



Strategic Plan 2021-23

BC Association for Child Development and Intervention

The following organizations have represented the interests of child development services on a provincial basis since 1948, leading to the establishment of BCACDI.

Cerebral Palsy Association of BC (CPABC)

- Established in 1948
- In the 1970's, Child Development Centers (CDC's) were members of CPABC
- The common link was that all CDC's had therapy programs
- Ministry of Health funded CPABC, which in turn, distributed funding to CDC's
- Funding process changed in 1982, so that funding went directly to CDC's

Child Development and Rehabilitation Network (CDRN)

- Provincial network of CDC Executive Directors
- Began in 1982 as EDA (Executive Director's Association) reporting to CPABC Board
- In 1986 CDRN became an independent group
- Worked with agencies and government to develop and promote quality measures

BC Association of Child Development Centers (BCACDC)

- Provincial association of CDC Board representatives - Formed in 1990
- Worked with CDRN and government to promote interests of child development

The BC Association for Child Development and Intervention (BCACDI)

- Established in 1996 to unite CDRN and BCACDC under a single organization

BCACDI is a non-profit society that provides networking, support and advocacy for agencies delivering services to children and youth with special needs. Through constructive collaboration and interaction with their colleagues BC agencies enhance their ability to deliver effective services to the communities they serve. BCACDI also provides a unified voice for dialogue with Government regarding policies and resources for service delivery in this sector.

The activities of BCACDI are guided by an 8 member Board of Directors comprised of both agency Executive Directors and agency board members. The Board meets on a monthly basis to review activities and initiatives in progress, discuss new opportunities, and respond to requests from membership. The Association employs a Provincial Advocate (PA) to assist in networking, support, and advocacy efforts.

Only 71% of BC children arrive at kindergarten meeting all of the developmental benchmarks they need to thrive both now and into the future- 29% are developmentally vulnerable (UBC HELP, 2009), and this 29% will impact the quality of the future labour force and cause BC to

forgo 20% in GDP growth over the next 60 years (UBC HELP, 2009). The early development research is now so compelling that there is a growing consensus among economists, such as Nobel Laureate James Heckman, that the most cost-effective human capital interventions occur among young children, and that the returns to society for each dollar invested in this population extend from \$1.80 to \$17.07 (Rand Corporation, 2005). BCACDI is committed to educating Government regarding the importance of effective investment in a child's development and the positive long term outcomes demonstrated by the research.

Mission Statement

To advocate for quality child development and therapy services which are inclusive and accessible to all children and families, and to provide member agencies with a forum for communication, information sharing and problem solving.

Vision

All children and youth requiring extra supports and their families have timely access to the most effective services that help them achieve their true potential

Values

BCACDI values:

- Family centred practice
- Evidence informed interventions
- Respectful and collaborative engagement with our Government partners
- Consensus building approach to Association decision making
- Inclusion and meaningful participation in life for the children and families we serve

Strategic Initiative The key directions and undertaking that will shape our future	Targeted Results The objectives that are critical to achieve in reaching our vision	Work Plan The key action steps we are committed to taking to achieve the targeted results	Measurables How we know we have achieved our targeted results
<p>Build a Strong Advocacy Voice</p>	<p>- Increase public awareness of BCACDI and the challenges of service delivery to CYSN</p>	<ul style="list-style-type: none"> - Seek costs/get estimate for technology improvements including the website example developed by Equal Work Equal Pay - seek support via volunteer and/or partnering with members to enhance social media accts - increase membership via new categories or other models - help create image/awareness of BCACDI and what we do at a local/small town level - Increase exposure via other mediums (i.e. – TV, radio) - Identify and engage with Provincial organizations and committees with an interest in building public awareness in our sector - identify advocacy priorities 	<ul style="list-style-type: none"> - track social media accounts data elements - grow # of member agencies - Track number of such committees we participate in - Track correspondence/communication related to such participation - track Gov't rep attendance at our meetings - track presence of our recommendations within Gov policy and projects - track Gov requests for input - track meetings/engagements with Gov reps

<p>Build A Strong Advocacy Voice (cont'd)</p>	<ul style="list-style-type: none"> - Maintain consistent and respectful dialogue with Government <hr/> <ul style="list-style-type: none"> - Demonstrate leadership through involvement in projects and initiatives concerning CYSN 	<ul style="list-style-type: none"> - Cont. participation on gov lead committees (e.g. CCRG, SIRF) - Ensure Government regular attendance at our member mtgs - Pro-actively engage with Government reps as necessary to influence policy impacting our sector - continue work towards improving data collection and reporting in our sector - Specialized sitters module - engaging in research projects that impact our sector 	<ul style="list-style-type: none"> - track number of requests from outside organizations for BCACDI to lead a project/initiative - Being involved in at least 1 non-Government related project/initiative on an ongoing basis - create and post docs for sharing, including a 'living' google doc to update regularly that outlines key projects and initiatives the association is engaged in
---	--	--	---

Strategic Initiative The key directions and undertaking that will shape our future	Targeted Results The objectives that are critical to achieve in reaching our vision	Work Plan The key action steps we are committed to taking to achieve the targeted results	Measurables How we know we have achieved our targeted results
Increase Supports to Member Agencies	<ul style="list-style-type: none"> - Improve access and utilization of evidence based practice <hr/> - Helping agencies utilize technology to improve accessibility and efficiency for their services <hr/> - Provide ample opportunity for member agencies to connect and collaborate on a broad variety of topics 	<ul style="list-style-type: none"> - Mitacs research partnership to study needs of member agencies in regard to EIP - collaborate with existing BC resources in this area (e.g.- Sunny Hill Evidence Centre) - provide education opportunities and member sharing opportunities regarding the use of tech to enhance service delivery - increase forum use 	<ul style="list-style-type: none"> - Track # of such opportunities

	<ul style="list-style-type: none"> - ensure new members feel well supported and connected 	<ul style="list-style-type: none"> - establish a mentorship system - package for new and prospective members outlining benefits of membership (e.g. – IMHP, forum), as well as skills like contract negotiations - folder on BCACDI website for this content 	
<p>Facilitate and support meaningful participation in the Association from agency board members</p>	<ul style="list-style-type: none"> - ensure significant representation of board members on BCACDI brd, encourage board member participation 	<ul style="list-style-type: none"> - education opportunities at ED/Board meetings that appeal to board members as well - Formal process of acknowledgement for agency board members participating on the BCACDI board - board specific education at a member’s meeting. Market opportunity to bring more board members to face to face meeting - consider funding opportunities for agency board members to attend 	<ul style="list-style-type: none"> - track # of agency brd members attending meetings

<p>Strengthen our knowledge and cultural understanding of the factors influencing service delivery to indigenous populations and other cultures</p>	<ul style="list-style-type: none"> - respond to the recommendations from the Truth and Reconciliation Commission - Endorse Jordan's Principle. Educate member agencies on the Principle and implications for practice 	<ul style="list-style-type: none"> - develop a statement of reconciliation with defined action items - provide opportunities for member agencies to share promising practices with a focus on service delivery to Indigenous communities - provide educational opportunities to membership regarding historical inequity and discrimination vs Indigenous people - recruit Indigenous Advisory Circle members 	<ul style="list-style-type: none"> - at each face to face board meeting review the statement of reconciliation and measure action items completed
---	---	---	--