

From our Board Chair and CEO



As we navigate the changing landscape within the sectors we serve, our new strategic plan will ensure Kinark's position as a leader in helping children and youth with complex needs achieve better life outcomes. This plan reflects voices from various members of our community, including honest and bold feedback that provided insight to help us refine our strategies and evolve our organizational values.

We know the impact of the COVID-19 pandemic has been profound. However, our pandemic response taught us to be nimble, responsive, and innovative, and we have used these learnings to enhance our priorities for the next five years.

Threaded throughout each part of our values and strategic priorities is our focus on the clients and families we serve; ongoing transformation of our autism program; the employee experience; and diversity, equity, and inclusion. Underpinning this, you will see that our commitment to the children, youth, and families that we serve is unwavering.

When we introduced this plan to our staff, they responded with one other reflection they saw in it: growth. Growing through learning, transforming, continuous improvement, and relentlessly seeking the best outcomes for some of the most complex children and youth in Ontario. It is the children and youth we serve who inspire us. Their needs continue to propel us forward as we contemplate an evolving Ontario landscape and consider how we can best continue to contribute to improving the service system and helping those with complex needs to achieve better life outcomes.

Sharon Cochran
Board Chair

Cathy Paul
President & CEO

BETTER OUTCOMES. TOGETHER.

2023 - 2028 Strategic Plan



MISSION: Helping children and youth with complex needs achieve better life outcomes.

VISION: A healthy future for Ontario's children and youth.

GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
The best treatment provider for children and youth with complex needs	A leader and partner that shapes and strengthens the sectors we serve	An employer of choice within our sectors	An agency with strong, responsive, enabling infrastructure	Quality is the foundation of our work
Strategies: <ul style="list-style-type: none">1 Optimize the client experience through the documentation, analysis and design of the client journey (mapping), starting with autism fee-for-service.2 Provide inclusive and responsive services that respond to the diverse needs of the children and youth in the communities we serve.	Strategies: <ul style="list-style-type: none">1 Seek opportunities as thought leaders to model services and processes that strengthen treatment outcomes and the service system in order to influence policy and practice.	Strategies: <ul style="list-style-type: none">1 Optimize the employee experience through talent acquisition, career management, learning and capability development and employee wellbeing (mapping).2 Ensure every employee is supported and accountable to contribute to building a diverse, equitable and inclusive organization.	Strategies: <ul style="list-style-type: none">1 Develop and establish effective and efficient business processes for the autism fee-for-service program, supported by the right technologies.2 Apply learnings from the autism business processes to improve processes for other programs, starting with Child and Youth Mental Health.	Strategies: <ul style="list-style-type: none">1 Implement equity audit recommendations to ensure DEI is actioned and reflected in the services we provide.2 Foster a culture of learning and innovation.