

EMPLOYEE NEWSLETTER

SPRING 2014

CREATING A STRATEGIC PLAN Barry Baltessen

The Strategic Plan (SP) of an organization is the primary road map and tool that should drive governance and all levels of decision making within an organization.

The current KDSB SP – “2010-2014 Shaping the Future” has been the benchmark for significant long term governance, resource allocation and operational decision making since the plan was adopted in 2010.

There were five strategic directives within the plan.

STRATEGIC DIRECTIVE #1 – INTEGRATION

- The integration of Ontario Works, Child Care and Housing client intake processes.
- The integration of Ontario Works, Child Care and Tenant Management into Integrated Social Services and integration of housing maintenance and capital services into Asset Management & Finance.
- The provision of ambulance base building maintenance and capital to be provided by KDSB Asset Management staff.

STRATEGIC DIRECTIVE #2 –MARKETING & COMMUNICATION

- Re-brand the KDSB.
- Creation and on-going operation of KDSB Communication Committee.
- 2nd Annual KDSB Communication Day in May 2014.

STRATEGIC DIRECTIVE #3 –PARTNERSHIP DEVELOPMENT

- Child Care and Best Start have partnered with sixteen regional service providers to create the 1st stages of a Strategic Plan for implementation of the provinces Early Years Policy Framework.
EMS has partnered with nine regional primary health care providers in an attempt to re-highlight the issues surrounding non-emergent patient transfers.
- Asset Management and Integrated Services has partnered with a not-for-profit housing provider

STRATEGIC DIRECTIVE #4 –ORGANIZATIONAL CONTINUITY

- Board of Directors passed multiple policies to focus resources on long term needs of our social housing portfolio and EMS vehicle and equipment renewal requirements.
- Board of Directors passed Reserve Management and Budgeting policies to allow for more consistent resource management year over year and on a long term basis.

STRATEGIC DIRECTIVE #5 –INFORMATION MANAGEMENT

- Board of Directors approved resources for the purchase of new software tools (TeleStaff), upgraded software tools (property management, MS Office and operating systems) and new and renewed hardware to improve the KDSB information system capacity and efficiency.

Sandy Richardson of JETrichardson Consulting will be leading the KDSB Strategic Plan renewal process. Our Directors will be reaching out to employees to participate in two very important components of the SP development process:

- Employee Focus Groups** scheduled at the very beginning of the process - April 3 & 4
- Employee Working Group Workshops** – June 2 - 5 – Four consecutive days to ensure the SP has operational relevance and meaningful and measurable goals and objectives.

The KDSB Board of Directors is extremely excited about the next phase of our organizations evolution!!

STAY TUNED!!!

New EMS Response Kits! Andrew Tickner



Every single ambulance and EMS administration vehicle is now equipped with identical response bags. For many years, each base was responsible for purchasing and stocking the response bags that were carried in the individual ambulances. This posed issues particularly for our staff who travel from base-to-base as each bag would be configured slightly different from the rest. This made finding a particular piece of equipment challenging...especially in stressful situations.

In response to this, as well as in response to the new equipment standards provided to us by the Ministry of Health, 25 of each bag was purchased, stocked and placed into each ambulance. There was a significant reduction in total weight that each bag had compared to what was carried previously and the ergonomics of these bags are far better than their predecessors!

This project, although it sounds like an easy undertaking on paper, took many, many hours in order to be accomplished! Without the hard work of Michelle Milanese, Ursula DeKeyser, Tracy Letkeman and Martha Paris this project would not have been possible within the same timelines.



We have received nothing but positive feedback from the paramedics who are using them on a daily basis.

KDSB Communication Day to be held in Vermilion Bay on May 14, 2014

The KDSB Communication Committee will be hosting the second KDSB organization wide Communication Day on Wednesday, May 14 in Vermilion Bay.

The quasi-final agenda for the day is:

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| 10.00 | Stories from your Board of Directors – How KDSB services affect your community?
Table Talk & Intros
*Table Intros will continue thru each agenda break |
| 10.15 | Strategic Planning Update |
| 10.45 | Service Recognition |
| 11.15 | Your Digital Footprint – OPP Community Officer |
| 12.00 | LUNCH |
| 1.00 | EMS Everything you need to know about PED's; other new and interesting stuff including Exceptional stories from EMS!! |
| 2.00 | What's new in Integrated Social Services (Tenants, OW, Child Care/Early Years, Finance & Asset management (Bricks, mortar and \$'s), Info Systems and Human Resources; and Exceptional Stories from these services!!!! |
| 3.00 | What a great day – see you next year!! |

Please confirm your attendance at the Communication Day with Blaire Paterson!! bpateron@kdsb.on.ca

For paramedics, there will be an attendance confirmation process as each paramedic able to attend will be paid 7.5 hours of straight time if they attend the day.

SEE YOU ON MAY 14!!!!!!!



EMPLOYMENT OUTREACH 2014 Josee Mantle

The Integrated Social Services Department once again hosted the Employment Outreach events in the district.



Dryden began the event tour on February 25th at the Dryden Regional Training and Cultural Centre. Sioux Lookout held their event at the Royal Canadian Legion on February 26th and the final stop on the tour was in Kenora at the Seven Generations Education Institute's Manidoo Baawaatig building on February 27th.

The Keynote Speaker for the 2014 event was Ms. Donna Chief, Vice Principal of the Seven Generations Education Institute. Ms. Chief presented a high energy and very humorous rendition of her journey and experience in various employment opportunities which lead her to her "Dream Job". This journey included her version of a "Bush-Pile-It" which had nothing to do with soaring through the sky and everything to do with piling lumber all day, every day! The audiences enjoyed Ms. Chief's encouraging words and message that anything is possible if you work at it every day!

The events also included workshops in each location which were facilitated by local Employment Centres and Education Providers. The topics of the workshops were "How to Dress for Employment Success" and "How to Survive the Interview and Secure Your Dream Job."

All participants felt the training sessions offered good advice and tips for Job Hunting in our area.

Thank you to the Dryden Workshop Providers Northwest Employment Works and The Adult Education Partnership.

Sioux Lookout the Nishnawbe-Gamik Friendship Centre and Sioux Hudson Employment Services and in Kenora the Lake of the Woods Employment Action Project and the NeChee Friendship Centre. These partnerships are very valuable to the KDSB and assist us in bringing information to our participants which help them reach their goals.

Employers from Mining, Forestry, Hospitality, and Health Services attended as well as Funding and Training Providers. Several area employers delivered presentations on future projects and opportunities planned for our area. The events were extremely well attended in all the communities.

Thank you to the Employment Outreach Committee members who organized the Employment Outreach events. The members of the committee are: Tanis Breed, Laurie Shields, Amy Obie, Helen Clark, Joan Schelske, Gavle Saindon and Josee Mantle.



Welcome to the KDSB Janet Griffiths

Pictured are the newest EMS Employees during their Orientation Sessions.



N95 Fit Testing

Scott Speer, Ursula Dekeyser (Training Officer), Brandon Baillie, Andy Trudgen & Nicholas Palmquist

Vehicle/Radio Operations

Teniel Greg, Jon Olson (Training Officer), Kody Schwende, Nicolas Palmquist & Matt Berkley



**EMS SERVICE RECOGNITION AWARDS
JANET GRIFFITHS**



Charlene Mackey
10 Year Service



Sean DeTracey
25 Years Service



Matt Jackson
10 Years Service

Congratulations on your years of hard work and dedication to the residents of the Kenora District.

Bon Voyage & Happy Retirement

The ISS department has recently celebrated the retirement of two of their long standing employees. Dianne Aplan, Director of Integrated Social Services and Adelle Schewchuk, Integrated Services Worker, both entered into the wonderful world of retirement in February. We will miss them both but wish them best of luck in the next chapter of their lives.



The NEVER ENDING Winter of 2014



Spring break fever spreads

It appears even the city's urban deer are ready for a break from the cold and snow this winter. Kenora resident Melissa Downe snapped this photo of a group of yearlings that climbed in a trailer apparently ready to travel somewhere warm and green.



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DOWNE

