider of caring service.</p>	<p>Define and communicate Mary Centre’s interest in expanding services based on its high values for building ‘home’ like environments.</p>	<p>Mary Centre has developed a partnership approach and a decision-making tool for assessing partnership and service expansion</p> <p>Expanded board of directors including new members with experience in DS sector</p>	<p>Board, executive director</p>	<p>Framework/criteria for program expansion is developed and shared with external stakeholders</p> <p>Share positive stories of unique of aspects of care</p>
<p>Building a Good Life Requires Great Teams</p> <p>How is Mary Centre the right fit for a <i>career</i> in developmental services?</p>	<p>Mary Centre’s vision and values are the leading principles by which to provide quality of care over-and-above administrative requirements</p> <p>Mary Centre’s services are highly valued for their attention to a ‘home’ environment and commitment to effective teams</p>	<p>Explore opportunities for improving current administrative strategies to make the best use of employees' time.</p> <p>Raise profile of Mary Centre through deeper involvement with college programs and student placement opportunities</p>	<p>Strengthen focus on performance management by evaluating based on job descriptions (including PT and practicum students)</p> <p>Maintain high-level support for health, safety and emergency readiness</p> <p>Employee relations committee working with senior management to ensure Mary Centre remains an employer of choice. i.e. staff survey</p>	<p>Directors, coordinators and team leads</p>	<p>Attendance at hiring events year round</p> <p>Advertise 100% employer-paid extended health benefits, and a defined benefit pension plan – combined with a home-like and teamwork culture in congregate settings.</p>
<p>Get Ready for the Journey</p> <p>How can Mary Centre be best prepared for <i>Journey to Belonging</i>?</p>	<p>Mary Centre develops an advocacy approach rooted in the experience of clients and families and responds effectively to service system change.</p>	<p>Communicating to Mary Centre stakeholders on the Journey to Belonging in relation to Mary Centre’s clients</p> <p>Identifying and developing organizational competencies that need to be enhanced prior to any directives on Individualized funding</p> <p>Engage with government and the development services sector on system change</p>	<p>ED and management to review key competencies/liabilities of the Journey to Belonging transition in order to develop a staff and public facing statement of key principles “what you should know...”</p> <p>Mary Centre board designate on Journey to Belonging</p>	<p>Executive director, directors, board designate, board of directors</p>	<p>Designate updates on <i>Journey</i> at all board meetings</p> <p>Board provides recommendations to senior management on capacity-building requirements</p> <p>ED’s memo shared to employees and stakeholders on ‘Journey to Belonging’.</p> <p>Family/clients survey including questions on individualized funding</p>