

POLICY FOUNDATIONS and AN INTEGRATED POLICY MODEL FOR CLBC

CLBC has committed to the development and implementation of a policy model that establishes the foundations upon which policy is built and describes the context that is used to determine how policy is developed, reviewed and approved. The policy model also ensures that the various levels and sections of CLBC work within a context of legislative and governance requirements as well as a shared understanding and interpretation of the mandate, mission and values of the organization.

By using the model as a framework for decision-making and action, CLBC will be in a better position to ensure that all elements of the organization are congruent in their approach to policy development and implementation. It will also assist the organization as a whole in managing and monitoring the policy development process and provide a baseline for accreditation.

The Policy Foundations incorporate work done by the authority with community input. The intent is to capture the principles that form the basis for policy direction and the elements that are integral to CLBC's approach to policy and practice.

The model itself outlines what factors shape the actual development, approval and implementation of policies. It guides the decision-making process and enhances efforts to create a holistic, cross-responsibility approach to policy development. All policy activity will be viewed through this lens with a particular focus on the need for policy and practice guidelines to be mutually supportive. For example, no Human Resources Policy would be released if it didn't meet mandatory requirements of Financial Services.

CLBC Policy Foundations

All CLBC policies are based on solid 'foundations' or operational principles that provide a bridge between its mission and vision and its day-to-day activities:

Citizenship in Community

Each individual has rights and responsibilities and the opportunity to exercise them in his or her community. CLBC supports these rights through person-centred planning, collaboration with individuals and families and its commitment to community inclusion and enhanced access to generic and disability-related supports.

Individuals and Families First

Individuals and families are actively involved and supported in developing the networks of support which best meets their needs. Opportunities for choice and meaningful participation are promoted within a climate of respect and openness. Input from a range of sources is considered thoughtfully and reflected throughout the planning and allocation process.

Values into Action

Practice will demonstrate a commitment to support and inclusion; appropriate and timely support; flexibility and innovation; multi-tiered partnerships and enhancement of generic community supports and safeguards to complement formal services.

Learning and Growth

Policy defines the essential elements of the work to be done and the parameters for doing it. It can also contribute to consistency as well as flexibility. It must, however, remain open to change based on the experiences and input of individuals, families, community and CLBC staff and be informed by research and new approaches.

Accountability

CLBC is accountable to individuals, families, community and the Government. A number of specific accountabilities are prescribed by external agencies while others are developed or shaped by the priorities and expectations of individuals, families, and other stakeholders.

All accountabilities from the individual to the systemic level are based on identified outcomes.