



Community Plan
September 22, 2016

Our task

The Community Indicators and Measures Committee (CIMC)
was tasked with creating a plan for the CYSN
following the facilitated session with Judith Moses in September 2015

Our Commitment to Working Together – THE plan!

- We presented the four strategic buckets, with goals and objectives and the priority populations at the last meeting
- Over the summer we've been working on the background information, guiding principles, summary of the process as well as:
 - Goals and objectives for the Network strategic bucket
 - Development of a structure that supports the strategy

Guiding Principles

The wellbeing of children, youth and families is central to all decision-making and planning by the Network. The following principles guide the Network in striving to achieve its **vision** and fulfill its **mandate**.

Engagement

All members of the Network are actively involved in pursuing the Network's strategic priorities, and are committed to engaging with other stakeholders and significant initiatives impacting children, youth and families.

Collaboration

Member organizations recognize that measureable change is the result of collective action. Goodwill, mutual respect, open-mindedness and a culture of shared responsibility foster true collaboration where we achieve more working together than alone.

Respect for Diversity

The membership values the uniqueness, strengths and culture of each neighbourhood/ community in Hastings-Prince Edward and strives to build upon those strengths to increase (or improve) access to services where barriers exist.

Inclusion

The membership values, respects and supports the diverse characteristics and needs of all children, youth and families.

STRATEGIES

Efficient and effective functioning of the Network

WHAT THIS MEANS

We will ensure the Network is supported by an effective structure, with strong leadership and engaged membership to facilitate the achievement its goals and objectives.

WHY IS THIS IMPORTANT?

Research shows that the most effective partnerships are differentiated by their ability to clearly define the purpose and vision of the initiative, establish a structure that involves the membership, develop collaborative work processes, and create sustained momentum. A network becomes efficient and effective by combining the different kinds of knowledge, skills, and resources of its participants, which enables them to accomplish more than any of them can on their own. Best practice demonstrates networks are most successful when leadership, both formal and informal, promotes productive interactions among members, inspires, and motivates partners, helping them to articulate and communicate their own collective vision. Members are then empowered to talk to, learn from, and work with each other to accomplish their goals.

| GOALS | WHAT DOES SUCCESS LOOK LIKE? |
|---|---|
| Ensure the structure of the network supports the achievement of the community plan | <ul style="list-style-type: none">• The structure of the network is driven by the strategic direction• The structure supports a collaborative approach that stimulates innovation, impact and measurable change while allowing for networking and learning |
| Position the network to be sustainable and viable long term | <ul style="list-style-type: none">• The network is well resourced and is supported by diverse funders fostering long term sustainability and viability |
| Ensure the membership of the network is diverse and inclusive | <ul style="list-style-type: none">• Current membership is retained• The Network grows in membership• The membership is representative of all geographical locations in HPE• The membership is representative of all sectors serving all children, youth and their families |
| Establish a culture of participation, involvement and engagement of network members | <ul style="list-style-type: none">• All members of the network are actively engaged in and contributing to working groups, network meetings and the achievement of the plan |
| Provide strong leadership that is visionary, bold and brave | <ul style="list-style-type: none">• The Network is guided by strong leaders, at both the network and working group level• The Network contributes to measurable change as a result of leaders both of, and within, the network. |

Now What??

- The plan is done
- How do we now move forward to implementation?
- How do we stay focused? How do we ensure the work we're doing is relevant to the plan we've developed? How do we create accountability between all of us and to the network and community itself?
- **We build the processes to support the plan and the work**

Implementation

- Strategy drives Structure
- Upon approval – a network work plan (with dashboard)
- Develop a common Terms of Reference for Working Groups
- Establishment of Working Groups
- Development of Working Group work plans (with a dashboard)

NETWORK DASHBOARD AT A GLANCE / WORK PLAN – IMPLEMENT DASHBOARD TO OPERATIONALIZE

| Strategies/Objective/Goal | Lead Responsibility | Target Date | Status | Operational Tactics |
|--|---------------------|-------------|---|---------------------|
| A. We Need Planning to be Informed by Data | | | | |
| <u>Goal #1</u> - HPE has a comprehensive repository of local data relating to children, youth and families | CIMC | | Green: On track Orange: Needs attention Red: Off track Blue: Completed | |
| <u>Goal #2</u> - Introduce repository to the CYSN and community planners and how to apply the data to inform planning | | | | |
| <u>Goal #3</u> - Develop mechanisms/protocols/tools to assess resources, gaps and barriers to interventions that address needs identified by the data repository | | | | |
| <u>Goal #4</u> - Provide analysis and interpretation of data and how it is relevant to the CYSN and community planning | | | | |
| <u>Goal #5</u> - Secure sustainable funding for the ongoing updating, hosting and maintenance of the website | | | | |

Structure of the Network

CIMC reviewed many options, we even created a few of our own. Ultimately,

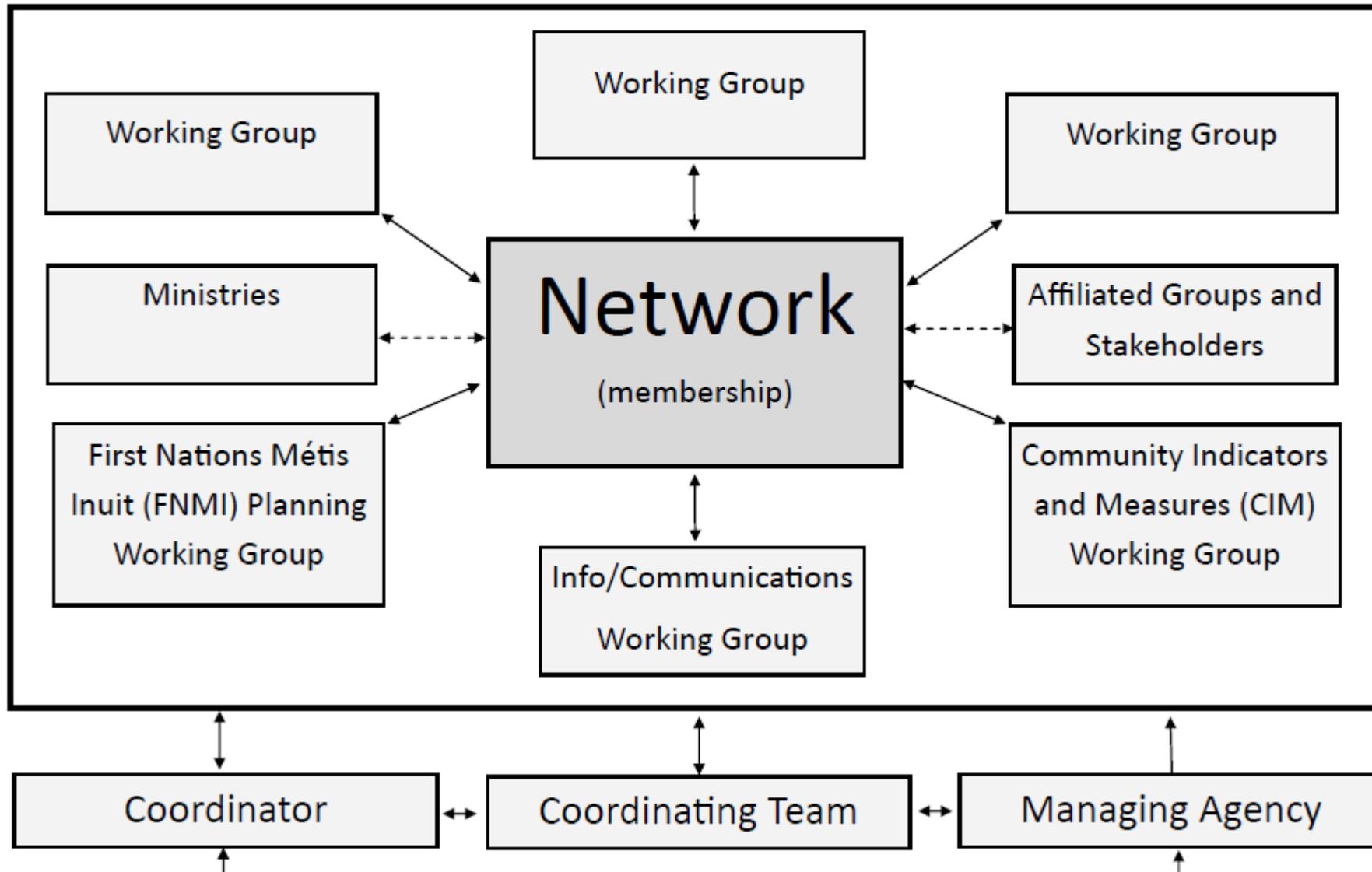
We are presenting two today:

- current structure
- proposed structure

The CIMC is recommending structure #2. We feel this structure allows the best opportunity for the network to move forward on achieving the goals and objectives established in the plan. We will ask for a motion at the meeting to accept that structure.

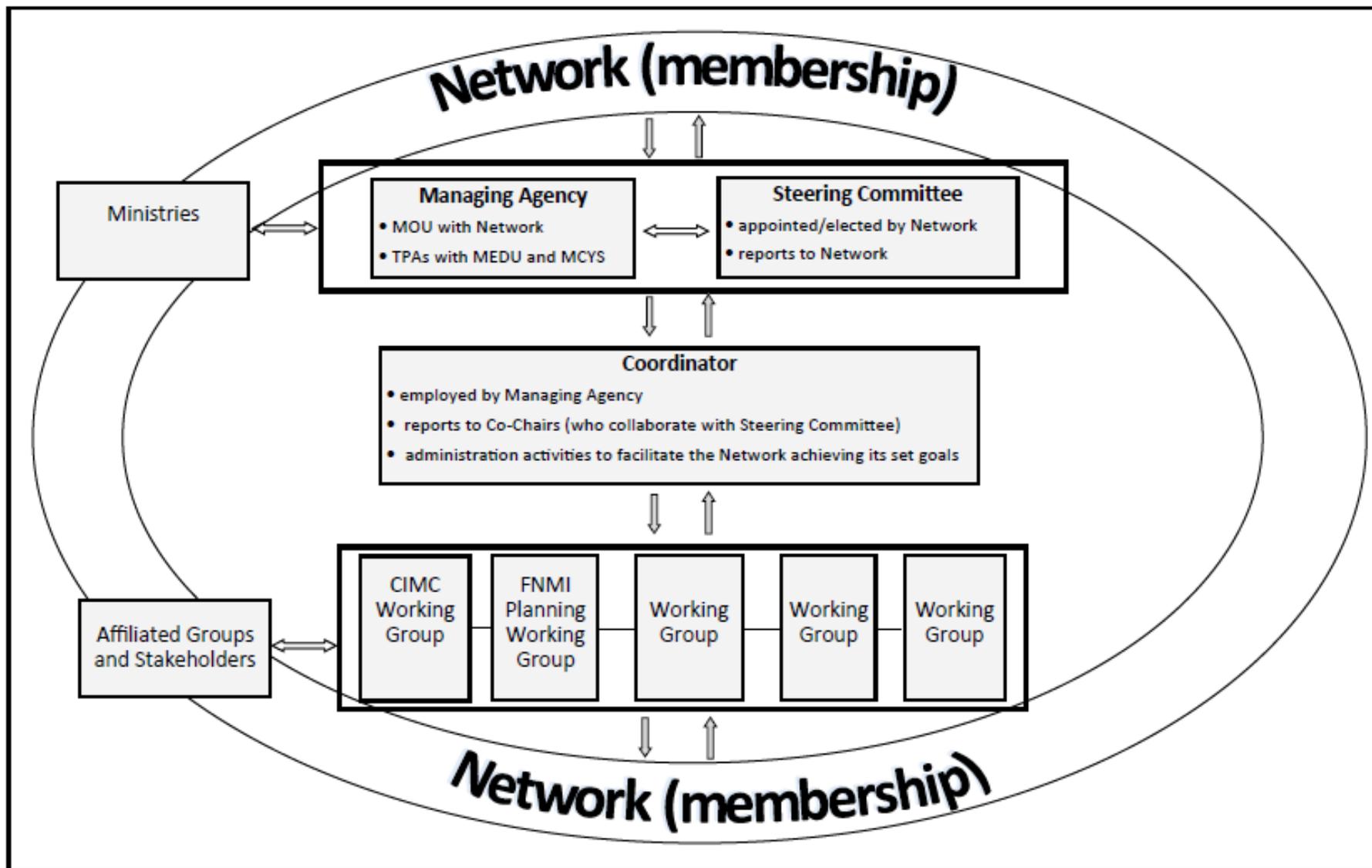
CYSN Structure Option #1

This structure most closely mirrors the current structure with a collaborative approach to decision-making and the Network being the ultimate decision-making body.



CYSN Structure Option #2

This structure is closely aligned to how most not-for-profit organizations function. The Network elects/appoints the Steering Committee, comprised of CYSN and Working Group Co-Chairs, whose function is similar to that of a Board of Directors. This model fosters a reporting and accountability system that is clear and linear.



Next?

- Determine working groups necessary to support the plan and the process for doing that
- Establish terms of reference that are common among all working groups that keep us focused on the achievement of the plan
- Establish terms of reference for the steering committee that supports the work of the network
- Development and implementation of accountability processes to keep us on track
- Depending on the structure – we'll look transitioning how we function under the new model