



Strategic Planning

Algoma Manor Nursing Home

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Land Acknowledgement

We recognize the unique and enduring relationship that exists between Indigenous Peoples and their traditional territories. We acknowledge that Algoma Manor is situated on the traditional territory of the Anishinaabe Peoples, in lands of importance to Treaty 60. We strive to be mindful of the connection this land holds to the Indigenous Peoples of this territory, as well as the animals and plants with whom we share this space. Let this acknowledgement serve as a reminder of our necessary commitment and responsibility in improving relationships between nations, and to improving our own understanding of local Indigenous Peoples and their cultures.

From coast to coast to coast, we also acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people that call this land home. We acknowledge the harms and mistakes of the past and we invite you to consider with us how we can each, in our own way, move forward in a spirit of reconciliation and collaboration.

About Algoma Manor

Algoma Manor Nursing Home is a not-for-profit and CARF accredited long term care home. Algoma Manor first opened in 1967 and has been providing reliable and quality care ever since! We are located in Thessalon, Ontario, and can be found between the junction of HWY-17 and HWY-129 on the North Shore of Lake Huron. Our home provides elderly and non-elderly residents alike the opportunity for 24-hour nursing care. Not only do we accommodate a total of 96 residents with 22 private, 24 semi-private, 48 basic and 1 short stay, but we also accommodate residents who range from fully-mobile to bed-ridden.

ORGANIZATION AND MANAGEMENT



Patti Mackenzie
Recreation Manager



Jennifer Fogal
Director of Finance & Health Services



Kimberly Bos
Scheduler & Safety Analyst



Jenny Daoust
Director of Administrative Services



Pamela Ficociello
CEO/Administrator



Danielle Mercer
Director of Care



Tanya McColeman
Director of Patient & Community Support Services



Tina Peppler
Environmental Services Manager



Candice Baltus
Quality & Nutrition Coordinator

Mission and Vision



Diversity, Equity, & Inclusion

Differences in race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, cognitive ability, and age are acknowledged, celebrated, and welcome in all those living, visiting, and working in this community.

VISSION

To provide Quality Care through Innovative Teamwork in a Warm Nurturing home where Resident's can be themselves



MISSION

Algoma Manor Nursing Home, a respected accredited long-term care home within a rural community hub is recognized as a partner in an integrated regional continuum of care for Northern, Ontario.



VALUES

Respect: Show interest; listen and act; show esteem and consideration; show regard

Compassion: Awareness of others physically, intellectually, emotionally, and spiritually

Welcoming: Gladly receive with a warm smile; nurturing approach



Overview

Nursing

1. Enhance the quality of care and services we provide within the home
2. Strengthen and increase our community services
3. Address gaps in service both within the home and in the community
4. Foster a culture of compassion and innovation
5. Technology optimization to improve resident care

Environmental Services

1. Technology optimization to improve Environmental Services
2. Provide opportunities for professional development and training
3. Improved service practices

Recreation

1. Provide opportunities for professional development and training
2. Strengthen and increase recreational programming through community initiatives and partnerships
3. Enhance recreational programming by growing 1:1 programming

Health & Safety

1. Provide opportunities for team involvement
2. Strengthen training engagement and create opportunities that are interactive and effective.

Dietary

1. Transparency and accountability with extensive auditing
2. Provide opportunities for professional development and training
3. Technology Optimization to improve kitchen functions
4. Strengthen and increase food programming through community initiatives and partnerships

Administrative

Director of Administrative Services

- To enhance community partnerships and provide multiple pathways for professional development and training
- Support fundraising/grant development by recruiting dedicated personnel
- Provide transparency and accountability for inclusive hiring, training, and recruitment practices

Director of Finance & Health Services

- Financial Oversight and Sustainability
- Strategic Partnerships and Growth
- Operational Efficiency and Modernization

Nursing Goals

Short-Term Goals

- Behavioural support unit - Implement and transition current LTC beds into 13 BSU beds within Peaceful Pine Unit within the next 6 months
- PCC Assessments - Update and revise all PCC Assessments currently in use based on current best-practice guidelines, focusing on ensuring quality resident care and ease of use for nurses
- Nurse Recruitment - Ongoing - Recruit from internal Practical Nursing Program facilitated by Admin team
- Staff Wellness & Recognition - Increase nursing retention; Improve recognition initiatives, catch staff doing something positive (point it out), Wellness Team promotion
- Nurse Capacity - Continue to develop and educate RPNs/RNs in the home as a nurse leader, improve RPN/RN engagement and participation in programs and auditing.
- Resident & Family Engagement - Initiate annual Town Hall meeting (end of year) for residents and families, Review of the year; preview of the upcoming year and plans/goals, address any concerns

Long-Term Goals

- Sustain BSU beds within Pine
- Successfully transition residents from BSU into LTC (or community)
- Increase RPN staff in the home
- Develop and implement RPN/RN team with Community Outreach Services; including palliative care services
- Technology upgrades (AI) to improve resident care and quality of life, including fall prevention management initiatives and community outreach communications

1

Enhance the Quality of Care and Services we Provide within the Home

2

Strengthen and Increase our Community Services

3

Address the Gaps in Service Both within the Home and in the Community

4

Foster a Culture of Compassion and Innovation

5

Technology Optimization to Improve Resident Care



Environmental Service Goals

Housekeeping

- Implement tablets used on all floors for documentation to eliminate excess paperwork. This allows staff to download basic information from PCC (i.e. Resident name / room / if isolated) It also allows communication between department manager and staff.
- Additional Environmental Cleaning modules added to Surge for annual learning
- Ensuring all staff are trained in all areas is continually ongoing

Maintenance

- All Maintenance staff have been sent for Working at Heights training. This training allows for onsite window cleaning / additional in-house repairs, eliminating the need for external contractors.

Laundry

- Eliminated the acceptance of donated clothing. This helps assist with internal storage issues and reduces time spent organizing.
- New resident items brought to laundry for labelling is an ongoing process.
- Improved lost and found process. Staff are providing additional time to review units for missing items prior to submitting paperwork.

1

Technology Optimization to Improve Environmental Services

2

Provide Opportunities for Professional Development and Training

3

Improved Service Practices



Recreation Goals

Short-Term Goals

- Recruitment and retention is always a focus. We have recruited three (3) Therapeutic Wellness Workers and will be adding one (1) additional position. We will also be expanding with the Behavioural Support Unit.
- Continued focus on providing in-depth orientation and training, professional upgrading, and leadership skills to ensure the right people are in the right roles and provided all tools required to succeed.
- Focusing growth into our 1:1 programming to help foster independence. This includes offering individualized programming tailored to residents' preferences and needs beginning with a prepared environment that fosters independence and exploration. Along with individualized 1:1 programming, we will also be offering more programming that follows a Montessori Approach and sensory engagement.

Long-Term Goals

The long-term Recreation goal is to grow our community and outreach programming. We would like to offer an increase of community recreational programming to our Assisted Living and Home Care Clients. Connecting our community is key to reducing depression, cognitive decline, and social isolation.

We should ask ourselves, **“Why Do People Isolate Themselves?”**

- Death of a Loved One
- A Major Life Change
- Retirement
- Separation from Family and Friends
- Lack of Social Support
- Lack of Transportation

1

Provide Opportunities for Professional Development and Training

2

Strengthen and Increase Recreational Programming through Community Initiatives and Partnerships

3

Enhance Recreational Programming by Growing 1:1 Programming



Health & Safety Goals

Short-Term Goals

- Provide more opportunities for overall team involvement and engagement from all staff.

Long-Term Goals

- Strengthen our current Code and Emergency Training to include more opportunities for engagement. Include fun, interactive, hands-on opportunities to learn about Health & Safety Codes.

1

Provide Opportunities for Team Involvement

2

Strengthen Training Engagement and Create Opportunities that are Interactive and Effective



Dietary Goals

Short-Term Goals

- Implemented IDDSI with extensive Auditing and Education to all staff
- To improve the appearance of textured diets and presentation
- Create new jobs/ position for staff: Lead Cook, 8-4 Dietary Aide, BSU Dietary Aide, Full-time Registered Dietician on site

Long-Term Goals

- Kitchen renovation planned for Next Spring
- Implementation of technology to go to a paperless kitchen.
- Complete table side ordering using a simplistic survey system for Residents called Smiley Terminal
- Build revenue by expanding our Catering to a hot kitchen
- Offer a staff vending machine and Café
- Expand Meals on Wheels to offer a food program with Assisted Living Clients.

1

Transparency and Accountability with Extensive Auditing

2

Provide Opportunities for Professional Development and Training

3

Technology Optimization to Improve Kitchen Functions

4

Strengthen and Increase Food Programming through Community Initiatives and Partnerships



Administrative Goals

Director of Administrative Services

- Expand our current Living Classroom by broadening partnerships with local organizations. One of these partnerships includes opening a pathway for high-school students to earn dual-credits and early entrance into the PSW program.
- Develop an immersive and hands-on Practical Nursing program. Encourage a Living Classroom model of delivery.
- Expand future PN programs to offer a bridging program between our internal PSW and PN programs.
- Recruit a fundraising and grant intern under NOHFC to continue to grow our Fundraising profile, and expand to online delivery.
- Enhance current training and recruitment practices to be inclusive and accessible to all individuals. Update recruitment practices from theoretical to skills-based.

Director of Finance & Health Services

- Maintain balanced budgets through accurate forecasting, monitoring, and reconciliation of Ministry funding.
- Identify cost-saving opportunities without compromising quality of care.
- Advance hospice bed expansion and related community health initiatives
- Build partnerships with hospitals, community agencies, and indigenous health partners to enhance service delivery.
- Explore new funding streams and grants to support innovation in care.
- Streamline office procedures to reduce paper usage, eliminate waste, and save staff time.

1

To Enhance Community Partnerships and Provide Opportunities for Professional Development

2

Support Fundraising/ Grant Development By Recruiting a Dedicated Personnel

3

Provide Transparency and Accountability for Inclusive Hiring, Training, and Recruitment Practices

1

Financial Oversight and Sustainability

2

Strategic Partnerships and Growth

3

Operational Efficiency and Modernization

**For inquiries,
contact us.**



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