Community Living
DRYDEN - SIOUX LOOKOUT



CORE VALUES
CLDSL Values and Aspirations
Know your Why before you Figure out How

PEOPLE

Rights and Dignity – Why?
Universal value for all people

- We believe that all people have value and deserve respect
- We subscribe to a Code of Conduct and Professionalism
- We Encourage self-determination*
- We Promote responsibility and informed choice
- We Nurture autonomy and empowerment in the people we support
- We Develop Just Enough Supports models of support*
- We support Supported Decision Making*
- We advocate for these inherent rights
- We value self determination

Leadership at All Levels – Why?
We all have something to contribute.

- Communication and transparency at all levels is our goal
- Mentorship* is used at all levels
- Everyone is an Ambassador*

Wellness – Why?
People are not just Surviving, but thriving.

- Psychological, Emotional, Environmental Health and Safety*
- Workplace/Life balance is our goal
- Trauma informed
- We use harm reduction* models

Person-Directed Focus that Promotes Strengths & Gifts – Why?
People want to control their own lives

- We use Person-Centered Approaches*
- We believe everyone has a Core-Gift*
- We use Personal Outcome Measures*

COMMUNITY

Community First Approach – Why?
People live in the community

- We believe in Community Living and Learning
- People use community services
- We use Asset Based Community Development*
- We Promote building stronger relationships in the community
- We collaborate* with others to improve our communities through community development

Inclusion – Why?
People want to belong

- Diversity*, Equity* and Inclusion*
- Bringing your whole self to work
- Social Role Valorization/Authentic Valued roles*
- We build Social Capital*

QUALITY

Quality Assurance – Why?
We have accountability to the people we support

- Seeking Accreditation with CARF*
- Quality of Service* and continuous improvement
- Performance Outcomes*

Employer of Choice – Why?
Empowered, community minded staff are our best resource.

- Professional and personal development
- Learning Organization*
- Extensive Onboarding
- Staff engagement surveys
- Collaborative performance management*
- Developmental Services Core Competencies*
- Growth Mindset*

Why do we do what we do? PEOPLE, COMMUNITY, QUALITY

GLOSSARY

Advocate:

To support a person or a cause through a variety of means including supporting personal rights and freedoms. This can be personal, local or on a larger systemic scale.

Ambassador:

We do this work because we believe in something. An ambassador stands for our Vision of our agency which is No Barriers – Just Life. An ambassador promotes our Mission to Advocate, Mentor and Collaborate. We are all ambassadors at all levels.

Asset Based Community Development

"ABCD's emphasis on strengths, connections, citizen leadership and its recognition that individual gifts become powerful when they are connected together echoes deeply with our own practice and approach to community change. In our experience, communities that collaborate are more successful at addressing complex issues like poverty, equity, community safety and community well-being because they are able to harness the talents, knowledge and strengths of diverse perspectives." ABCD Canada

http://www.deepeningcommunity.org/abcd-canada-home

CARF - About CARF

CARF is an independent, non-profit organization focused on advancing the quality of services you use to meet your needs for the best possible outcomes. CARF provides accreditation services worldwide at the request of health and human service providers. Whether you are seeking rehabilitation for a disability, treatment for addiction and substance abuse, home and community services, retirement living, or other health and human services, you can have confidence in your choice. Providers that meet our standards have demonstrated their commitment to being among the best available. http://www.carf.org/home/

Collaboration:

To work together with others on a shared cause.

Collaborative Performance Management

Our goal is to help people do their best work every day. Although we do coaching we feel the best way to do that is to help staff set their own goals for their own personal development. We will help them reach those goals with resources and encouragement.

Core competencies

The Developmental Services Human Resource Strategy (DSHRS) is a partnership between the Provincial Network on Developmental Services (PNDS) and the Ministry of Community and Social Services (MCSS). The overall and specific objective of this partnership and the DSHRS is to improve and maintain the quality of human resources in the development services sector and to support a provincial system of accessible, fair and sustainable community-based supports.

http://www.ontariodevelopmentalservices.ca/

Core-Gift

"Your Core Gift is a unique offering that you have to share with others. It is connected to and strengthened by your life experiences— particularly your challenges. Knowing your Core Gift means you can better share it with others, provides focus to your sense of purpose and well-being, and guides your decision-making on your path forward. It develops throughout your lifetime, touches all parts of your life, and becomes more impactful each time you face new challenges or give your Core Gift in service to others."
https://www.coregift.org/

Diversity

Diversity is about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability/ability, sexual orientation, education, and national origin. Diversity allows for the exploration of these differences in a safe, positive, and nurturing environment.

'Diversity is having a seat at the table; inclusion is having a voice, and belonging is having that voice heard."

Equity

Equity is the process to ensure that processes and programs are impartial, fair and provide equal possible outcomes for everyone.

Growth Mindset

People who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset. People who have this mindset naturally feel more empowered and committed.

https://fs.blog/2015/03/carol-dweck-mindset/

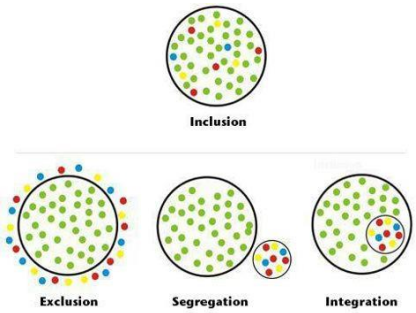
"The passion for stretching yourself and sticking to it, even (or especially) when it's not going well, is the hallmark of the growth mindset. This is the mindset that allows people to thrive during some of the most challenging times in their lives."

Harm reduction

Harm Reduction is an evidence-based, client-centred approach that seeks to reduce the health and social harms associated with addiction and substance use, without necessarily requiring people who use substances from abstaining or stopping. *CMHA Ontario*

Inclusion

A picture speaks a thousand words. Inclusion means to be welcomed and included in the community as you are.



Just Enough Supports model of Support

The Just Enough Supports Model is a proactive approach that takes the opportunity to make a concerted effort around developing alternatives to paid support, which promotes better choice and control for people. Natural networks, community based supports, and technology are explored with staff assisting in helping someone maintain more independence. This is a framework developed by Helen Sanderson Associates and articulated well in a video series by Live, Work Play.https://liveworkplay.ca/our-impact/

Learning Organization

A learning organization is a group of people working together collectively to enhance their capacities to create results they really care about.

Mentor

To come along side others to build them up to build their competence, resiliency and confidence and lead by example.

Performance Outcomes

In a continuous improvement environment we want to always be working on performance goals in our programs in order to improve our services and supports to the people we support and our staff.

Personal Outcomes Management System

We help people we support form their own
- Health and Wellness
- Community Presence and Participation
- Independence, Choice and
- Relationships
- Learning

Person-Centered Approaches

Person-centred practices are used with people, teams and organisations. By working in this way, we can make sure that people are truly listened to and are kept at the heart of all decision-making; how a service is commissioned, provided and organised.

Person-centred practices are used in teams and organisations to ensure that we focus on what matters to the people we support and their families, and pay attention to how to support staff as well.

http://helensandersonassociates.co.uk/ca/

Quality of service

We have two "customers" that our agency serves. They are the people we support and our staff. We want both of their experiences to be marked by excellence and satisfaction.

Social Capital

Studies show that people who have important relationships in their lives are healthier, happier, safer, advance more quickly, and achieve more in life. They also show that vulnerable people, including people with developmental disabilities, have less social capital. Social capital refers to the connections and relationships that develop around community and the value these relationships hold for the members.
http://www.alcondeluci.com/about

Self-determination

Self-determination means that people with disabilities have authority over how their lives will be lived, where and with whom.

Social Role Valorization

A basic tenet of role-valorizing efforts is the notion that the good things any society has to offer are more easily accessible to people who have valued social roles. Conversely, people who have devalued social roles, or very few or marginally valued ones, have a much harder time obtaining the good things of life available to those with valued social status. Therefore valued social roles and the positive status that typically attends them are a key to obtaining the benefits inherent in any given culture.

https://socialrolevalorization.com/srv-theory/

Supported Decision Making

This is a framework that answers the question: What types of supports are required for the person to exercise his or her legal capacity? Also, how does a person communicate their will and preference and how can we support that? We are involved in a pilot project with Community Living Ontario on Supported Decision Making as an alternative to guardianship.

"IRIS is undertaking research for this initiative on current challenges in implementing supports for decision making in the current legal and policy context in Canada…"

https://irisinstitute.ca/

Trauma informed

Trauma-informed care shifts the focus from **"***What's wrong with you?"* **to** *"What happened to you?"* It focuses on the experiences a person has had that have contributed to their present state including for example intergenerational trauma, adverse childhood experiences and workplace trauma.