



## SFNFCI 5 Year Plan 2016 - 2021

### SFNFCI Business Model

SFNFCI considers its business model to be emergent and integrative that values the **READINESS & WILLINGNESS** of First Nations stakeholders' participation in:

- *Research*
- *Standards Development & Feedback*
- *Development of Culturally Relevant Curriculum*
- *Development of Culturally Relevant Programs and Services*
- *Training – Required*
- *Training – Professional Development*

Ensuring stakeholder and participant readiness & willingness involvement in curriculum, program and service development demonstrates SFNFCI's goal of being reflective of member & stakeholder needs in Saskatchewan.

SFNFCI's business model takes into consideration **integration and collaboration** with strategic partners & stakeholders to improve child and family well-being. These have been defined in the strategic relationship priorities along with the vision, mission and values.

### SFNFCI Truth & Reconciliation Position

**Moving forward SFNFCI is positioning the Truth and Reconciliation Commission Report Recommendations within the 5 year Strategic Plan Activities**

- SFNFCI ensures that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools (*TRC Recommendation 1iii*)
- SFNFCI ensures that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing (*TRC Recommendation 1 iv*)
- SFNFCI provides skills- based training in intercultural competency, conflict resolution, human rights, and anti-racism (*TRC Recommendation 57*)



## SFNFCI Strategic Programs

There are 13 main program areas that SFNFCI staff will focus on for the next 5 years.

Included in these program areas is a description of the program, if it is an existing or new program audience and a short description of the key activities, outcomes and measures for 2016-17.

The goal for SFNFCI curriculum development will include the capacity for on-going learner support by including coaching hours as our commitment to support knowledge transfer and application of learning. Coaching takes place inside a unique relationship designed to open up new possibilities and produce the desired results for the person being coached.

### *1. Board Support & Training*

Existing program audience supported by SFNFCI. Requested review of curriculum to break into subject matter modules.

Key Activities, Outcomes and Measures: Board of Director Working Group Meetings and focus groups to prioritize areas of training required, update and further develop board curriculum, and deliver training and onsite support for First Nations Child and Family Services Agencies and First Nations Group Home Board of Directors. Potentially expand training offering to secondary audiences.

### *2. Youth Support & Training*

Existing program audience supported by SFNFCI through the Transition Planning for Youth Aging Out Resource.

Key Activities, Outcomes and Measures: Research training needs assessment and development of culturally relevant curriculum in addition to the "Youth Aging Out" resource. Delivery of training to support youth workers. Development of a mobile application for ease of use between worker and youth – tracking youth existing knowledge and achievement of knowledge for transition to independence. Development of youth worker reports.

### *3. Prevention Support & Training*

Existing program audience supported by SFNFCI.

Key Activities, Outcomes and Measures: Prevention Workers Working Group and focus group meetings prioritize areas of promising practices, standards development, curriculum development and delivery of culturally relevant training for prevention workers. Potentially expand services and training offering to other community based organizations.



#### ***4. HR Support & Training***

Existing program audience supported by SFNFCI. Development of updated Human Resources Policy and Procedure manual completed for Child and Family Services agencies.

Key Activities, Outcomes and Measures: HR Working Group and Focus Group Meetings to prioritize areas of training required, develop curriculum and deliver training and onsite support for First Nations Child and Family Services Agencies and First Nations Group Homes Human Resources staff, Supervisors and Management. Potentially expand services and training offering to other community based organizations.

#### ***5. Finance Support & Training***

Existing program audience supported by SFNFCI. Development of updated Finance Policy and Procedure manual completed for Child and Family Services agencies.

Key Activities, Outcomes and Measures: Finance Working Group and Focus Group Meetings to prioritize areas of training required, develop curriculum and deliver training and onsite support for First Nations Child and Family Services Agencies and First Nations Group Homes Finance staff, Supervisors and Management. Potentially expand services and training offering to other community based organizations.

#### ***6. Policy & Research Support & Training Program***

Existing program audience supported by SFNFCI.

Key Activities, Outcomes and Measures: Focus group meetings to Child and Family Services to understand role of research, how to develop capacity to conduct research in their communities and develop local research agendas. Align to the Truth & Reconciliation report recommendations. Potentially expand services and training offering to other community based organizations.

#### ***7. SDM Support & Training***

Existing program audience supported by SFNFCI. SDM Support & Training is provided by SFNFCI SDM Consultant employees.

Key Activities, Outcomes and Measures: Onsite support for 12 First Nations Child and Family Services agencies, SDM training, SDM Supervisors Working Group, and development of SDM Supplemental Support/Training aids for agencies.



## ***8. Group Home Support & Training***

Existing program audience supported by SFNFCI. On-going Research, Standards Development (Customary Standards of Care), Group Home Core Training and Support for Group Home Workers.

Key Activities, Outcomes and Measures: Training and onsite support for 7 First Nations Group Homes, Group Home Managers Network Working Group, and review and updating of the Customary Standards of Care manual. Start to explore offering training to other group home workers in the province.

## ***9. Caregiver Support & Training***

New target audience for SFNFCI.

Key Activities, Outcomes and Measures: Research training needs assessment and development of culturally relevant curriculum and delivery of training to support caregivers. Will research needs of all caregivers.

## ***10. Frontline Worker Support & Training***

New target audience for SFNFCI. Strategic Plan goal is to deliver First Nations culturally relevant core training for front line protection workers in the province.

Key Activities, Outcomes and Measures: Research training needs assessment and development of culturally relevant curriculum and delivery of training to support front line workers.

## ***11. Supervisor Support & Training***

New target audience for SFNFCI.

Key Activities, Outcomes and Measures: Research training needs assessment and development of culturally relevant curriculum and delivery of training to support supervisors.

## ***12. Management Support & Training***

New target audience for SFNFCI.

Key Activities, Outcomes and Measures: Research training needs assessment and development of culturally relevant curriculum and delivery of training to support management.

## ***13. Keanow Workshops***

New target audience for SFNFCI. Multi-disciplinary audiences.

Key Activities, Outcomes and Measures: Research trends in First Nations child welfare and host workshops to provide awareness and education in Child Welfare, Health, Justice, Education, and any other service provider for First Nations children and families.