Strategic Plan Update 2023-2024

COMMUNITY LIVING ASSOCIATION FOR SOUTH SIMCOE
www.class.on.ca @class_community
IGNITE | STRIVE | SUCCEED

SOLIDIFY OUR ORGANIZATIONAL IDENTITY



Develop and implement anti-racism, anti-Black racism and anti-oppression framework policies and practices

CLASS continues to recognize our unique and diverse teams through the formation of an Equity, Diversity and Inclusion committee and providing Unconscious Bias training to 223 employees.

Develop and implement strategies for enhancing organizational leadership

CLASS completely revised its entire privacy/confidentiality policy suite. Three employees were trained to be privacy officers and CLASS provided enhanced privacy training to 98 employees.

STRENGTHEN OUR PERSON DRIVEN SERVICES



Address service quality

CLASS will be working with The Council on Quality and Leadership on accreditation.

CLASS provided Person Direct Planning training to 130 employees.

Improve CLASS' capacity to effectively support people with complex needs

CLASS expanded its partnership with the Centre for Behavioural Health Sciences to effectively support complexity.

Reimagine CLASS' to facilitate people's participation in recreation, culture and volunteer and other communities of their choosing

CLASS began to implement Rec Desk.

ENHANCE OUR WORK ENVIRONMENT



Introduce a comprehensive human resources strategy that supports a well-trained, highly effective staff team in a positive, safe work environment

CLASS provided leadership training to 10 employees through CL&F Inspiring Leadership Consulting.

CLASS provided Respect/Disrespect/Abuse training to 87 employees.

Accountability

CLASS made improvements to internal reporting system Share Vision by enhancing efficiencies and eliminating paper reporting.

EXPAND OUR COLLABORATIONS



Continue to create and expand opportunities to partner with others and enhance the lives of the people supported by CLASS

5 people were support for 118 resident days in our mental health safe bed.

FirstClass Community Fridge program has seen upwards of 1200 users per month.

CLASS became a member of Micro Boards Ontario.