

Strategic Plan 2024–2028

Vision, Mission, Directions and Goals



BRUCE GREY
CHILD &
FAMILY
SERVICES

Facilitated by



Vision & Mission

Vision Statement:

Collaborative and caring communities where children and youth are empowered to achieve success with their self-identified families.

Mission Statement:

We are dedicated to the well-being and sense of belonging of children and youth through equitable services in collaboration with our community partners.

Strategic Directions

Getting Upstream:

Prioritize prevention through support networks and proactive services that are responsive to the diverse needs and circumstances of children, youth and families, even before entering the child welfare system.

It Takes a Community:

Be an agent for change towards an effective and integrated community support system that connects the region's broader human service providers and bands together to help all children, youth and families.

Respecting and Supporting Indigenous Service Sovereignty:

Collaborate with Indigenous partners and allocate resources to support their development of Indigenous controlled child, youth and family well-being programs.

Redefining our Organization:

Strengthen a safe and supportive culture that prioritizes staff well-being, skill development, and diversity, equity, inclusion and belonging throughout the organization.

Getting Upstream

Prioritize prevention through support networks and proactive services that are responsive to the diverse needs and circumstances of children, youth and families, even before entering the child welfare system.

Goals Outcomes:

- Develop practices and relationships that will promote families and community partners to self-refer to BGCFS for support services.
- Promote alternative channels to support services than child welfare intervention to increase access and earlier connection with families.
- Develop data sharing agreements with the education and other key partners to understand the community needs, focus resources and drive early identification.
- Increase the continuity of relationships, emphasizing the practice of continuity of care.
- Address through collaboration with First Nations and Indigenous service providers, the overrepresentation of Indigenous children in care and access to Indigenous supports and services.
- Address through collaboration with community partners, the overrepresentation of equity-deserving children in care and providing access to culturally specific supports and services.

It Takes a Community

Be an agent for change towards an effective and integrated community support system that connects the region's broader human service providers and bands together to help all children, youth and families.

Goals Outcomes:

- Work with key community partners to align the broader human service system with Signs of Safety, promoting awareness, understanding and buy-in into the Signs of Safety approach.
- Build resource sharing models and integrate services with key community partners to better serve children, youth and families, combine resources for greater impact, and foster closer working relations and alignment between service organizations.
- Develop protocols and measures of effectiveness with community partners to determine early indicators of families in need and at risk and be proactive in initiating prevention resources.
- Bridge child and family services with child and youth mental health through a stronger collaborative partnership.
- Develop strategic relationships between the BGCFS Board and the Boards of key community partners.

Respecting and Supporting Indigenous Service Sovereignty

Collaborate with Indigenous partners and allocate resources to support their development of Indigenous controlled child, youth and family well-being programs.

Goals Outcomes:

- Strengthen relationships with Indigenous and First Nations agencies at the governance and staff levels and implement processes that streamline communications.
- Create, in a collaborative partnership with the M'Wikwedong Indigenous Friendship Centre, a service approach that supports urban Indigenous children, youth and families who are not citizens of First Nations within BGCFS jurisdiction.
- Assist, when invited, in the development of Indigenous child and family workers with First Nations and at the community level.
- Partner with First Nations and urban Indigenous community knowledge keepers and service staff in the implementation of culture-based services.
- Work with the First Nations to enable the transfer and storage of client and service-related data of First Nation children and families served by BGCFS to their respective First Nations and other key service providers.

Redefining Our Organization

Strengthen a safe and supportive culture that prioritizes staff well-being, skill development, and diversity, equity, inclusion and belonging throughout the organization.

Goals Outcomes:

- Build a staff development model that leverages the expertise, leadership and potential across the organization and supports staff skill development, job growth, and succession planning.
- Implement an action plan for staff well-being that addresses the findings of the Guarding Minds at Work Report and the Transforming Togetherness EDI Report.
- Develop goal outcomes and measures of progress to strengthen diversity, equity, inclusion and belonging throughout the organization and its services.
- Support the Board in governance development, continuing education and achieving Board membership representative of the diverse communities BGCFS serves.
- Support the goals of the strategic plan with a comprehensive and effective internal and external communication plan.