

## **ALIGN Association of Community Services Mission:**

One voice, so children, families and communities thrive.

### **ALIGN Values:**

- Excellence
- Respect
- Collective
- Ethical Accountable
- Courage
- Commitment
- Integrity

### **ALIGN Beliefs:**

- We believe all families and communities have the strengths and capacities to grow and change.
- We believe each child and family must be provided the opportunity to maximize their potential
- We believe children and families must live in safe, secure, healthy, stable and nurturing environments.
- We believe that children and families should have services based on the best knowledge, practices and wisdom.
- We believe in respect for the diversity, values and dignity of all people.

### **ALIGN Objects:**

- To serve as a community of agencies respecting the diverse needs of Alberta's children, youth individuals and families.
- To act as a collective voice advocating for the rights, causes and issues that directly affect our members and Alberta's children, youth, individuals and families.
- To support excellence in service delivery through shared diverse knowledge, wisdom and evolving practice.
- To influence and collaborate with government in the development of legislation, policy and procedures.

## **ALIGN Strategic Directions:**

### **Strategic Direction #1: Develop and implement organizational sustainability strategies, including targeting and key messages.**

- Develop a rigorous communication plan
- Develop strategies on resources, staff, funding and member recruitment/retention/satisfaction.
- Create a strategy for ALIGN's work with the next generation of sector leaders.

### **Strategic Direction #2: Promote Excellence in Professional Development and Research in Alberta.**

- Make Truth and Reconciliation Commission recommendations part of professional development and training.
- Provide leadership development within the sector.
- Support Child Intervention providers ensure services from a Trauma informed perspective.
- Encourage research and evidence is used in practice. (Operationalizing knowledge into practice)
- Develop alternative learning opportunities

### **Strategic Direction #3: Develop an ALIGN Indigenous Strategy**

- Help organizations with how to respond to the Truth and Reconciliation Commission's calls to action and what these mean to their organizations.
- Give voice to practices that work
- Support cultural safety and understanding.
- Engage our DFNA partners
- Develop resources list

### **Strategic Directions #4: Develop a Workforce Strategy for Healthy, Sustainable, Competent Service Providers**

- Further develop our wellness strategy
- Clarify policies and develop a process to support agencies in proving safe working conditions.
- Have events on leadership, volunteer development, success planning and basic ethics.

- Explore strategies to recruit and retain Indigenous agency staff

### **Strategic Directions #5: Leadership with Government**

- Refine ALIGN advocacies strategy
- Support procurement that results in a viable, sustainable service provider system by providing response to costing from Procurement Advisory table.
- Contracts need to be clear regarding services required and contracts to include the finances required to provide such services.
- Focus on addressing full costing of minimum wage changes.
- Influence and collaborate with government in the development of legislation, policy, and procedures in areas such as the Child Intervention Review, Child Advocate, Human Rights, Truth and Reconciliation Commission and Disabilities.
- Understand and disseminate information on recent Labour Employment standards.
- Ensure voice for the sector is included at all Policy, procedure and development tables with government.
- Advocate for future Leadership Bursary funds.