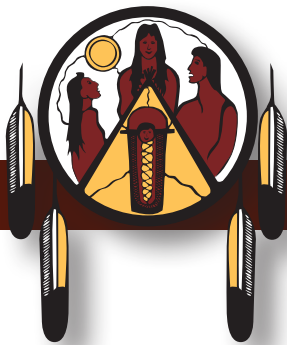




Strategic Plan | 2014-2019

▷ $q \Delta \cdot q$ $q \triangleleft \sigma$ $\wedge L \text{ ob } U \rho$



ՈՐԱԵՆԻ ՎՎ.ՇՄ ԴԸ ՈՎԻՐԳՃԻ ԱԴՐԳՃԻ
Tikinagan Child and Family Services

MAMOW OBIKI-AHWAHSOOWIN EVERYONE WORKING TOGETHER TO RAISE OUR CHILDREN

LL^o ▷∧ρ^{||}◁◁·^rΔ·^o

ERNEST BECK | ∇ Q U' V\

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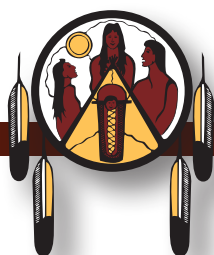
I wish to thank everyone who has joined us in our journey of strategic discovery. Together, we have established inspiring strategic visions, clear goals, specific strategies, and attainable objectives that will help us achieve better outcomes for the families and communities we support, and for the young people we care for and protect.

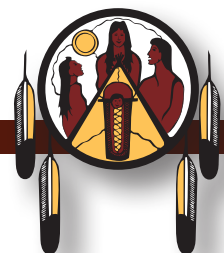
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work. This Strategic Plan will be encouraging and re-energizing for staff, as well as, revitalizing for Tikinagan as an organization. We are ready for the future.

[illegible]

Ernest Beck | $\nabla \alpha'' \vee$
Executive Director | $b \triangle \sigma \triangle \sigma^q u b \triangle \cdot - \quad b \triangleright \rho L \Delta \cdot -$





The Strategic Planning process involved asking questions and gathering information about the following:

- **Strengths**

- What are Tikinagan's greatest internal strengths?
- What does the agency do well?

- **Weaknesses**

- What are Tikinagan's most significant internal weaknesses?
- Where can the agency improve?

- Opportunities

- What are the greatest external opportunities that help Tikinagan pursue its Vision, Goal, and Values?
- What changes are taking place in the environment that might allow the agency to better achieve its purpose?

- **Threats**

- What external threats might hinder Tikinagan in the pursuit of its Vision, Goal, and Values?
- What changes in the environment does the agency need to guard against, or prepare for, in doing its work?

- **Critical Issues / Choices**

- What are the key issues and/or choices that you feel need to be addressed over the next five years, as part of Tikinagan's strategic planning effort?

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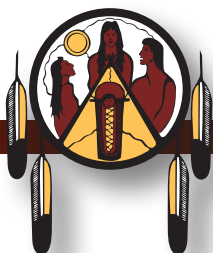
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• **ከፈረንሳይ / ሞንጎልያ**

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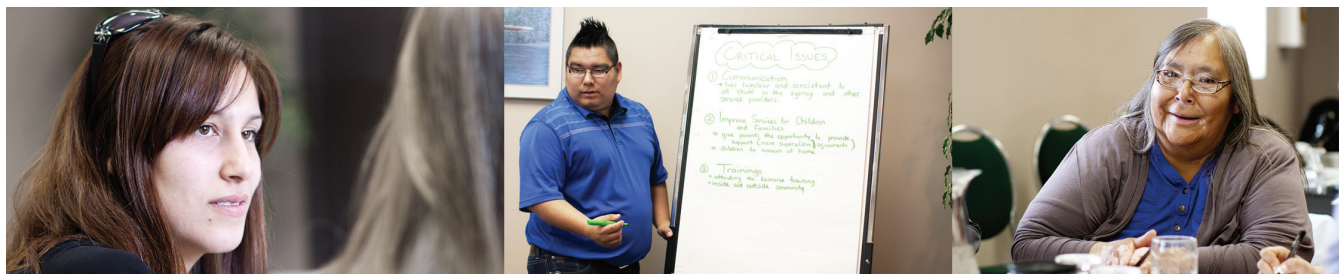
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Having gathered much information, the next step involved:

- organizing and categorizing all the information gathered
- analysing it to determine common themes, ideas and priorities
- drafting Strategic Vision Statements that capture the priorities and embrace the spirit and hopes for the future
- drafting Goals and Strategies that identify the pathways to the fulfillment of the Strategic Visions

In August 2013, the initial draft Strategic Plan was presented at the Annual Chiefs Assembly for guidance and feedback. Needing to identify specific and measureable Objectives and Action Steps that will lead to the achievement of the Strategies and Goals, staff and management were again consulted:

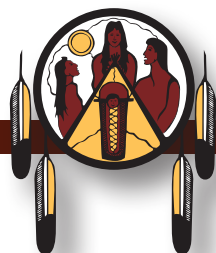
- On October 10, 2013, agency staff, most of whom had participated in the May 16th Consultation, met to review the Goals and Strategies and propose Objectives and Action Steps
- Reviewing the Objectives and Action Steps proposed by staff, the Management Team met on December 5th and 6th, in order to consolidate and prioritize the Strategic Plan's Objectives and Action Steps.

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- [illegible]

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OBJECTIVE 1.1.2: Decision-making in individual supervision and case conferences is consistent with Mamow Obiki-ahwahsoowin

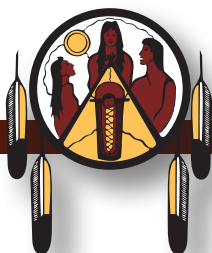
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OBJECTIVE 1.2.2: All staff have access to, and use, Tikinagan policy manuals, in order to ensure that Mamow Obiki-ahwahsoowin informs case management practices and agency procedures

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OBJECTIVE 1.3.1: The communities and other service providers are aware and knowledgeable about Mamow Obiki-ahwahspowin

በዲሞክራሲ 1.3: ባለቤቱ ለሌላ ሰው ማሳለፍ ለሚችል ሁኔታ ማድረግ ይችላል፡፡ ለሌላ ሰው ማሳለፍ ለሚችል ሁኔታ ማድረግ ይችላል፡፡ ለሌላ ሰው ማሳለፍ ለሚችል ሁኔታ ማድረግ ይችላል፡፡



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GOAL 2: FAMILIES AND COMMUNITIES WILL RECEIVE EFFECTIVE, SUPPORTIVE AND CULTURALLY-SENSITIVE CHILD WELFARE SERVICES, USING A STRENGTHS-BASED AND PARTNERSHIP APPROACH INVOLVING OTHER COMMUNITY SERVICE RESOURCES

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We will reach this goal by following these strategies and achieving these objectives:

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bσΛUΛ"ΔbUρ^ι:

STRATEGY 2.1: Delivering parenting support and other prevention programs

OBJECTIVE 2.1.1: Elders work with all Units and actively engage in supporting families

OBJECTIVE 2.1.2: Deliver Parenting Support and Prevention Programming in all communities

OBJECTIVE 2.1.3: In partnership with other community resources, teach parenting skills, shopping, cooking, budgeting, etc. through community interactive workshops

STRATEGY 2.2: Providing family services incorporating Mamow Obiki-ahwahsoowin and the strengths-based approach

OBJECTIVE 2.2.1: Deliver comprehensive and coordinated Family Services and Prevention Programming

OBJECTIVE 2.2.2: Land-based treatment is accessible to families

OBJECTIVE 2.2.3: Tikinagan demonstrates support for community traditional beliefs re: roles, responsibilities, relationships, and healing approaches

OBJECTIVE 2.2.4: All relevant parties are included in the process of working with families, ie. “Collaborative Process” = Mamow Obiki-ahwahsoowin

STRATEGY 2.3: Working in partnership with other community service resources to provide coordinated, family-centred services which are both efficient and effective

OBJECTIVE 2.3.1: All services for families and communities are coordinated through formal partnerships and written agreements between Tikinagan and community/regional resources

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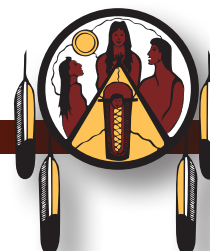
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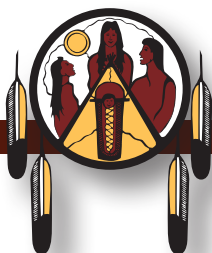
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CHILDREN IN CARE

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STRATEGY 3.3: Creating a secure base for every child in care, by proactively developing and monitoring the child's Plan of Care in partnership with the child, caregivers and relevant community resources, in order to promote the positive development and resilience of the child, both currently and in the long-term

OBJECTIVE 3.3.1: Every child's in-care experience will be enhanced through coordinated service delivery and placement resources which meet their needs

OBJECTIVE 3.3.2: Land-based treatment is accessible to children in care

OBJECTIVE 3.3.3: Children in care with special needs receive specialized services to meet those needs

OBJECTIVE 3.3.4: Children in care maintain their connection and relationships to their families and communities

STRATEGY 3.4: Improving the residential placement selection process

OBJECTIVE 3.4.1: Treatment Centres and outside placement resources are regularly assessed for their suitability and effectiveness in meeting the needs of children/youth in care

OBJECTIVE 3.4.2: Improve system for matching children with foster home placements

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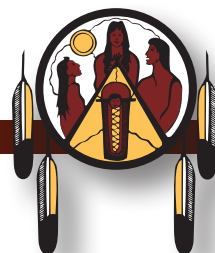
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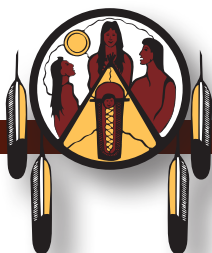
ᐅᓇᓯᓐᓂᓐ 3.4: ᓐᓂᓐ ᓯᓂᓂᓐᓂᓐ ᓂᓂ ᐱᓴᓯᓂᓐ ᐊᐊᓐᓴᓐ ᓐᓂ ᓂᓂᓐᓂᓐᓂᓐᓂᓐ ᓂᓂᓂᓐᓂᓐᓂᓐ

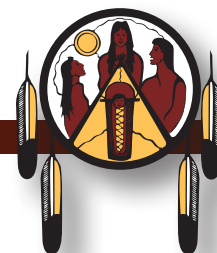
ᓂᓐ ᓂᓂᓐᓂᓐ 3.4.1: ᐃᓐᓯᓐᐃᓂᓐᓂᓐ ᓯᓐ OPRs ᓐᓂᓂ ᓯᓂᓂᓂᓂᓐᓂᓐ ᐊᓂᓂᓂᓐ ᓂᓂ ᓂᓂᓂᓐᓂᓐ ᐊᐊᓐᓴᓐ ᓯᓐ ᓐᓂ ᓐᓂᓂᓂᓐᓂᓐ ᐊᐊᓐᓴᓐ ᓂᓂᓐᓂᓐᓂᓐᓂᓐ ᐅᓐᓂᓂᓐᓂᓐ

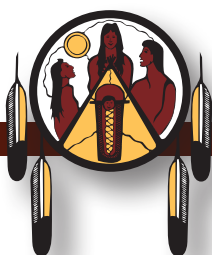
ᓂᓐ ᓂᓂᓐᓂᓐ 3.4.2: ᓐᓂᓐ ᓯᓂ ᓯᓂᓂᓐᓂᓐᓂᓐ ᓐᓂ ᓐᓂᓂᓐᓂᓐ ᐃᓚ ᓐᓂ ᓐᓂᓂᓐᓂᓐᓂᓐ ᓂᓂᓂᓐᓂᓐ



bb9. UΛσbU` 4: ΔLΓ"ΔΔ· Δ·CδPΓNΔ·ΔL NΡαb, ΛγP L'α"Δ9Δ·bΓ` Γα Δb·Pγ"Δ,
VUαb·, b·γ ΔPbαΔ·CγPbU Γα ΔσPαVΔ·PγV·Δ· ΔCΔ, 9P α"Δγ` Γα 9P αCΔ·Cb·
We will reach this goal by following these strategies and achieving these objectives:

[illegible]





Δ∇· ∆∇·∇·∇·Δ· Γα ΔΛC ΔΛ^Λρδ∇Δ·, LL· ∆Λρ^ΛΔΛ·∇Δ· Δ∇ΔΛβ· “bρα
 ∇LL· Δ·C.ορΓΓΛ· ∇ΔCΛρ^ΛΔΛ· ρσλσ^Λσ^Λ”, ΔΓΔ∇· ∇∇· σ^ΛΓCΔ·Δ·
 ρC∇^ΛΔ·σ^Λ q∇· Γ.δ^Λσ^Λ ∆Λρ^ΛΔΛ·∇Δ·.

[illegible]

In Ojibway and Oji-Cree, Mamow Obiki-ahwahsoowin means “Everyone working together to raise our children”, expressing the way our communities understand the holistic and inclusive nature of raising children.

Tikinagan developed our Mamow Obiki-ahwahsoowin service model as a way of supporting and strengthening these traditional practices. Tikinagan's Mamow Obiki-ahwahsoowin is a community-based approach connected to the inherent jurisdiction of First Nations to look after our children and to fulfil our conviction that the answers lie in the communities.

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