

BOARD ENDS STATEMENTS

VISION STATEMENT

All individuals with a developmental disability will live in an accessible, inclusive community in full citizenship.

MISSION STATEMENT

Sudbury Developmental Services is a designated bilingual community-based agency that assists individuals with developmental disabilities as they pursue their maximum potential.

The individuals come first. Their needs will be met with respect, compassion, quality and with accountability in both official languages. Sudbury Developmental Services shall provide individualized supports and services that foster community integration, social inclusion and choices, while guaranteeing individual rights.

ENDS STATEMENTS

The board has approved the following twelve (12) ends statements. These ends statements are what would be accomplished in the ideal world. They will be used when deciding how agency resources are allocated. They are not guarantees. The ends statements will be used to further interpret Sudbury Developmental Services (SDS's) vision and mission, to indicate what it is that SDS is trying to accomplish, and to monitor the agency's progress towards the achievement of these ends. These ends statements are based on feedback that was obtained from people supported, family members, members, board members and staff.

A word about language: All references to people refer to people that receive services. When making reference to others, they will be referred to by their role, e.g., parent, staff, etc.

(1) PEOPLE CHOOSE THEIR SERVICES

This is further interpreted to include, but not limited to:

1. People are informed about the options available for services and supports.
2. People decide what services they receive.
3. People decide who provides the service.
4. People receive appropriate services.
5. Parents, caregivers and stakeholders are skilled advocates.
6. People express satisfaction with services.

(2) PEOPLE ARE CONNECTED TO THEIR FAMILY

This is further interpreted to include, but not limited to:

1. People are connected to their families in the way that they want to be.
2. People that want to be connected to a family are connected to a surrogate family if they cannot be connected to their biological family.

(3) PEOPLE HAVE RELATIONSHIPS THAT ARE MEANINGFUL TO THEM

This is further interpreted to include, but not limited to:

1. People have friends.
2. People have intimate relationships.
3. People interact with others.

(4) PEOPLE EXPERIENCE A SENSE OF SECURITY

This is further interpreted to include, but not limited to:

1. People plan for their future.
2. People have money for the basic necessities of life.
3. People have insurance to protect their assets and to cover their responsibilities.
4. People live in a decent, affordable and un-crowded environment.
5. People live in stable environments.

(5) PEOPLE CHOOSE WHERE THEY WORK OR HOW THEY SPEND THEIR DAY

This is further interpreted to include, but not limited to:

1. People make informed decisions about how to spend their day.
2. People are involved in activities that are meaningful to them and that provide the social and personal rewards they want.
3. People participate in work or daytime activities as much as they want to.
4. People are paid if this is important to them.

(6) PEOPLE HAVE THE BEST POSSIBLE HEALTH

This is further interpreted to include, but not limited to:

1. People have access to health care services of the same diversity and quality available to other community members.
2. People receive health care from professionals informed about their unique needs.
3. People manage their health care to the extent they are able.
4. People have the best possible health.

(7) PEOPLE ARE INVOLVED IN THEIR COMMUNITIES

This is further interpreted to include, but not limited to:

1. People use environments that are safe.
2. People are included in their communities.
3. People are doing what they want to do and with the frequency that they want.
4. People live in a typical community environment free of social stigma.

(8) PEOPLE ARE SATISFIED WITH THEIR LIFE

This is further interpreted to include, but not limited to:

1. People have maximum independence.
2. People have the help they need to reach their potential.
3. People have reasonable choice and control in their lives.
4. People choose their personal goals.
5. People are proud of their accomplishments and are satisfied with their contributions.

(9) PEOPLE LIVE IN A STATE OF DIGNITY, MAKE DECISIONS AND EXPERIENCE A STATE OF WELL-BEING

This is further interpreted to include, but not limited to:

1. People use environments that are safe.
2. People are respected.
3. People's decisions are respected.
4. People live as independently as possible receiving needed support in the least intrusive way possible.
5. People make contributions that are valued by others.
6. People are engaged in challenging, stimulating activities of their choice.
7. People are referred to using people first language or other language that is enhancing.
8. People have the same choices that are available to other community members.
 - People choose with whom and where they live in the community.
9. People make informed decisions.
10. People are free from abuse, neglect and exploitation.

(10) PEOPLE EXERCISE THEIR RIGHTS AND ARE TREATED FAIRLY

This is further interpreted to include, but not limited to:

1. Adequate due process is available to all people.
2. People are free from outside interference.
3. People are free from discrimination.
4. People have the necessary environmental adaptations.
5. People are not exploited.
6. People are free from abuse and neglect.
7. An accessible, user friendly complaint mechanism is available to all people.
8. People practice their faith in the way that they want.
9. People's information is protected.

(11) PEOPLE ARE INFORMED

This is further interpreted to include, but not limited to:

1. Information is given to people in ways that they can access it.
2. Information is given to people in an understandable way, using plain language.
3. People know who to talk to if they have a concern, complaint or question.
4. People receive timely information to make the important and routine decisions in their lives.

(12) PEOPLE ARE INVOLVED IN THE AFFAIRS OF SDS

This is further interpreted to include, but not limited to:

1. People’s feedback is regularly solicited.
2. People’s feedback is solicited when changes are being considered.
3. People have user-friendly methods to give feedback.
4. People have a say in what SDS’s plans are for the future.
5. People contribute to the agency.

The following diagram illustrates how the Board Ends Statements and Person-Centred Principles can be used to monitor the agency’s movement towards the desired ends.

