



Inspiring Possibilities

NEWSLETTER



Welcome to our Spring Edition of the *Inspiring Possibilities* Newsletter.

The focus is to keep you up to date and informed regarding sector information from the Ministry.

In addition, we aim to communicate key initiatives, relevant updates and strategies that will support our staff and enable the people we supported to live their best life.

COVID-19 RESOURCES

- <https://www.phsd.ca/health-topics-programs/diseases-infections/coronavirus/covid-19-resources/>
- <https://covid-19.ontario.ca/self-assessment/>
- <https://www.phsd.ca/health-topics-programs/vaccines-immunizations/coronavirus-covid-19-vaccine/upcoming-vaccination-clinics-for-specific-priority-groups/>

Canada
Disability
Benefit
Bill C-22
Passes
3rd Reading
in House of
Commons



Adriana Morin

RESIDENTIAL CASEWORKER | AFFINITY

How long have you been part of the team at CLGS?

10 years, 1/3 of my life LOL

How did you get into the Developmental Services Field?

I started volunteering at the Children's Treatment Centre at 14 because one of my cousins has cerebral palsy. I then worked as a respite worker through my teen years. I started at CLGS after graduating from the Developmental Services Program at Cambrian College.

How has being a Residential Caseworker impacted you?

It has given me the ability to make a positive impact in people's lives. I have been able to advocate for people, amplify their voices and truly feel like I have a career that leaves a positive impact on some of the most amazing people I have ever met.

What do you find exciting about the future of Developmental Services and the sector reform?

I really like the direction that the sector and CLGS are headed in. I see a lot of positive changes on the horizon for people who access support services.

As a Mother of children with developmental disabilities it is encouraging to know that true person-directed services are being prioritized and invested in.



CLGS is proud to announce we have recruited two advocates against abuse trainers. Advocates Against Abuse (AAA) is a peer led Abuse Prevention Program. Karen and AJ report they are eager to empower their peers to be self-advocates.

The Skills Centre

by Kim Rumley

OUR VISION & MISSION

Everyone receives compassionate support enabling them to live their best lives. To recognize challenges and provide the highest quality service and support that empowers our people to reach their own goals.

ABOUT THE PROJECT

A multi-level skills centre providing empowerment opportunities for individuals to gain independence and autonomy over their lives while creating meaningful connections within the community.

WHAT SETS US APART

Multi-level approaches that are geared to the learner's skill base with actual deliverable life skills. This program will have clinical oversight to ensure quality and functionality. Data will be collected to ensure that the programs and curriculum are appropriate and that people supported are meeting their personal goals.

- Structured Intake Meetings
- Review of course goals
- Opportunities to apply skills in the setting where skills are expected to be used

WHY A MULTI-LEVEL PROGRAM?

"Diversity is having a seat at the table. Inclusion is having a voice and belonging is having that voice be heard." —Liz Fosslien

WHAT WE WANT TO REFLECT



Collaboration



Innovation



Choice



Autonomy



Person-Directed
Learning

THE SOCIAL CLUB

"Inspiring meaningful connections"



WHERE DID THIS IDEA COME FROM?

Through the planning process of the Skills Centre, it became evident that a group of people supported by CLGS were wanting to maintain a day program-like atmosphere.

Through the closure of our own day program due to the pandemic, many of our people supported have used their passport funds to access "for profit" day programs at the cost of \$50-\$70 a day.

We came to realize that by charging a small fee to passport we could meet the demands of two distinct populations within CLGS and maintain a day program while the demand is present.

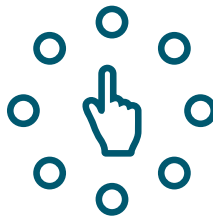
ABOUT THE PROJECT

The Social Club is a day program that acts as a hub for passport outings as well as a centre for planned activities and excursions. The Social Club is “member” driven with each supported person having input into the monthly planning. Members have a wide variety of activities based on their likes, desires, and interests as articulated in their life plans.

WHAT MAKES THIS DIFFERENT FROM “OUR PLACE”



Innovation



Choice



Autonomy



Fun



Friendship



**Person-Directed
Activities**

UPCOMING EVENTS IN THE SKILLS CENTRE

The Skills Centre is excited to share with you our upcoming events for the next few months. Our team has been working hard to create a variety of engaging and informative activities for our members.

One of the highlights will be our pet therapy session, where you can spend time with furry friends and learn about the benefits of animal-assisted therapy. Additionally, we will be offering a beginner course on nutrition and the Canada Food Guide, as well as a budgeting workshop to better prepare participants to manage their finances.

Make sure to keep an eye out for updates on how to sign-up for these exciting opportunities; and stay tuned for an open house announcement, where we will discuss some special workshops run by Northern Outreach Clinical Services, as well as provide some general information about the Skills Centre.

PROPOSAL OUTLINE

1. Community Program
2. Our Mission & Vision
3. Components of the Program
4. Service Targets
5. Staff Training Plan
6. Measures of Success
7. Fundraising Opportunity

PROGRAM DELIVERABLES

Evidence-Based | Assessments | Teaching Targets

SERVICE TARGETS

Skill Level | Transitional Age Youth | Program Engagement

Quality at CLGS

by Cynthia Larocque

Quality Assurance Measures are rules that ensure we provide high-quality services and support to people at Community Living Greater Sudbury. My specific role is to assist everyone here to meet and exceed these standards; I contribute by developing and reviewing policies alongside other key stakeholders, providing education and insight into quality supports and services, developing documentation strategies that demonstrate our compliance, and by completing regular audits to ensure our adherence to the standards. We have compliance audits completed by the Ministry of Children, Community and Social Services on a regular basis. Passing these audits ensures that CLGS remains licensed and able to continue providing excellent service to people who experience life with intellectual and other disabilities.

The first domain for change in the Regulation is ***promoting social inclusion, individual choice, independence, and rights***. We're experiencing an exciting time of growth at CLGS, I'm in a fortunate position to be able to engage with a large number of direct support professionals and people supported. The language I am hearing is becoming more aligned with individual choice, independence, and rights all the time. I frequently hear staff say, "I am here to come alongside the person I am supporting to assist them to achieve their best life". I hear people say, "it's my right and my choice," not looking at the support staff to speak for them. I have staff asking about educating people to make the best choice and moving away from power and control.

This is so exciting! We've emerged from the greater restrictions imposed by COVID-19 and have a robust group of people socializing together at the "Social Club". We also have a brand new "Skills Centre" where people can participate in opportunities to grow and develop in several ways, spiritually, emotionally, and develop skills aligned to their goals and dreams. The Social Club and Skills Centre also run activities that enable groups of like-minded people to join together. The passport program ensures that each person has an opportunity to be involved in their community on their terms with assistance geared to their individual needs and desires. This may happen through activities, groups, volunteering or gaining skills for employment; to name a few. The possibilities are endless.

The second domain is ***individual support planning***, every person must have a support plan. At CLGS we commit to this annually and review the support plan with the circle of support again after 6 months. We also review and update goals regularly but minimally once per month. The process we use to facilitate with this planning process is "Maps and Paths." We highly value and commit to a person directed approach.

“Person-directed/ Person-supported” describes the approach that CLGS takes to providing support. This means keeping the person and, as appropriate, family, friends and/or advocates (circle of support), at the centre of planning and decision-making.

The Support Plan is a tool to assist CLGS in developing and implementing service plans based on the support needs and wishes of the person we are supporting. It encourages the person and their circle of support to explore goals related to work/ employment, learning, skill development, personal development (including sensory stimulation goals, and communication goals), recreation and leisure, vacations, living arrangements, relationships, community access and involvement, faith and/or cultural development activities, physical activities and wellness.

There are several more domains that guide our focus and direction. I look forward to continuing to share how we are collaboratively working together on these initiatives in the next newsletter. They will be ***how we are helping people with day-to-day finances, health promotion, medical services, and medication***, and an exciting new program that will be launched to help educate everyone on ***preventing and reporting abuse***.

I am happy to be a part of the journey of growth toward assisting people to “live their best life.” I am committed to helping in all ways possible so that all people supported at CLGS experience the vision, mission, and values in all aspects of the care they receive.



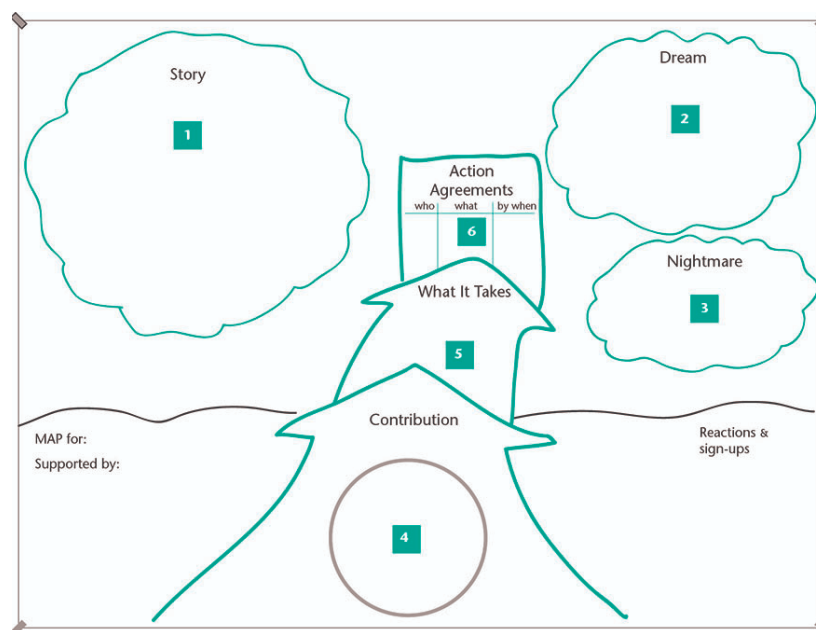
Support Planning

by Cynthia Larocque

Have you wondered what it's all about when you are joining a support plan meeting or why we use this process? What is Maps and Paths, and why was this chosen as a vehicle for person-centred support planning?

Maps is about listening to a person's dreams, acknowledging their nightmares, then building a rich portrait of their gifts and talents to be better able to focus on simple daily actions that move them in constructive directions.

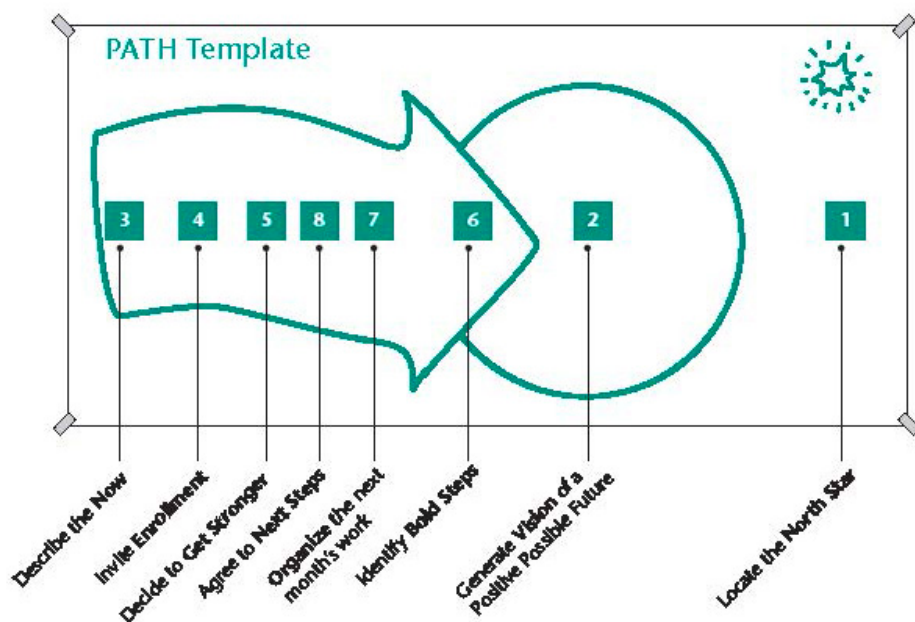
MAPS is a wonderful way to 'get to know' someone. It is powerful and requires skilled assistance by two facilitators – in order to make it safe for the MAP finder.



When I attended my first support plan meeting facilitated with the Maps and Paths process, I thought, wow! It was originally designed for the school setting to be more engaging and creatively solicit a more rounded approach and response from the person and their support network. It is designed so the verbal facilitator is trained to ask intuitive and thought-provoking questions while the graphic facilitator is transposing the information and responses into a visual guide. The result is a graphic that tells the story in a unique and pleasing way.

The graphic can be used as the person chooses; some will have a smaller picture to keep, and some may have the entire story in its original format on the wall in a place special to them.

The support team still completes an electronic written copy with every detail, including the goals required to support the person by the direct support professional team. This can be shared with their family and or friends if the person consents.



PATHS is a creative planning process that starts in the future and works backward to an outcome of the first (beginning) steps that are possible and positive. Think of the path as the journey to get to something or somewhere, especially when the journey may involve barriers and obstacles that the support circle can help to overcome.

Not everyone supported wants to have a traditional Maps or Paths facilitation process, or even a formal support plan meeting and that is okay. Every person has the right to choose what works for them and to tailor the support provided to meet their needs. Our goal of assisting someone we support to “live their best life”, remains the consistent approach by all of us.

Strategic Direction & Goals

Providing Compassionate Support

STRATEGIC DIRECTION ONE

Put the people we serve first by improving their overall person-centred experience

2022 | 2023 | 2024

- Provide empowerment opportunities that enable people to make informed decisions and actively participate in their own needs and life plans
- Expand the skills and elevate the motivation of the support team to enable them to become more person-centred
- Use metrics to measure and monitor the changes needed to improve the quality of support that is person-centred



STRATEGIC DIRECTION TWO

Excel in client safety and quality

- Lead in the development of performance and of client safety initiatives and measures
- Integrate standardized best practices to achieve quality support and outcomes
- Lead in the development of strategies that support timely, sustainable, and appropriate access to support and life choices



STRATEGIC DIRECTION THREE

Cultivate a culture of accountability, transparency and teamwork

- Foster a respectful work environment organization wide
- Strengthen and develop systems that clearly identify, support and measure accountability throughout the organization
- Cultivate and sustain a 'positive and inclusive culture' across the organization
- Provide experiences and opportunities that facilitate teamwork, professional development, advancement and succession planning



STRATEGIC DIRECTION FOUR

Strategically engage with external partners

2022 | 2023 | 2024

- Work with regional and provincial partners to identify and act on opportunities to collaborate
- Collaborate with community partners to deliver innovative approaches to person-centered planning
- Create opportunities for cross-learning and training to build a 'community living' system of support and resources that attracts and retains professionals



INSPIRING POSSIBILITIES NEWSLETTER

