



CHILD DEVELOPMENT CENTRE

1687 STRATHCONA AVE
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Mission Statement

Our Mission is to develop, co-ordinate and deliver community-based health and support services for children and their families in the Central Interior of British Columbia.

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Prince George Child Development Centre Accessibility Status Report for 2008

Architectural

- Parking continues to be an issue for families and staff. The CDC recently received a grant to improve the access to the centre. This grant only addresses approximately half of the needed funds. The Building and planning committee continues to fundraise for the remaining costs of the campaign. The proposed date for completion is October 2010.
- Security issues have been identified for staff that close the daycare and front office. Reserved parking areas have been put into place for those staff on the closing shifts. These spaces are close to the front doors and allow the staff to walk together to their vehicles. The front doors have a remote locking device to ensure safety. At this time the staff do not feel that panic buttons are required but will be readdressed if the needs change.
- Storage of reserve equipment has been addressed through use of sheds and the Rotary Storage Building beside the CDC. All departments are encouraged to complete yearly evaluations of their needs and donate or dispose of unused equipment.
- The ECE Department had requested lift systems in all change areas. This has not yet happened due to financial restraints and the needs in the classrooms appear to have changed. The Teachers have made adaptations the change area as needed. This continues to remain on the accessibility plan to be addressed when funding is available.

Environmental

- The climate in Prince George brings ice and snow through many of the winter months. This has been addressed through hiring a snow removal company and providing staff with sand/salt compounds to ensure client and staff safety. Any slips or falls have been addressed through the OH&S Committee.

Attitudinal

- The staff satisfaction survey was completed October/ November 2009. The need for continued professional development was addressed. The management has addressed this in the Strategic Plan as an ongoing need. The CDC currently provides education leave as directed by the HAS agreement.
- Gossip and minor interpersonal conflicts were also noted. This has been addressed at staff meetings and a review of the conflict resolution policy. The CDC continues to provide social and team building events through the year (staff breakfast and lunches, Christmas party etc)
- The public image of the CDC is very positive although there still seems to be a lack of awareness of our programs for children with typical development. This continues to be addressed through advertising and media events to promote all programs.

Financial

- The Board and Management continue to discuss this with the Ministry of Children & Family Development. Contract negotiations for HSA Professionals and Community Sub-sector employees are scheduled for April 2010. The Director of Community Relations continues to fundraise for needed dollars to support the programs. The Strategic Plan reflects the need to maintain financially responsible programs.

Employment

- The Board and Management committed to recruitment and retention of staff. The CDC has recently added a therapy assistance to help ease the strain of therapy case loads. The Therapy Department is actively trying to fill needed positions. The lack of qualified therapist has affected the waitlists and service delivery.

Communication

- Communication with multi cultural families has been addressed through the use of interpreters and extended family. This item had been an on going accessibility issue. It has now been moved to the reasonable accommodation list as it is a procedure the CDC would use as needed. The use of TTY has also been moved to reasonable accommodations as it is also a proven way for staff to communicate with clients/ families with hearing impairments.
- A glossary of medical terminology is now used to help families with medical jargon.
- Although communication issues appear to be a concern for staff, the CDC has action to address these concerns. Employees receives an agenda via email every week that communicates what is happening in the centre as well as a paper copy is posted/given to: each classroom, department and staff room, Darrell Roze adds updates to inform staff of what is happening at a Management level. Management meeting minutes and Board meeting minutes are posted in the staff room. A communication book in the downstairs staff room to promote communication between departments. Regular departmental meetings and management meetings happen on regular base. Administration has a communication book to help with communication for part time staff.

Transportation

- In September the CDC suffered a terrible loss when a staff member had an accident while on an Outreach visit. The accident resulted in the death of a loved staff member. The CDC is currently in the process of purchasing a new vehicle for Outreach. The CDC also helps families in need with the purchase of Carefree bus tickets. These tickets are purchased through donated dollars and community support.

Completed February 2009

Presented to Management April 2009