

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**Adventure Earth Centre**

**VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	1.1.1 Mental health training	<ul style="list-style-type: none"> <li>• Sarah has trained 9 internal staff and 7 external participants in Suicide First Aid. Additional trainings will be schedule in February and June to include more staff and summer coordinators.</li> <li>• Sarah to offer mental health discussion night with HEAT Youth Action Team</li> <li>• Sarah to host training for HEAT staff on supporting mental health within the context of the program</li> </ul>
	1.1.2 Access and Inclusion Policy	<ul style="list-style-type: none"> <li>• Registration guidelines have been reviewed (sent by Inclusion Specialist)</li> <li>• Pamphlets planned for the new year to include policy wording</li> <li>• AEC Fairbanks to offer accessible outdoor summer program for youth</li> </ul>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE

To provide low income to no cost services	2.1.2 No cost drop in	<ul style="list-style-type: none"> <li>• Terri will be offering programs in the new year at Fairbanks</li> </ul>
	2.1.4 Partnerships	<ul style="list-style-type: none"> <li>• Terri to network within Dartmouth Community</li> <li>• Terri to focus on programs for Duke of Edinburgh Awards, Boy Scouts, Girl Guides, and Boys and Girls Clubs at Fairbanks in new year</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	2.2.2 Best practice LGBTQ Youth	<ul style="list-style-type: none"> <li>• Sarah signed up as Ally with Youth Project</li> </ul>
	2.2.3 Feedback from youth	<ul style="list-style-type: none"> <li>• Ongoing feedback through HEAT program on activities and events</li> <li>• Feedback sheets to be created for summer programs 2018</li> </ul>
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs		
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		

GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	2.5 Equipment Loan Program	<ul style="list-style-type: none"> <li>Youth survey in the works for ages 13-24 re: preferred outdoor program options.</li> <li>Snowshoe loan programs allow for student ID as loan option</li> <li>Partner with Parks Canada Learn to Camp Programs to offer camping try it programs</li> </ul>
	2.5.3 Partnerships to offer and expand loan programs	<ul style="list-style-type: none"> <li>Working with partners such as North West Trails Association and Downtown Business Commission to offer snowshoeing programs February 2018</li> </ul>

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	3.1.1 Youth have control over youth spaces	<ul style="list-style-type: none"> <li>Youth made quilt hanging in AEC Fleming Park</li> <li>Youth profiles on walls of AEC</li> </ul>
	3.1.3 Evaluations	<ul style="list-style-type: none"> <li>HEAT participants asked for ongoing feedback</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	3.2 Training	<ul style="list-style-type: none"> <li>HEAT staff to receive youth specific training in the new year</li> </ul>
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	3.3 Culture	<ul style="list-style-type: none"> <li>Highlight youth achievements on AEC facebook page</li> </ul>

STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	4.4.1 programs for age groups	<ul style="list-style-type: none"> <li>Youth survey to happen in new year</li> <li>Youth programs will be created in response to surveys</li> </ul>
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs		
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups		
<b>GOAL 4.4</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To offer age-specific youth programs		
<b>GOAL 4.5</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To review policies & best practices for service delivery of youth programs	4.5 Policies and practices	<ul style="list-style-type: none"> <li>• Research and review best practices based on national standards</li> </ul>

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

<b>GOAL 5.1</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To target youth with marketing and promotion that is on trend and will catch their attention	5.1.1 marketing and social media	<ul style="list-style-type: none"> <li>• Youth survey with prize to engage youth directly on facebook page</li> <li>• Monthly facebook plan in place to ensure visibility</li> <li>• Recreation catalogue better highlights AEC programs with our own section</li> <li>• Rack cards with Halifax and Dartmouth locations outlined</li> <li>• Youth program flyers to be worked on in new year</li> </ul>

	5.1.5 Explore partnerships to promote services	<ul style="list-style-type: none"> <li>• Partnered with other rec facilities to offer youth coffee house</li> <li>• Spring 2018 youth training opportunities offered in catalogue and will be marketed through youth serving partners</li> </ul>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	5.2 Leadership programs	<ul style="list-style-type: none"> <li>• Youth leadership flyer to include benefits to participating in program</li> </ul>

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### ***Bedford – LeBrun Centre & Bedford Hammonds Plains Community Centre***

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Low cost Requests for access do not have youth singled out when requesting Asses what is in our community Continue Youth Leadership at BHPCC & LeBrun Mental Health training Connecting youth to resources	
STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Low cost no cost programming Advertise our programs where youth are, meet them where they are. Identify the tools available to market to youth. Work with community health teams.	
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for all youth	Research low cost best practices. Asses what resources are in the Bedford/Hammonds Plains community. Build partnerships/programs in community that focus on inclusive youth services. Identify no cost youth opportunities.	
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	Continue with drop in space for lunch hour students (BHPCC) Continue with open gym programs at BHPCC & LeBrun Offer programming space for a physical activity program with LGBTQ2 and jack.org (CPA Blue Group) Offer programming space/work with ISANS to assist with youth who are newcomers to Canada.	
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Advertise bus routes/accessible transportation that connect to recreation centres online, etc. Identify tools available to market location/transportation.	
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Allow youth to sign various equipment in and out.	

STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Create a welcoming friendly space Training for all staff, front desk, instructors, etc Offer free wifi at BHPCC & LeBrun	
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Training for all staff, front desk, instructors, etc Also, monitor and evaluate performance.	
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Ensure that staff are following Hfx best practices and procedures.	

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Create diverse programs geared toward youth Investigate youth multi-sport try it programs in other areas. Connect with Halifax Plays	
GOAL 4.2	OBJECTIVE	UNIT UPDATE

To diversify our selection of “non-standard” art programs	Research programs that bring youth together through art projects. Research programs which focus on art in different cultures. Research new funding opportunities for non-standard art programs.	
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Utilize lunch hours at high school, after school drop in. Continue with youth leadership program during summer break. Open gym programs at night and weekends.	
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Continue offering programs for youth. Research offerings for 19-24 age group.	
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Include review on youth policies & best practices in unit meetings to ensure we are up to date and coordinated.	

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	Youth are online, meet them where they are. Create an avenue of communication through schools. Create a list of outlets we can easily access such as: Bedford Talks, tag schools, student council,	

	clubs, committee chairs via parents, meet with Corporate Communications (Maggie)	
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	To further promote summer youth leadership programs. Identify the tools available to promote the importance of the youth leadership program. Expand summer youth leadership program in Bedford – establish two sites with two coordinators.	

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Bedford Pool*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Accessible Aquatic Fitness for patrons	Implement AquaFit for 2018 Season
	Inclusion Lessons	Continue to offer 1 on 1 support, explore options for Adapted Aquatics for 2018 Season

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Free Access Swims	Implement a Free Family Swim for 2018 season
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Free Youth Swims	Implement a Free Youth specific swim for 2018 season
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs	Parent and Tot, Family Swims, Open Swims, Lane Swims	Continue to offer these drop-in programs
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	N/A	N/A
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Loan of aquatic equipment during swims	Continue to offer equipment use

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	N/A	N/A
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Diversity in staff, well trained, welcoming	Continue to staff the facility with well trained and friendly youth and adult staff
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	Youth centered programs (Bronze)	Continue to support the youth through courses, show them the path to employment through certification in aquatics
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	N/A	N/A
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	N/A	N/A
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Morning, afternoon and evening lesson and course times offered	Continue to offer and expand the lesson program to reach out to as many people as possible
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Bronze Star, Medallion and Cross	Explore offering NLS, WSI in 2018 season

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review of policies and best practices monthly	Plan and organize reviews with staff

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	N/A	N/A
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Foster in youth the pathway to aquatic employment through Bronze, Water Safety Instructor and National Lifeguard	<p>Signage showing the path to Lifeguard/Instructor</p> <p>Advertise the pathway to achieve NLS Opportunity for Personal Development Credit and more training.</p> <p>Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.</p> <p>Advertise for potential future employment with Halifax Rec.</p>

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Chocolate Lake*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	Offer Mental Health Training for staff working directly with Youth	Sarah Coley is now an Instructor. Train another instructor for the department.  Allow for training in the 2018_19 budget

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services		
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	Offer no cost open coffee house in partnership with the AEC, Lakeside and St. Andrews in order to draw a mix of Youth and therefore a mix of interests and talents.  Make better connections with LGBTQ communities/youth.	*Sarah Coley, Nathan George, Tracy Burns-Gagnon and the YLCs. *First event held at Chocolate Lake Nov 2017. Approximately 20 youth in attendance and staff. *Add wages for program staff and some sound equipment in 2018_19 Budget

		*Reach out to the Youth Project regarding staff training/awareness workshops as well as discuss program & services wants/needs.
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To improve and implement various drop-in programs		The `Coffee House` as mentioned in 2.2 provides a new drop-in opportunity.
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Relocate Damion's office to allow for equipment loan storage area to be more easily accessed by Front Desk Staff who manage the loan programs.	Move to happen to have equipment in place and office relocated by end of Jan. if not earlier. Received a list of equipment from the Amanda Reddick as to what was identified in the youth reports/surveys.

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
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To design physical spaces that are open and welcoming for youth	Asses if it possible to create a youth space in the Games Room at Chocolate Lake. It is a multi-use space but could work well as a youth space.	Reorganized space so that this room could be use for Coffee House Drop-ins and potentially non-standard art programs
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Create oppourtunities to celebrate youth by sharing stories of current youth staff and youth leaders increase profile of this aspect of the Recreation Department	Work with Corporate Communications and Youth Staff to create promotional material and a communication strategy.
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth		

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Conduct a jurisdictional scan of what is offered in the community. Integrate `Try-it` program into the Active For Life Strategic Plan	Preliminary data has been collect and analyzed. The Playbuilder, Lesson Plan Generator is currently in the development phase with Spring 2018 as a launch date for staff use.
GOAL 4.2	OBJECTIVE	UNIT UPDATE

To diversify our selection of “non-standard” art programs	Playbuilder	
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups		
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Grow number of age-specific youth programs	Have added to new youth fitness programs and lowered the age for Chocolate Lake Membership to 15 years old (with the completion of the Youth Strength Training Program or if attends 2 one-on-one Personal Training sessions.
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs		

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
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To target youth with marketing and promotion that is on trend and will catch their attention	Use new HRM social media platforms to grow Youth awareness of Recreation Programs and Services	Working with Corp Communications in the implementation of the Outreach Communication Plan. Also work on what visuals can be used so that communication is done in a youth-friendly manner.
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs		

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**Citadel**

**VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	Increase opportunities for training around mental health (ASIST, Mental Health First Aid)	Starting Summer 2018

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	-Run a drop-in program after school for the high school youth	Starting Spring 2018
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	Ask the youth in the school for input of which types of programs they would like to see provided to them	Starting Winter 2018
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs	See Objective 2.1	
<b>GOAL 2.4</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To ensure there is adequate accessibility of programs through location and transportation	Hold drop in directly after school so the youth are already in the building and do not have to worry about transportation barriers	Starting Spring 2018
<b>GOAL 2.5</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To expand equipment loan programs	Promote that we have equipment to loan	Starting Winter 2018

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

<b>GOAL 3.1</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To design physical spaces that are open and welcoming for youth	Allow the youth to display art at Larry O'Connell so they can feel a sense of ownership	Starting Spring 2018
<b>GOAL 3.2</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To employ friendly staff that are trained in youth engagement	Staff to attend new youth trainings as the trainings become available.	Starting when trainings are available
<b>GOAL 3.3</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>

To change the culture on how staff view youth	Lead by example	Current
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	During the after school drop in program- focus on a new sport every week	Spring 2018
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Start an Art Hive	Spring 2018
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Mine will be directly after school because the youth are already here	Spring 2018
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Look at programming for older youth	Fall 2018

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review the policies and best practices	

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	-Promote on Social Media- utilize MJ -Promote new programs to youth already in programs- word of mouth -Promote to the youth in the high school	Winter 2018
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Work as a unit- Unit YLP and hire a Unit YLC for fall/winter/spring programs (Budget Approved)	Fall 2018 (Budget approved)

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Cole Harbour*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	Increase inclusion support Access to education and information	Inclusion coordinator position hired for the summer months. Attending monthly meetings of youth service providers to gain information on supports for persons.

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Increased gym access/P & T programming	Added 4 hours of open gym time at local schools. P&T programming is FREE.
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	Expanded Youth Leadership program all year round. Open to all, opportunities for participants to invite their friends to socials.	Currently 15 enrolled in the fall session
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs	Increase capacity (physical space and program ideas)	Access to Thursday nights at Astral drive, and working on a better CHDHS usage.
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Make available programs in not traditional areas	Atlantic view (push registration in this area) , Fairbanks centre.
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Increase available items for loan. Increase awareness to public	ongoing

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Create a youth space	Old boardroom is being transformed as we speak.
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Training opportunities. Hire youth staff	92% of staff are under the age of 19.
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	The majority of Staff who work with youth are in fact youth themselves	Current staff are working well with youth
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	To gain more gym access/wages to offer programming	Spring 2018
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	To identify “what” is actually needed	Review what is currently needed in the community
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Define the need	No update
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Programs that cater to youth	Specific programming available for this age group

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Identify what/where these policies are	More information is needed to know what these policies and best practices are

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	What marketing and promotion is available to us	No access directly available
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Continue education of the benefits	Youth coordinator hired year round. Promotes in schools, and events.

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Dartmouth North*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>Increase number and variety of physical activity opportunities for youth.</li> </ul>	<ul style="list-style-type: none"> <li>Since September, delivering free drop-in sports to 30-50 children and youth per weekday.</li> </ul>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>Offer free programming for youth in Dartmouth North</li> </ul>	<ul style="list-style-type: none"> <li>8.5 hours of free youth programming offered weekly. Accessed by youth 1200 times between Sept-Dec 2017.</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	<ul style="list-style-type: none"> <li>Offer programming responsive to a variety of interests, needs, and comfort levels</li> </ul>	<ul style="list-style-type: none"> <li>Offer female only basketball programming responding to junior high female interest</li> <li>Merged boys and girls breakdance programming into single program responding to high school youth input</li> </ul>

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	<ul style="list-style-type: none"> <li>• Offer variety of programming responding to youth interests</li> </ul>	<ul style="list-style-type: none"> <li>• Currently offering 4 free drop-in physical activity based programs for youth. Initiating new youth instructed creative writing weekly drop-in starting Jan 2018.</li> </ul>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>• Partner with service providers to reduce transportation barriers to off-site program opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Exploring partnership with Boys &amp; Girls Club to access their club bus to transport youth to opportunities outside of community.</li> <li>• Exploring off-site opportunities as potential central function of year round youth program given that most youth in Dartmouth North do not have funds to access public transportation or adult transportation by car.</li> </ul>
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>• Identify what equipment would be of interest to borrow by youth in Dartmouth North</li> </ul>	<ul style="list-style-type: none"> <li>• Offered full skateboard set of equipment loans for duration of summer for youth.</li> <li>• Offering free indoor skateboard lessons fall/winter to provide safety education in the off-season and for promotion of our equipment loans.</li> </ul>

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
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To design physical spaces that are open and welcoming for youth	<ul style="list-style-type: none"> <li>Understand interests and needs of youth for physical spaces and influence design opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Youth input was directly responsible for outdoor basketball court in outdoor renovation (was not included in original scope of renovation). Exploring youth designed/led summer basketball tournaments as part of the youth leadership program</li> <li>Reviewing indoor renovation design opportunities to better support interests/needs of youth.</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ul style="list-style-type: none"> <li>Seek more staff directly from Dartmouth North, including youth, that can often more readily relate to the challenging family, community and personal circumstances many of our youth face.</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2017 Staff: 2 out of 11 were residents of Dartmouth North (under 20%)</li> <li>Spring 2018 Staff: 8 out of 16 are residents of Dartmouth North (50%)</li> </ul>
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	<ul style="list-style-type: none"> <li>Shift view of Staff from 'how to manage/deal with youth problem' to 'how can we embrace and best develop the large number of youth we are fortunate to have accessing the building each day'.</li> </ul>	<ul style="list-style-type: none"> <li>Through community partnerships, we are providing healthy snacks and meals to youth 4/5 days a week during lunch. Negative behaviour has almost entirely disappeared since starting this in September. Food as helped develop relationships by providing positive interaction opportunities between staff and youth.</li> </ul>

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
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To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	<ul style="list-style-type: none"> <li>Broaden age range for programs recognizing value of youth of different ages teaching each other.</li> </ul>	<ul style="list-style-type: none"> <li>Removed all barriers, including age limits, for free breakdancing programs. Ages of participants are currently from about 8-30 years old. They perform and learn from each other artistically and socially during sessions and at events.</li> </ul>
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	<ul style="list-style-type: none"> <li>Explore and develop ‘Creative 4 Life’ philosophical and program delivery framework similar to ‘Active 4 Life’ approach.</li> </ul>	<ul style="list-style-type: none"> <li>Fall/Winter/Spring 2017-2018 introduced multi-medium arts ‘Creative Start’ and ‘Creative 4 Life’ foundational programs at DNCC.</li> <li>Expanding program to free youth-led creative writing weekly drop-in in January 2018</li> </ul>
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ul style="list-style-type: none"> <li>Identify priority times to support youth in Centre, and explore prioritizing facility resources to focus on youth experience during these times.</li> </ul>	<ul style="list-style-type: none"> <li>Gathering input through community partners in Dartmouth North directly working with youth as to their preferred times.</li> </ul>
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ul style="list-style-type: none"> <li>To better understand appropriate ‘youth’ age ranges for various programs and opportunities in Dartmouth North context</li> </ul>	<ul style="list-style-type: none"> <li>Actively seeking instructor, community partner input on appropriate age ranges per youth initiative and applying changes each season. Successful examples include: Removing age limit for breakdancing program. Overlapping age ranges for Creative for Life programming allowing parents to enroll children and youth into more flexible</li> </ul>

		age categories depending on participant readiness.
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ul style="list-style-type: none"> <li>Inform and mentor staff engaging with youth on HRM Youth Services Plan to better align our goals and objectives.</li> </ul>	<ul style="list-style-type: none"> <li>Hired a year round youth coordinator to develop and support youth programs and initiatives in the Centre and with partners inside and outside of the community that advance the goals of the HRM Youth Services Plan.</li> <li>Informing and mentoring staff who engage directly with youth on Youth Services Plan outcomes to help align their programming goals.</li> </ul>

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>N/A (Social media is necessary tool to accomplish this, but Recreation's social media options are restricted to regional platform which misses community context and relevance)</li> </ul>	
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ul style="list-style-type: none"> <li>Mentor all staff in relevance of developing others in community, with particular focus on youth.</li> </ul>	<ul style="list-style-type: none"> <li>All staff hired are mentored on significance of this, particularly in a community where youth often do not have role models or are lacking opportunities to develop leadership at any level.</li> </ul>

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**Fall River - GRSCC**

### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>• Invite Health team reps to youth night to provide an opportunity for youth to approach for help.</li> <li>• Fitness Centre information session</li> <li>• Continue YPN relationship to explore new community relationships</li> <li>• Offer mental health first aid to our staff: Front desk, program staff and fitness centre staff</li> </ul>	<p>Start Feb- March</p> <p>Start January Ongoing</p> <p>Start April</p>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>• Provide recreation opportunities that are no and low cost that they are interested in attending.</li> </ul>	Start September after consultation happens
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Communicate to youth about our services so they can access what we offer.	Time frame: May- Aug

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	-Open Gym 3x a week -Friday night drop-in	Ongoing
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Afterschool open gym	Ongoing
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	We currently have snowshoe loans and access to equipment during open gym.	Ongoing

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Our facility has a youth room that is welcoming to youth.	Ongoing
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	-create a session for front desk and fitness centre staff on providing a friendly and welcoming youth environment.	Host session in May when the skatepark starts getting busy again.

GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	-create a session for front desk and fitness centre staff on providing a friendly and welcoming youth environment.	Host session in May when the skatepark starts getting busy again.

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	We will gather information during our consultation with youth on Goal 2.2 to determine the need/wants for these programs.	May - August
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Offer times with our art instructor to get advice and assistance on their own projects.	Offered in Winter and Spring Session.
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	To be done in conjunction with 2.2	May - August
GOAL 4.4	OBJECTIVE	UNIT UPDATE

To offer age-specific youth programs	We will gather information during our consultation with youth on Goal 2.2 to determine the need/wants for these programs.	May - August
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review policies & best practices for service delivery of youth programs	Ongoing

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>Meet with Maggie-Jane to explore and discuss youth promotions.</li> </ul>	January
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Host youth information sessions in June for interested youth	Start June 2018

**Youth Services Plan: Parks and & Recreation Collaboration and Planning day\_2017/18 Objectives**

Name: Lana McMullen

Facility and AC/Section: GRSSC

Goal/Objective: Our services positively impact the mental health and physical wellbeing of youth

<b>Critical Steps</b> What is necessary to make this happen?	<b>Who else needs to be involved &amp; who will make decisions (names)?</b>	<b>What resources are needed and where will they come from?</b>	<b>Time to do Task</b>
<ul style="list-style-type: none"> <li>Invite Health team reps to youth night to provide an opportunity for youth to approach for help.</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Connection with Health team</li> </ul>	February-March
<ul style="list-style-type: none"> <li>Fitness Centre information session</li> </ul>	<ul style="list-style-type: none"> <li>Lana and FC staff</li> </ul>	<ul style="list-style-type: none"> <li>Funds for fitness centre staff to develop and host session</li> </ul>	January
<ul style="list-style-type: none"> <li>Continue YPN relationship to explore new community relationships</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Time for meetings and \$ for mileage</li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>Offer mental health first aid to our staff: Front desk, program staff and fitness centre staff</li> </ul>	<ul style="list-style-type: none"> <li>Lana (CRC) and Heather (AC)</li> </ul>	<ul style="list-style-type: none"> <li>Funding to host program</li> </ul>	April

Goal/Objective: Youth are able to access our services.

<b>Critical Steps</b> What is necessary to make this happen?	<b>Who else needs to be involved &amp; who will make decisions (names)?</b>	<b>What resources are needed and where will they come from?</b>	<b>Time to do Task</b>
<ul style="list-style-type: none"> <li>Provide recreation opportunities that are no and low cost that they are interested in attending.</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Facility space depending on opportunity.</li> <li>Funding for equipment/supplies</li> </ul>	September
<ul style="list-style-type: none"> <li>Communicate to youth about our services so they can access what we offer.</li> </ul>	<ul style="list-style-type: none"> <li>Lana (CRC) and Heather (AC)</li> </ul>	<ul style="list-style-type: none"> <li>Staffing to attend youth functions to glean information</li> </ul>	May – August
<ul style="list-style-type: none"> <li>Connect with JR and Sr High schools to survey youth regarding the types of programs they want.</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Staff</li> </ul>	October

**Youth Services Plan: Parks and & Recreation Collaboration and Planning day\_2017/18 Objectives**

Name: Lana McMullen

Facility and AC/Section: GRSSC

**Goal/Objective:** The municipality offers friendly and welcoming environments for youth

<b>Critical Steps</b> What is necessary to make this happen?	<b>Who else needs to be involved &amp; who will make decisions (names)?</b>	<b>What resources are needed and where will they come from?</b>	<b>Time to do Task</b>
<ul style="list-style-type: none"> <li>Find resources to create a session for front desk staff on providing friendly and welcoming youth environments</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Piggy back this session on the mental health first aid course</li> </ul>	October
<ul style="list-style-type: none"> <li>Create a weekly time where Youth friendly music is played outside for the skatepark users</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Funding for sound equipment capable to play music outside.</li> </ul>	Spring/Summer 2018

**Goal/Objective:** Services are diverse and geared towards youth interests.

<b>Critical Steps</b> What is necessary to make this happen?	<b>Who else needs to be involved &amp; who will make decisions (names)?</b>	<b>What resources are needed and where will they come from?</b>	<b>Time to do Task</b>
<ul style="list-style-type: none"> <li>Create a weekly time where Youth friendly music is played outside for the skatepark users</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Funding for sound equipment capable to play music outside</li> </ul>	Spring/Summer 2018
<ul style="list-style-type: none"> <li>Connect with JR and Sr High schools to survey youth regarding the types of programs they want</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>Staffing to attend youth functions to glean information</li> </ul>	May-August 2018
		<ul style="list-style-type: none"> <li></li> </ul>	
		<ul style="list-style-type: none"> <li></li> </ul>	

**Youth Services Plan: Parks and & Recreation Collaboration and Planning day\_2017/18 Objectives**

Name: Lana McMullen

Facility and AC/Section: GRSSC

Goal/Objective: Youth are aware of the services offered by the municipality.

<p align="center"><b>Critical Steps</b> What is necessary to make this happen?</p>	<p align="center"><b>Who else needs to be involved &amp; who will make decisions (names)?</b></p>	<p align="center"><b>What resources are needed and where will they come from?</b></p>	<p align="center"><b>Time to do Task</b></p>
<ul style="list-style-type: none"> <li>Utilize the HRM Twitter feed to promote programs and services</li> </ul>	<ul style="list-style-type: none"> <li>Lana, Mgmt, Communications</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<p>Ongoing</p>
<ul style="list-style-type: none"> <li>Connect with Jr and Sr. High schools to send out tweets promoting youth programs and services</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<p>Ongoing</p>
<ul style="list-style-type: none"> <li>Connect with youth at Jr. and Sr High schools to promote optional social media opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Lana</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<p>Ongoing</p>
<ul style="list-style-type: none"> <li>Meet with Maggie-Jane to explore and discuss youth promotions.</li> </ul>	<ul style="list-style-type: none"> <li>Lana and Maggie-Jane</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<p>January 2018</p>
<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p></p>

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **Findlay**

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Provide youth staff with the adequate training that addresses both mental and physical well being of youth participants. i.e mental health first aid, non-violent crisis intervention, safe talk etc.	

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Provide youth in the community a variety of low-no cost workshops on monthly basis. Covering all areas of program delivery.	
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Start by engaging youth in the community and surrounding area. Unpacking the ideas that come from the engagements.	
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs	Expanding the programs, we have in place now and partnering with schools, community stakeholders to provide a two hour drop in sports program.	
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	By expanding the youth program that takes place at Findlay to the surrounding communities we will be providing to a larger number of youth.	
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Advertising to the junior high schools that we have this program and getting feedback. We could do this by reaching out to the guidance counsellors and/or the physical education teachers to (a) inform and (b) get feedback to shape and develop the program.	

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	To make our youth space more inviting and friendly. New flooring, paint, look at expanding the room.	
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	To provide all staff with the proper customer service training.	
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Appropriate customer service training and doing workshops with staff and youth together.	

STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	There are two parts to making this happen, we will need a bigger space and secondly, we will need to find community members that are experts in the chosen sports.	
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Implementing an art hive model program for a two-hour period on a designated day.	
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	To visit the programs, we have in place now for times and make sure they are appropriate.	
<b>GOAL 4.4</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To offer age-specific youth programs	To offer a variety of program at age specific targets.	
<b>GOAL 4.5</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To review policies & best practices for service delivery of youth programs	Implementing policies and best practices. Make sure policies are standardized across the unit and staff are trained in best practices.	

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

<b>GOAL 5.1</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To target youth with marketing and promotion that is on trend and will catch their attention	Social media	
<b>GOAL 5.2</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To promote and clarify the importance of leadership programs	Engaging with groups of youth, promoting the importance of leadership programs and celebrating youth successes.	

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **Findlay**

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Provide youth staff with the adequate training that addresses both mental and physical well being of youth participants. i.e mental health first aid, non-violent crisis intervention, safe talk etc.	I am currently looking into providing training for my staff in the Winter/Spring term.

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Provide youth in the community a variety of low-no cost workshops on monthly basis. Covering all areas of program delivery.	The staff of youth night are having conversations with youth regarding what workshops they would like to see once a month.
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Start by engaging youth in the community and surrounding area. Unpacking the ideas that come from the engagements.	During the Winter/Spring semester, we hope to hold a coffee house in the gym of Findlay to start this process.
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs	Expanding the programs, we have in place now and collaborating with schools, community stakeholders to provide a two-hour drop in sports program.	Our Friday night youth program is servicing the youth in the immediate community. Once the new Southdale/Nothwoodside school opens in Jan. hoping to get space to do a 2-hour drop in sports program.
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	By expanding the youth program, that takes place at Findlay to the surrounding communities, we will be providing to a larger number of youth.	New program hopefully to start at New school in area.
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Advertising to the junior high schools that we have this program and getting feedback. We could do this by reaching out to the guidance counsellors and/or the physical education teachers to (a) inform and (b) get feedback to shape and develop the program.	When Southdale/Northwoodside school opens in Jan, we can start this process of creating a relationship with the staff.

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	To make our youth space more inviting and friendly. New flooring, paint, look at expanding the room.	Hoping in the new budget year to add make this happen.
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	To provide all staff with the proper customer service training. Hire more youth staff.	We have over 60 percent youth staff.
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Appropriate customer service training and doing workshops with staff and youth together.	There needs to be specific training for this I believe and involve youth of the centres to get their view.

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	There are two parts to making this happen, we will need a bigger space and secondly, we will need to find community members that are experts in the chosen sports.	Looking into schools that are available to us to make this happen for September 2018.
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Implementing an art hive model program for a two-hour period on a designated day.	We will start this program in the Fall of 2018.
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	To visit the programs, we have in place now for times and make sure they are appropriate.	Take a closer look at Winter programs and times and get parent feedback through a feedback form.
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	To offer a variety of program at age specific targets.	We are looking at which programs are working and thinking of new innovative ones.
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Implementing policies and best practices. Make policies standardized across the unit and staff in best practices.	Looking into specific training for this to see if we can streamline.

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	Social media	There is no direct access to this.
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Engaging with groups of youth, promoting the importance of leadership programs and celebrating youth successes.	Promote our programs through schools through fliers teachers.

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**George Dixon**

### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Increase opportunities for training/education around mental and physical health.	Winter 2018

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Maintain work and process with access forms and “no cost programs”.	Ongoing
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	Provide opportunities for youth to provide feedback and offer their input.	Fall 2017
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs	Maintain current programs and offer variations of current programs. Get youth input.	Ongoing
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Provide staff to take youth to events. Provide bus tickets for travel to events/programs	Ongoing
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	More promotion – possibly through MJ	Winter 2018

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Continue working with partners providing youth services to create youth friendly spaces at Dixon	Fall 2017
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Maintain current training and provide new training opportunities when available or created for staff to attend.	Summer 2018?
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	Lead by example Continuous education/training	Ongoing
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Offer new program opportunities	Winter 2018
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Look at creating and re-vamping current art culture programs – make specific from youth feedback.	Spring 2018
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Offer evening and weekend programs	Winter 2018
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Drop in opportunities made available (16-24)	Ongoing

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Attend training ??	??

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	Get youth to design or assist in promotion. Get info to MJ	Spring 2018
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Through year round training youth will have the opportunity for leadership roles/responsibilities.	Ongoing

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

*Herring Cove / Spryfield*

### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health		

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services		
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth		
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs		
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs		

STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth		
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement		
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth		
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate		
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs		
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups		
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs		

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs		

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention		
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs		

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

*Beechville, Lakeside , Timberlea and Tantallon & Hubbards - Nathan George CRC*

### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Offer Mental Health First Aid to instructors and facility staff	Provide on a unit-wide basis

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Continue to offer free access programs to youth within the community. Add more programs and events for Youth  Offer a free 'Coffee House' for youth in our unit	Working with Youth Leadership Coordinator to develop more creative ideas for Youth programs, and new strategies for promotion. Successful event held on Nov 24/17. Planning more events of a similar nature for 2018.
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Involve Inclusion Specialist more in unit discussions around Inclusion. Send current staff to more inclusion related training	Three training sessions being offered in December 2017 for part time staff

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	Utilize space in schools for drop in programs for youth	Currently examining programming in HRSB buildings. Future programming may be dependant on outcomes in current MOU negotiations with HRSB
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Continue to offer programming in as many areas and facilities as possible.	Youth programming currently offered at Lakeside Community Centre, BLT Elementary, Tantallon Elementary, Hubbards Recreation Centre.
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Increase the usage variety of equipment that is loaned. Promote better in the community that equipment is available for free.	New outdoor signage will be used to help promote equipment loans

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	To ensure youth feel comfortable coming to the facility and hanging out with their friends. To look for ways to encourage current youth to bring friends to events, programs, and volunteering opportunities.	Currently looking at converting soon-to-be empty office space, into a new dedicated youth space. Space, accessibility, and budget are all being taken into consideration.

GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Include facility staff when implementing new youth initiatives.	Provide Youth Mental Health training for staff
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Highlight the positive contributions that youth make within the community. Create more genuine moments for youth and staff to interact. Provide staff with an atmosphere in which they can be better role models for youth.	Encourage staff to nominate deserving youth for volunteer awards.

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Utilize school gym space for Multi-Sport Programming	Kicking off MS in the Spring
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Work with our current art staff to find new ways to engage youth through art.	Currently looking at new programming ideas connected to art and music
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	To do a better job of managing evening program and rental space, to allow more availability for youth	Ongoing
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs		
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Cover more Youth topics and policies in regular staff meetings	Next scheduled staff meeting to involve youth section

#### STRATEGIC VISION 5: All youth are aware of the services offered by the municipality

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	Utilize social media to expand our reach to youth. Connect directly with youth to discuss what is on trend.	Ensure youth are aware of Halifax Recreation SM.
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	To have the capacity to offer youth leadership opportunities throughout the year. Encourage current youth to engage others in the community to join.	Currently offering special events, socials, and volunteer opportunities for youth throughout the year. Looking to connect with those groups of youth within in the unit, and start to look outside of the unit.

Updated: Dec 11, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Inclusion & Accessibility*

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
<p>To remove barriers of barriers of access around mental &amp; physical health</p>	<ul style="list-style-type: none"> <li>• To have the Guiding Principles of the Inclusion and Accessibility Strategies Approved by Management</li> <li>• In collaboration with staff develop a three yr Implementation Plan of the Inclusion &amp; Accessibility Strategy once Guidelines are approved</li> <li>• To continue to facilitate or offer training on a quarterly and/or annual basis to staff in the following areas: Inclusion/Gender 101/Cultural Awareness/Positive Behavioural Strategies</li> <li>• Participate as an HRM representative on the Recreation Access for New Comers initiative</li> <li>• Currently serve as the staff represent for Parks &amp; Recreation on the HRM Access Advisory Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Currently with Management and will be develop a 3yr implementation plan in collaboration with CRC's and Aquatic Specialists</li> <li>• Currently have been offering Inclusion and Positive Behavioural Strategy training Quarterly</li> <li>• Supported the arrangement of Gender 101 training with the Aquatics Division</li> <li>• Developing Cultural Awareness training with HRM Staff and ISANS Staff</li> <li>• Supervised a staff person on behalf of the Rec Access for Newcomers Initiative for 6 months</li> <li>• Supervised a Health Promotions student from Dal for 3 months associated with developing a "Steps to Connect – Halifax" for New Comers</li> <li>• Ongoing</li> </ul>

**STRATEGIC VISION 2: All youth are able to access our services**

GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>To explore with CRC's &amp; Aquatic Specialist's the opportunity to offer programs at a reduced rate to youth of all abilities and cultural backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing with CRC &amp; Aquatics Specialist</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	<ul style="list-style-type: none"> <li>To explore with CRC's &amp; Aquatic Specialist's the development of additional programs offering using the "Choice Model" of programming that target you of all abilities and backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Supported the development of an Adapted Aquatics Program which welcomed youth of all abilities</li> </ul>
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To improve and implement various drop-in programs	<ul style="list-style-type: none"> <li>Explore with CRC's &amp; Aquatic Specialist potential community partners to develop meaningful and appropriate program options for all youth</li> </ul>	<ul style="list-style-type: none"> <li>Have made recommendations to staff about possible community partners who mandate is to provide services for children and youth of a variety of abilities</li> <li>Ongoing</li> </ul>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>Work closely with staff to ensure programs are offered that are accessible to all you to encourage maximum participation</li> <li>Work with staff to ensure that programs are offered in space that in appropriate for all youth</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>• Consult on a regular basis with all facilities to ensure equipment is available and appropriate for all youth</li> <li>• To continue to encourage CRC's and Aquatic Specialist to purchase appropriate equipment that is accessible to all individuals</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to contact staff and encourage them to consider purchasing appropriate equipment to loan that meets the needs of all youth</li> </ul>

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ul style="list-style-type: none"> <li>• Consult on a regular basis with Darren Young on possible on the availability of improving facilities and infrastructure that is accessible to all</li> <li>• Develop marketing tools that promote represent and encourage all youth to feel welcome in our spaces and programs</li> <li>• Completed an Accessibility Audit with all Recreation Facilities</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Have provided recommendations to a variety of capital projects that would affect the development of welcoming spaces</li> <li>• Forward results of the Accessibility Audit to Management</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ul style="list-style-type: none"> <li>• Work with CRC's &amp; Aquatic Specialist's to ensure all youth are considered for employment</li> <li>• Make recommendations to improve youth engagement through recommendation from youth and families</li> </ul>	<ul style="list-style-type: none"> <li>• Advertised positions at the Oval that targeted youth with a disability for Instructional and monitoring positions.</li> <li>• (Hired 2 youth with disabilities who will use a sledge when employed and caring out their job responsibilities at the Oval)</li> </ul>

		<ul style="list-style-type: none"> <li>• Will be offering 3 youth full day summer programs for youth with a disability in collaboration with existing youth leadership programs</li> <li>• Will be offering a Youth Focused Summer Program with the AEC one evening per week in the summer months (Lead by youth for youth)</li> </ul>
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	<ul style="list-style-type: none"> <li>• To continue to facilitate and/or offer training on a quarterly and/or annual basis to staff in the following areas: Inclusion/Gender 101/Cultural Awareness/Positive Behavioural Strategies</li> <li>• To accept and mentor/supervise student interns from local Universities &amp; Colleges on a regular basis</li> <li>• Encourage students to volunteer in recreation programs that allow them to gain valuable employable skill to support possible future employment</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Have supervised 14 students over the past year from local university's/college programs</li> </ul>

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport "try-it" programs towards older youth to give them an opportunity to participate	<ul style="list-style-type: none"> <li>• To encourage with CRC's &amp; Aquatic Specialist's the development of additional programs that target youth of all abilities &amp; cultural backgrounds using the "Choice Model" of programming</li> <li>• To encourage CRC's develop opportunities where all youth can participate</li> </ul>	<ul style="list-style-type: none"> <li>• In collaboration with the Oval staff will be offering a 5 session "Learn to Sledge Program" during the winter of 2018</li> <li>• Also, in collaboration with Oval staff will be offering the opportunity for youth to borrow new equipment</li> </ul>

		such as the Kick Sleds and Snow Coaches to ensure all youth are included in opportunities to engage in programs.
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	<ul style="list-style-type: none"> <li>Support staff to explore Art Programs that meet the interests of a variety of youth in their communities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ul style="list-style-type: none"> <li>Encourage Staff to offer programs at an appropriate time for maximum participation of all youth</li> </ul>	<ul style="list-style-type: none"> <li>Aquatics staff have changed the times of the Adapted Swim Lessons to ensure maximum participation</li> <li>Oval staff will be offering the “Learn to Sledge” lessons along with the regular lessons</li> </ul>
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ul style="list-style-type: none"> <li>To continue to support staff to offer age-specific and appropriate programming for all youth</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Arrange to attend the Unit meetings to share best practises with CRC &amp; Aquatics Staff on a regular basis</li> </ul>
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ul style="list-style-type: none"> <li>Have completed a scan on a National Level of Service Delivery Models &amp; Inclusive Services to guide best practises and policies and policy development within HRM Parks and Recreation</li> </ul>	<ul style="list-style-type: none"> <li>Made recommendations to develop Community Partnerships and enhance Inclusion Services found within the Guidelines for an Inclusion &amp; Accessibility Strategy that Management has for approval</li> </ul>

		<ul style="list-style-type: none"> <li>• Best Practises gathered help guide the recommendations of the Inclusion and Accessibility Strategy</li> </ul>
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STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>• Will work closely with staff from the HRM's Office of Diversity and Inclusion and staff from ISANS to develop appropriate Cultural Training &amp; Marketing materials targeting newcomers and newcomer's youth to encourage participation</li> </ul>	<ul style="list-style-type: none"> <li>• We have approval for the use of \$5000 from a Regional Development Grant received from Dept. of Communities, Cultural and Heritage to be used to support the initiative</li> </ul>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ul style="list-style-type: none"> <li>• Continue to participate in the Pathways to Leadership initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Musquodoboit Harbour*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health		

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services		
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth		
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs		
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs		

STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth		
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement		
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth		
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate		
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs		
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups		
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs		

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs		

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention		
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs		

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Musquodoboit Valley*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	<ol style="list-style-type: none"> <li>1. Invite health team reps to youth programs to provide youth an opportunity to approach for help.</li> </ol>	<ol style="list-style-type: none"> <li>1. To begin to plan with youth health teams in January 2018</li> </ol>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ol style="list-style-type: none"> <li>1. Continue to provide free access to:                             <ol style="list-style-type: none"> <li>a. Fitness centre</li> <li>b. Open gym times</li> <li>c. Fit and fab program</li> <li>d. 4CY</li> </ol> </li> <li>2. Meet with schools to discuss opportunities to offer no cost programs during lunch hours and after school</li> <li>3. Consider Stock transportation for after school programs to encourage participation in no cost programs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. Met with guidance counsellor at MVEC in October 2017. Another meeting is scheduled for Feb 2018</li> <li>3. Currently using stock for Fit and Fab Program. Potential to share this with other afterschool groups in Winter/Spring 2018.</li> </ol>
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for all youth	<ol style="list-style-type: none"> <li>1. Communicate with youth about our services so that they can access programs that we offer</li> </ol>	<ol style="list-style-type: none"> <li>1. Currently using the HRM Recreation page, creating boosters.</li> <li>2. Plans to have announcements at schools for youth in 2018 year.</li> </ol>
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	<ol style="list-style-type: none"> <li>1. Continue to provide the following drop in programs: <ol style="list-style-type: none"> <li>a. Fitness centre drop in</li> <li>b. Open gym drop in</li> <li>c. 4CY drop in</li> <li>d. Fit and fab</li> </ol> </li> <li>2. Work with schools and local community groups to help provide other drop in programs that are not currently offered</li> </ol>	<ol style="list-style-type: none"> <li>1. Currently ongoing</li> <li>2. Spoke with guidance counsellor at MVEC in October about lunch time and afterschool drop in programs for youth. Planning to meet again in Feb 2018.</li> </ol>
MVGOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ol style="list-style-type: none"> <li>1. Continue to provide transportation home after the Fit and Fab program.</li> <li>2. Use various community centres in Musquodoboit Valley to ensure youth from different areas have access to programs.</li> <li>3. Research any funding programs to help provide youth with safe /free transportation to and from programs due to a lack of transportation in rural areas.</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. Making use of Carrolls Corner Community centre and MVEC and High schools in area. In 2018 look for other areas to replace Dutch Settlement Elementary</li> <li>3. To be completed in 2018</li> </ol>
GOAL 2.5	OBJECTIVE	UNIT UPDATE

To expand equipment loan programs	1. Consider having available equipment at Carrols Corner or other centres to allow access for people in different areas of the community.	1. Plan to have meeting with Carroll's Corner staff in early 2018.
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STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ol style="list-style-type: none"> <li>1. Meet with schools, local community centres, youth community developer to discuss how we can break down transportation and access barriers to help provide youth with access new spaces.</li> <li>2. Meet with schools and local community groups to discuss potential space to use and/or transform</li> </ol>	<ol style="list-style-type: none"> <li>1. To plan for in 2018</li> <li>2. To plan for in 2018</li> </ol>
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ol style="list-style-type: none"> <li>1. Hire youth who have completed the youth leadership program.</li> <li>2. Reach out to schools with Child/Youth studies programs for potential hires.</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. To plan for in 2018</li> </ol>
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	<ol style="list-style-type: none"> <li>1. Provide staff with youth specific training when available             <ol style="list-style-type: none"> <li>a. High five</li> <li>b. Youth mental health raining</li> </ol> </li> <li>2. Have staff attend youth conferences where appropriate and available.</li> <li>3. Find resources to create a session for front desk staff on providing friendly and welcoming youth environments</li> </ol>	<ol style="list-style-type: none"> <li>1. Sport specific training happening in 2018</li> <li>2. Inclusion training happening in December 2017</li> <li>3. Continue to find available recourses for staff in 2018</li> </ol>
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**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	<ol style="list-style-type: none"> <li>1. Use the youth open gym times to set up an area each week with a different sport to try.</li> <li>2. Plan “outdoor try it programs” during winter and summer sessions that coincide with the season</li> </ol>	<ol style="list-style-type: none"> <li>1. To commence at open gym times in 2018</li> <li>2. To plan for March – August 2018</li> </ol>
GOAL 4.2	OBJECTIVE	UNIT UPDATE

To diversify our selection of “non-standard” art programs	1. Have mini “non-standard try-it” art sessions for youth during lunch hours (youth art week, special holiday events for different cultures)	1. To plan for 2018 school year 2. Spoke with guidance counsellor at MVEC in October about lunch time and afterschool drop in programs for youth. Planning to meet again in Feb 2018.
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	1. Provide programs during lunch hours and directly after schools to engage with youth before traveling home (45min-1hour)	1. Spoke with guidance counsellor at MVEC in October about lunch time and afterschool drop in programs for youth. Planning to meet again in Feb 2018.
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	1. Continue to offer a variety of youth programs 2. Have round table discussion with you to talk about programs they would enjoy having in their community.	1. To plan for 2018 2. Ongoing discussions at Fit and Fab and 4CY
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	1. Review policies and best practice with other crc/AC/ program staff.	1. Ongoing to continue into 2018

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ol style="list-style-type: none"> <li>1. Work with HRM social media accounts to help target and include rural areas of HRM. – <i>potentially a youth specific twitter</i></li> <li>2. Connect with youth at Jr. and Sr High schools to promote optional social media opportunities</li> <li>3. Connect with Jr and Sr. High schools to send out tweets promoting youth programs and services</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing use of HRM Recreation Facebook page</li> <li>2. To plan for 2018 school year</li> <li>3. To plan for 2018 school year</li> </ol>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ol style="list-style-type: none"> <li>1. Connect with schools to promote the Youth Leadership program.</li> <li>2. Connect with Youth Live team to talk about barriers that youth have from this community in regards to accessing youth leadership programs based in the city centres. (lack of transportation and access)</li> <li>3. Connect with Youth Community Developer on how to provide better access and programs to rural communities in HRM.</li> </ol>	<ol style="list-style-type: none"> <li>1. Plans to connect with schools in Feb 2018.</li> <li>2. to plan for early 2018 (both Youth Live and Community Developer)</li> </ol>

Updated: November 28, 201

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **Needham**

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>• Increase opportunities for staff to take Mental health first aid and ASSIST training</li> <li>• Review incidents that involve suspensions from programs</li> </ul>	<ul style="list-style-type: none"> <li>• Summer 2018</li> <li>• Winter 2018</li> </ul>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>• Maintain current programs</li> <li>• Have youth provide suggestions for potential new programs</li> </ul>	<ul style="list-style-type: none"> <li>• In progress(and on-going)</li> <li>• Winter 2018(and on-going)</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	<ul style="list-style-type: none"> <li>• Get input from youth on program inclusivity</li> </ul>	<ul style="list-style-type: none"> <li>• Winter 2018-Summer 2018(and on-going)</li> </ul>
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs	<ul style="list-style-type: none"> <li>• Get feedback from youth</li> </ul>	<ul style="list-style-type: none"> <li>• Winter 2018-Summer 2018(and on-going)</li> </ul>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>• Provide transportation for off site events</li> </ul>	<ul style="list-style-type: none"> <li>• Winter 2018-Summer 2018(and on-going)</li> </ul>
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>• Opportunity to borrow equipment youth want to. Have this listed on website.</li> </ul>	<ul style="list-style-type: none"> <li>• Winter 2018 for offering equipment</li> </ul>

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ul style="list-style-type: none"> <li>• Youth to made art work. Have art displayed in centre.</li> </ul>	<ul style="list-style-type: none"> <li>• Winter 2018-Summer 2018(and on-going)</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ul style="list-style-type: none"> <li>• Continue training for staff that includes youth engagement components</li> </ul>	<ul style="list-style-type: none"> <li>• In progress</li> </ul>
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	<ul style="list-style-type: none"> <li>• This is currently being done in a positive manner.</li> <li>• Continue to lead by example.</li> </ul>	<ul style="list-style-type: none"> <li>• In progress</li> <li>• In progress</li> </ul>
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**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	<ul style="list-style-type: none"> <li>• Develop program for older youth.</li> </ul>	<ul style="list-style-type: none"> <li>• Spring 2018-Fall 2018(with budget considerations)</li> </ul>
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	<ul style="list-style-type: none"> <li>• Offer Improv/dance/drama classes.</li> </ul>	<ul style="list-style-type: none"> <li>• Spring 2018-Fall 2018(with budget considerations)</li> </ul>
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ul style="list-style-type: none"> <li>• Offer programs at times that are reasonable for youth to attend.</li> </ul>	<ul style="list-style-type: none"> <li>• In progress</li> </ul>
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ul style="list-style-type: none"> <li>• Look at feasibility to offer 16-20 and 20-24 age group programs</li> </ul>	<ul style="list-style-type: none"> <li>• Fall 2018</li> </ul>

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ul style="list-style-type: none"> <li>Review policies and procedures on an on-going basis.</li> </ul>	<ul style="list-style-type: none"> <li>On-going</li> </ul>

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>Social media (Facebook, Instagram, snapchat),</li> <li>Check in with Communications and Outreach Plan Intern</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2018 - Summer 2018</li> </ul>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ul style="list-style-type: none"> <li>Review potential to have Unit Youth Leadership group</li> <li>Have YLC for Fall, Winter and Spring programming</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2018 or Fall 2018(with budget considerations)</li> </ul>

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Needham/Beaches*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>• Inclusion lessons</li> <li>• Allow easy mobility access to facility and pool</li> </ul> <p>Staff training for mental health, Provide Aquatic Staff with training for: Non-violent Crisis Intervention, Mental Health First Aid, Gender Inclusivity</p> <ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusion lessons offered to all inclusion requests, 1 on 1, or inclusion support in group for.</li> <li>• Pool chair lifts at Needham</li> <li>• Hippocamp for beaches</li> <li>• Beach ramp in help assist visitors with mobility concerns</li> <li>• Annual staff training for gender identity awareness</li> </ul>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>• Free swim lessons</li> <li>• Free drop in swims</li> <li>• Free aquatic leadership courses</li> </ul>	<ul style="list-style-type: none"> <li>• Beach swim lessons offered at no-cost since 2014</li> <li>• Needham: no-fee swim on Friday evenings</li> <li>• Free Bronze Medallion, Bronze Cross, Water Safety Instruction, National Lifeguard certification/re-certification</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for youth	<ul style="list-style-type: none"> <li>• Free swims for youth</li> </ul>	<ul style="list-style-type: none"> <li>• Needham Friday swim has no fee.</li> <li>• Beaches are open everyday in the summer for everyone.</li> </ul>
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To improve and implement various drop-in programs	<ul style="list-style-type: none"> <li>• Open Swims</li> <li>• Parent and tot</li> <li>• Lane Swims</li> <li>• Fitness classes</li> </ul>	<ul style="list-style-type: none"> <li>• Continuing to host open swims, parent &amp; tot, lane swims, and water exercise classes.</li> <li>• Beginning women's swims in January 2018</li> </ul>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>• Have locations close to schools, neighbourhoods, and public transportation.</li> </ul>	<ul style="list-style-type: none"> <li>• Needham is close to multiple bus stops</li> <li>• Many of our suburban locations are located near community centres, or bus stops</li> <li>• Beaches have ramps or paths that allow for easy access to water.</li> </ul>
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>• Loan of beach equipment during supervised hours</li> <li>• Loan of pool equipment during swims</li> </ul>	<ul style="list-style-type: none"> <li>• Beaches have paddleboards on loan during supervised hours</li> <li>• Needham and Beaches allow swimmers to use PFD's and floatation devices during supervised hours.</li> </ul>

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
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To design physical spaces that are open and welcoming for youth	Have spaces that are accessible and attractive for youth.	<ul style="list-style-type: none"> <li>• Beaches have safe and open environments for youth the feel welcome and safe</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Hire diverse, well trained, and mentored staff. Encouraging staff who are bilingual and speak different languages.	<ul style="list-style-type: none"> <li>• Continuing annual Gender 101 training for staff.</li> <li>• Continuing annual training with HR</li> <li>• Continuing Quarterly in-services including updates on Aquatic policies and standards</li> </ul>
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	<ul style="list-style-type: none"> <li>• Have youth shadow staff</li> <li>• Youth programs that allow for staff engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Beaches and Needham run Junior Guard programs that allow staff to interact with youth from all backgrounds interested in Aquatics.</li> <li>• Volunteers can assist with swimming lessons and allow staff to mentor youth.</li> </ul>

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	<ul style="list-style-type: none"> <li>• Jr Guard program (free)</li> <li>• Open swims</li> </ul>	<ul style="list-style-type: none"> <li>• Junior Guard program runs weekly, but participants during open swims are welcome to try out our program for the day.</li> <li>• Open swim with available loan equipment allows youth to try new activities</li> </ul>

GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	N/A	
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ul style="list-style-type: none"> <li>• Early morning, work/school hours, and evening programs</li> </ul>	<ul style="list-style-type: none"> <li>• Beaches have supervision daily from 11-5.</li> <li>• Needham hold programs daily in the mornings, afternoons, and evenings.</li> </ul>
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ul style="list-style-type: none"> <li>• Offer Jr Guard</li> <li>• Bronze courses (star, medallion, cross)</li> <li>• National lifeguard</li> <li>• Water safety instruction</li> </ul>	<ul style="list-style-type: none"> <li>• Beaches run free leadership courses, i.e. Jr. Guard, bronze medallion/cross, national lifeguard, and water safety instructor instruction courses</li> <li>• Needham run Bronze Medallion/ Cross courses and Jr Guard courses for youth leadership.</li> </ul>
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ul style="list-style-type: none"> <li>• Quarterly unit meeting</li> <li>• Quarterly staff in-services</li> <li>• Consultation with inclusion specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Continuing quarterly Aquatics Services unit meetings.</li> <li>• Continuing quarterly staff in-service.</li> <li>• Continuing to work with Inclusion Specialist for best practices and new methods to engage youth and marginalized populations.</li> </ul>

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>Promotion of activities of social media</li> </ul>	<ul style="list-style-type: none"> <li>Facebook and Twitter is currently being used to promote events, and training and employment opportunities</li> </ul>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ul style="list-style-type: none"> <li>Engage youth during open, and free swims</li> <li>Allow youth to try out leadership programs</li> </ul>	<ul style="list-style-type: none"> <li>Posters in facilities to advertise youth leadership programs.</li> </ul> <p>Advertise the pathway to achieve NLS Opportunity for Personal Development Credit and more training.</p> <p>Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.</p> <ul style="list-style-type: none"> <li>Advertise for potential future employment with Halifax Rec.</li> </ul>

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **Emera Oval**

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>• increase training opportunities about mental health for Oval Staff</li> <li>• increase awareness of the Access &amp; Inclusion policy for Oval Staff</li> <li>• create a working culture around mental &amp; physical health.</li> <li>• provide all Oval staff with appropriate training regarding the functions and use of all of our adaptive equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusion Specialist provided staff training on winter adaptive equipment at the staff training session on Nov 22/17</li> </ul>

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<p>Oval programs, services &amp; equipment are ALL at no cost.</p> <ul style="list-style-type: none"> <li>• We need to increase awareness of this to all youth (via social media, schools, posters, radio, etc).</li> </ul>	Continue to advertise via social media and thru our partnerships with local community groups who deal with youth at risk or marginalized youth.
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for youth	<ul style="list-style-type: none"> <li>• ensure all Oval staff are trained in Youth Engagement</li> <li>• obtain regular feedback from youth participants (surveys available in helmet hut, suggestion box).</li> <li>• obtain signage in other languages</li> <li>• employ staff who are multi-lingual</li> <li>• obtain best practices for staff for working with the LGBTQ community.</li> </ul>	<ul style="list-style-type: none"> <li>• Now have summer and winter rules signs in English &amp; Arabic.</li> <li>• Hired 2 winter staff who are multi-lingual</li> </ul>
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To improve and implement various drop-in programs	<ul style="list-style-type: none"> <li>• offer specific “Youth Skates” (evening 8:30 – 9:30pm)</li> <li>• examine what programs would interest youth at the Oval and implement.</li> </ul>	All programs are drop in and inclusive to all
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>• build partnerships to create cost-sharing opportunities (with transit – bus passes for youth interested in commuting to Oval).</li> </ul>	Will be exploring with transit in 2018 winter season
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>• promote our current “free” equipment loan services to youth (social media, schools)</li> <li>• identify partnerships that could enhance our equipment loan program, (schools)</li> <li>• evaluate equipment loan program annually</li> <li>• maintain website and update with free equipment rental info – be specific to highlight youth and the benefits of utilizing</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> <li>• In collaboration with our Inclusion Specialist, posters promoting our free winter adaptive equipment have been created and distributed</li> </ul>

	our programs and attending our public skates.	
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STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ul style="list-style-type: none"> <li>• provide free WIFI at the Oval</li> <li>• create evaluations for youth to provide feedback</li> </ul>	
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ul style="list-style-type: none"> <li>• ensure all Oval staff are trained in Youth Engagement</li> <li>• set &amp; enforce customer service standards for employees who interact with youth (all Oval staff)</li> </ul>	<ul style="list-style-type: none"> <li>• Advertised positions at the Oval that targeted youth with a disability for Instructional and monitoring positions.</li> <li>• (Hired 2 youth with disabilities who will use a sledge when employed and caring out their job responsibilities at the Oval)</li> <li>• Continue to facilitate and/or offer training on a quarterly and/or annual basis to staff in the following areas: Inclusion/Gender 101/Cultural Awareness/Positive Behavioural Strategies</li> <li>• Continue to partnership with Youth Live to employee their participants after successfully completing the youth live program.</li> </ul>

GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	<ul style="list-style-type: none"> <li>• create opportunities to celebrate youth at the Oval - Youth Appreciation Skates (music, give-aways, free hot chocolate, themed nights, etc.)</li> <li>• take steps to create a friendly, welcoming, appealing environment for youth at the Oval.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to partnership with Youth Live to employee their participants after successfully completing the youth live program. We will continue to hire youth with various skills sets, abilities, cultures to ensure we have an inclusive</li> </ul>

STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	<ul style="list-style-type: none"> <li>• implement “Try It” skate times / sledge/ kick sleds for each age range – specifically for those who have not skated before.</li> <li>• network &amp; coordinate with other organizations/schools when offering “Try It” sessions.</li> </ul>	<ul style="list-style-type: none"> <li>• In collaboration with the Inclusion Specialist, will be offering a 5 session “Learn to Sledge Program” during the winter of 2018</li> <li>• Also, in collaboration with Inclusion Specialist staff will be offering the opportunity for youth to borrow new equipment such as the Kick Sleds and Snow Coaches to ensure all youth are included in</li> </ul>

		opportunities to engage in programs.
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	n/a	
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ul style="list-style-type: none"> <li>consider school and work schedules when planning sessions for specific age groups</li> </ul>	Ongoing
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ul style="list-style-type: none"> <li>create opportunities for “Try It” programs for different age ranges</li> <li>Develop mentorship opportunities &amp; leadership opportunities at the Oval – (older youth interacting with younger youth)</li> </ul>	
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ul style="list-style-type: none"> <li>review High 5 principles with Oval staff regularly</li> <li>create internal evaluation process for youth services at the Oval</li> </ul>	

	<ul style="list-style-type: none"> <li>offer drop-ins specific to youth that offer more than one activity at once to provide choices (skating, sledge, kick sleds, snowshoes, Nordic poles, fitness class).</li> </ul>	
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STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ul style="list-style-type: none"> <li>increase marketing of the Oval programs and activities through youth website, social media popular to youth.</li> <li>explore partnerships to assist in promotion of youth services at the Oval</li> </ul>	ongoing
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ul style="list-style-type: none"> <li>implement leadership opportunities for youth at the Oval</li> <li>utilize youth webpages and social media tools to spread information of leadership opportunities</li> <li>promote the benefits of attending our programs (physical &amp; mental).</li> </ul>	Ongoing and continue to advertise future employment opportunities for youth

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Sackville Sports Stadium*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	Provide Aquatic Staff with training for: Non-violent Crisis Intervention, Mental Health First Aid, Gender Inclusivity  Offer Assisted Family Swim, Inclusion Group and Private Swimming Lessons	Incorporate the trainings during seasonal in-services  Continue to offer Assisted Family Swim and Inclusive lessons

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Free Everyone Welcome Swim on Wednesday Evenings.  Offered Free Youth swim during summer 2017, numbers were low due.	Wednesday evening free swim is well attended and the numbers continue to increase.  Will attempt to add back in a free youth swim, with an adjustment to the day and time.
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for youth	Offered a free Youth swim. Halifax Rec funding available for younger youth.	A new day and time will be considered in hopes that the attendance will be better Was not well attended
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To improve and implement various drop-in programs	Free Everyone Welcome, Lane Swim, Masters, Aquafit	Drop in recreational swims to continue.
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	Aquatic Staff ensure that the pool space is welcoming for youth	Ongoing
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Selection of aquatic equipment available for use during swim times.	Will continue to add to the selection.

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Reintroduce the Free Youth Swim	Evaluate the options for youth swim. Many youth in attendance during Free Swim and Friday evening swim
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	Train staff in youth engagement, and working with peers as many aquatic staff are themselves youth.	Ongoing at each quarterly inservice
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Ensure staff understand value of youth strategies and inclusivity	Training included in seasonal in-service. Provide Aquatic Staff with training for: Non-violent Crisis Intervention, Mental Health First Aid, Gender Inclusivity

**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Introduction of Aquatic Jr. Leadership – Wave Runners program.	Started as a summer program. Now also offered as a 10week program during the school year, as well as 9 full weeks in the summer.
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	n/a	n/a
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	An array of programming offered on many different days and times that youth are available.	Continue to offer programs multiple times per week to engage as many youth as possible.
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Instructional and leadership programming offered for all ages of youth.	Continue to offer programs such as the Bronze Levels, WSI and NLS at no cost to any youth
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Continue to train staff in policies and how to create a welcoming environment for youth.	Continue to reinforce youth strategies.

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	n/a	n/a
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Filter youth from Learn to Swim through the leadership spectrum (Bronze Levels/Wave Runners to NLS  Increase number of youth in WSI courses, to build leadership.	Advertise the pathway to achieve NLS Opportunity for Personal Development Credit and more training.  Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.

		Advertise for potential future employment with Halifax Rec.
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Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

*Sackville (Acadia and Sackville Sports Stadium)*

### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
<p>To remove barriers of access around mental &amp; physical health</p>	<ol style="list-style-type: none"> <li>1. Collaborate with inter-disciplinary health/youth teams for the purposes of increasing awareness of HRM Rec youth programming initiatives in the Sackville area.</li> <li>2. Invite Cobequid Youth Health team to visit during the Friday Night Rocks program or other applicable HRM Rec youth activities.</li> <li>3. Work with youth health professionals to remove barriers to full participation of people living with mental health problems or illnesses.</li> <li>4. Seek additional training opportunities for front line staff at SSS/Acadia to improve service, community collaboration and connection.</li> <li>5. To continue to design and evaluate recreation services and schedules with a 'recovery lens' in mind and schedules to ensure options and choice are available to assist in mental health recovery and unique needs.</li> </ol>	<ol style="list-style-type: none"> <li>1. SSS and Acadia reps attend Sackville Youth Provider Network meetings.</li> <li>1.1 SSS CRC is HRM rep at Halifax Active Living Alliance with members of HRSB; IWK; DAL; Capital Health; NS gov.</li> <li>2. In progress. Working with stakeholders to schedule applicable date.</li> <li>3. SSS CRC certified in Mental Health First Aid for Youth. Acadia CRC certified in counselling, ASSIST to work with staff at centres.</li> <li>4. On-going.</li> <li>5. On-going.</li> </ol>

**STRATEGIC VISION 2: All youth can access our services**

GOAL 2.1	OBJECTIVE	UNIT UPDATE
<p>To provide low income to no cost services</p>	<ol style="list-style-type: none"> <li>1. Develop unstructured open gym times for youth specific activities (i.e – after-school time; weekend evenings; etc).</li> <li>2. Expand Friday Night Rocks program to include activities such use of gymnasium.</li> <li>3. Connect with local community food establishments to provide discounted coupons for youth participating in our programs.</li> </ol>	<ol style="list-style-type: none"> <li>1. In progress. To start in 2018. With new gym space in south wing at SSS there will be open gym times for youth in the schedule.               <ol style="list-style-type: none"> <li>1.1 On-going – open gym times available at AJ Smeltzer Jr. High.</li> </ol> </li> <li>2. Current Friday Night rocks program at SSS will expand to include active participation in the gymnasium in addition to swimming. To start in 2018.</li> <li>3. In progress. Had discussions with Subway in SSS in Fall 2017. Currently Subway offers youth discount and lunch special for high school youth.</li> </ol>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
<p>To create youth services that are inclusive for all youth</p>	<ol style="list-style-type: none"> <li>1. Communicate with youth about our services so that they can access additional youth programs in the community.</li> <li>2. Develop a youth drop in program for older youth in grades 9-12 to access at SSS.</li> <li>3. Continue to grow community partnerships for collaborative programming opportunities for youth.</li> </ol>	<ol style="list-style-type: none"> <li>1. Employees will provide updates and announcements as applicable. Notify youth and send reminders of community events.</li> <li>2. In progress. Planning for Spring of 2018.</li> <li>3. In progress. SSS partnering with Sakawa Canoe Club for youth memberships and dryland programming.</li> </ol>

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	<ol style="list-style-type: none"> <li>1. Continue with the Friday Rocks Program</li> <li>2. Continue to support the partnership with the library Teen Zone program.</li> <li>3. Develop unstructured open gym times for youth specific activities (i.e – after-school time; weekend evenings; etc).</li> </ol>	<ol style="list-style-type: none"> <li>1. On-going.</li> <li>2. On-going.</li> <li>3. In progress to commence Winter 2018.</li> </ol>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ol style="list-style-type: none"> <li>1. To collaborate with rec colleagues to design/develop youth drop in satellite locations within Sackville community.</li> <li>2. Have bus tickets available upon request for youth who need safe transportation home after hours.</li> </ol>	<ol style="list-style-type: none"> <li>1. In progress. 2017 Meetings/Working with Acadia Rec Centre; Sackville Heights Community Centre; Library and Boys and Girls Club.</li> <li>2. Based on approval. Goal 2018.</li> </ol>
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ol style="list-style-type: none"> <li>1. Increase equipment loan out items options.</li> <li>2. Educate youth participating in programs about equipment loan options.</li> </ol>	<ol style="list-style-type: none"> <li>1. 2017 commenced SSS loan program for community. 2018 will see equipment option growth.</li> </ol>

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ol style="list-style-type: none"> <li>1. Advocate to management at SSS to offer space for community mental health groups to use at low or no cost.</li> <li>2. Create opportunities for youth to share their space design ideas</li> </ol>	<ol style="list-style-type: none"> <li>1. On-going.</li> <li>2. On-going. 2017 Saw addition of chairs/tables in several locations within SSS. Youth are drawn to spaces given distance to high school and other activities. (They like coming here).</li> </ol>

GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	<ol style="list-style-type: none"> <li>1. Collaborate with schools, universities and colleges to create opportunities for mentorship, volunteerism or job opportunities specializing in youth studies.</li> <li>2. Research best practices and training opportunities for current staff where applicable.</li> <li>3. Break down stigma through contact-based education of staff, facility users, lease holders.</li> <li>4. Continue to work with contracted security companies to educate on HRM youth plans and objectives and how best to engage youth in facility. Proactive approaches versus reactive.</li> <li>5. Organize youth mental health training for all staff at facilities and especially those who are in direct front line positions.</li> <li>6. Continue to create a friendly, non-toxic and healthy workplace for youth staff. Strong leaders and managers willing to make change happen and to play their part in stopping bullying and harassment.</li> <li>7. Continue to encourage a positive work-life balance for youth employees.</li> <li>8. Continue to support recovery for youth employees living with mental health issues.</li> </ol>	<ol style="list-style-type: none"> <li>1. Goal 2018.</li> <li>2. On-going.</li> <li>3. On-going. Ensuring the right fit of patrons and overall schedule on Friday nights with a large number of youth present in the building. Aquatics schedules, security appearance and leadership approaches; ice rental groups; group exercise classes.</li> <li>4. On-going. CRC at SSS does security shifts 1-2 per month to build connections with youth and better relationships with patrons/education.</li> <li>5. Goal 2018. Based on approval.</li> <li>6. Ongoing.</li> <li>7. On-going. Open door policy with CRC's. Employees working with youth know they will be supported and mentored.</li> <li>8. As needed due to confidential processes associated with objective. Work with Inclusion specialist to develop networks and reach within Sackville community. Goal to commence Spring 2018.</li> </ol>
GOAL 3.3	OBJECTIVE	UNIT UPDATE

<p>To change the culture on how staff view youth</p>	<ol style="list-style-type: none"> <li>1. Provide training and continuing education to front line staff who work at youth program times.</li> <li>2. Schedule the 'right' staff at youth program times.</li> <li>3. Educate front line staff of program policies</li> <li>4. Educate other patrons on HRM youth initiatives and priorities when applicable</li> <li>5. Continue to work with contracted security companies to educate on HRM youth plans and objectives and how best to engage youth in facility. Proactive approaches versus reactive.</li> <li>6. Continue to lead the change by example by creating and fostering a positive inclusive community.</li> </ol>	<ol style="list-style-type: none"> <li>1. Based on approval. Being talks with management winter 2018.</li> <li>2. On-going. Based on performance evaluations and observations of employees. Help train staff who show strong leadership and communication strengths.</li> <li>3. On-going.</li> <li>4. Maintaining open/honest communication with all staff on program improvements and feedback.</li> <li>5. On-going. New security company has been contacted at SSS. Have spoken with Security management on unique needs.</li> <li>6. On-going.</li> </ol>
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**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
<p>To gear multi-sport "try-it" programs towards older youth to give them an opportunity to participate</p>	<ol style="list-style-type: none"> <li>1. Create opportunities in youth drop in nights for unstructured activities. Providing choice or options for play.</li> <li>2. Create youth drop in schedule to access the gymnasium, art room,</li> </ol>	<ol style="list-style-type: none"> <li>1. Goal to commence winter 2018. Building upon success of current FNR youth program.</li> <li>2. In progress. To commence Winter 2018.</li> </ol>
GOAL 4.2	OBJECTIVE	UNIT UPDATE

To diversify our selection of “non-standard” art programs	<ol style="list-style-type: none"> <li>1. Research success stories of similar programs.</li> <li>2. Connect with program leaders to engage in lessons learned and best practices.</li> <li>3. Utilize youth who have specialized skills in these areas to volunteer; work and/or lead a youth specific program in this area.</li> </ol>	<ol style="list-style-type: none"> <li>1. Goal 2018 to develop more art centric programming for youth.</li> <li>2. In progress. Youth provider network roundtable.</li> <li>3. In progress.</li> </ol>
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	<ol style="list-style-type: none"> <li>1. Create opportunities in youth programming for youth consultation – obtain feedback on proposed schedules/activities.</li> <li>2. Continue to adapt schedules as interest in specific programs or times grows or wanes.</li> </ol>	<ol style="list-style-type: none"> <li>1. In progress. Youth have been asked for input on interests during drop in nights at SSS and Acadia.</li> <li>2. On-going.</li> </ol>
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	<ol style="list-style-type: none"> <li>1. Expand on current youth program offerings inclusive of yoga, open gym, drop ins, fitness training, sport specific training, art programs in Sackville community.</li> </ol>	<ol style="list-style-type: none"> <li>1. On-going. 8 additional youth specific programs offered at SSS. Acadia/Sackville community to grow youth options in 2018.</li> </ol>
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	<ol style="list-style-type: none"> <li>1. Continue to engage and participate in youth councils; youth community networks and committees city-wide.</li> <li>2. Create opportunities for colleagues or network allied professionals to visit programs and provide feedback on observations.</li> <li>3. Continue to create opportunities for youth to provide open and on-going feedback. Implement ideas or create changes in a</li> </ol>	<ol style="list-style-type: none"> <li>1. On going since 2015.</li> <li>2. Invitations have been extended to HRM youth community developer; aquatics personnel; and additional community stakeholders.</li> <li>3. On-going. Youth open about providing feedback on interests and activities. Staff willing to listen and implement based on budget. Youth have seen changes and program growth.</li> </ol>

	<p>timely manner where applicable and appropriate.</p> <p>4. COMMUNICATE WITH youth on program development ideas; their interests and vision.</p>	<p>4. FNR staff have excellent rapport with youth who attend programs in Sackville community. This is due to communication approach of staff and respect level.</p>
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STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	<ol style="list-style-type: none"> <li>1. Provide feedback to communications department.</li> <li>2. Connect with communications and send along program information; updates; reminders of interesting info relating to programs/services.</li> </ol>	<ol style="list-style-type: none"> <li>1. Goal 2018. To capture success stories and share with comms team to feature on new FB pages.</li> <li>2. On-going.</li> </ol>
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	<ol style="list-style-type: none"> <li>1. Communicate with youth participating in our programs about leadership opportunities.</li> <li>2. Connect with student councils or school committees to speak about upcoming opportunities/current availability in the Sackville area.</li> </ol>	<ol style="list-style-type: none"> <li>1. On-going. CRC's regular visit and chat with youth in the centres about how to get jobs with HRM Rec and leadership program opportunities. Youth know CRC's are willing to meet for informational interviews based on schedules.</li> <li>2. On-going. Due to work to rule difficult to achieve in 2016/2017. Goal in 2018 is to visit and speak to student body executives.</li> </ol>

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Sheet Harbour*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Create welcoming and relaxed environments desirable youth spaces that allow all youth to feel accepted, remove potential for anxiety. Partner with community and have opportunities where professionals are available and accessible to youth outside of 8:30 – 4:30, scheduled hours.	Space or updates to equipment /space and funding required

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Continue with Youth drop-in programs reduce all to FREE	Ongoing
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Work on eliminating barriers to participation. Consider time of day, location and fee in all youth offerings.	Ongoing

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	Multi – Sport Opportunities that allow more than one sport at one time to allow that opportunity to service more than one interest. Targeting different groups of youth at once.	To be implemented in the Spring
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	By offering more than one program at the same time will allow for carpooling etc.	Ongoing
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Identify equipment that would be desirable for equipment loan. Expand loan to FLA's Port Dufferin & Moser River if interested.	Has the potential to happen now with Snowshoes on site.

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Identify what the youth want and develop a space that is youth driven. Partner with the Library.	Funding required for equipment / staff set up / take down
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Identify individuals, caring adult who have a good rapport with youth. Provide them the tools that they need to build upon their skills and their desire to work with youth.	Identify/Recruit, ongoing Funding for training required

GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	For my area, it is not necessarily the staff who need change. It is in many ways my community.	Partner, Partner, Partner

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Look for funding opportunities to bring in skilled individuals to provide opportunities to youth. Identify cool things ie. Circus school and bring it to the youth or if funding allowed take them to it. Free or low cost.	Funding required, this can be done with younger youth, girls with the After the Bell Funding. Not aware of a lot of extra funding opportunities for older youth, this needs to be further investigated.
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Again, look for skilled instructors and bring new opportunities into the community for youth. Non-Traditional art opportunities.	Looking to contact other colleagues in the Art community. Ie. Kate M
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Consider all factors when deciding when to deliver programs.	Ongoing
GOAL 4.4	OBJECTIVE	UNIT UPDATE

To offer age-specific youth programs	Due to demographics programs are usually offered to ages 12 – 18 in this local area. We may need to run programs with reduced numbers if we start breaking up the age groups that we offer to.	Spring
<b>GOAL 4.5</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To review policies & best practices for service delivery of youth programs	Research what other communities are doing, there are lots of great things happening in our local Municipality, neighbouring municipalities, research both worldwide and close to home. Get in on Trends while they are new and exciting. Bring new ideas to the table, be creative, set trends.	Ongoing

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

<b>GOAL 5.1</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To target youth with marketing and promotion that is on trend and will catch their attention	Be more visible in the local High School, work within social media offerings to reach out to youth. Be visible in the places that they are looking. Don't make them look for us.	I relate to the school, need to have youth staff in place and have them at the school regularly especially with in the Youth Health Centre during Lunch hours etc.
<b>GOAL 5.2</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To promote and clarify the importance of leadership programs	I would like to start a seasonal Youth Leadership Program each season and not just during the summer months. Staffing would need to be identified to make that a reality.	Spring, Adult / older youth Leaders must be identified to take on this role

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Spryfield Wave Pool*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Adaptive Aquatic Programs  Low Cost Learning Centre/Autism Groups  Senior Learn to Swim Classes	Continue to run and grow with Adapted Aquatics Continue to provide pool space for these groups Grow numbers in senior learn to swim classes

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Free Access Family Swim	Continue to offer Free Family Swims
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	Free Youth Swim	Continue to offer Free Youth Swims

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	Wave Swims, Family Swims, Lane Swims, Parent and Tot, Aquafit, Aquazumba	Continue to offer drop-in programs, expand seasonal “extra” drop-in programs when pool space is available
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	N/A	N/A
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Hippocampe Rentals	Continue to loan hippocampe to groups in need

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	N/A	N/A
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Maintain a high standard of lifeguards and instructors	Continue to train the staff in appropriate youth strategies and customer service

GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Ensure youth are viewed as a priority	Continue to train the staff in youth engagement and inclusion

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Wave Runners	Enhance the year-round Wave Runners program to bring in youth who are curious as to what lifeguard/instructor does, raise awareness
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	N/A	N/A
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Morning, Evening and Weekend Lesson times	Continue to offer an array of levels at appropriate times of day and week
GOAL 4.4	OBJECTIVE	UNIT UPDATE

To offer age-specific youth programs	Age specific youth programs Bronze Star, Medallion and Cross, NLS and WSI	Continue to offer leadership courses at various times
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review staff interaction and training monthly	Make and set goals with staff for delivering lessons and programs

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	N/A	N/A
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Filter youth through Bronze Star, Medallion, Cross, WSI and NLS  Reinvigorate youth for Water Safety	Signage regarding the pathway to Lifeguard/Instructor  Meet with schools, youth expo's, expand the market to all youth Advertise the pathway to achieve NLS Opportunity for Personal Development Credit and more training.  Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.  Advertise for potential future employment with Halifax Rec.

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **St. Andrews**

#### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Offer Mental Health First Aid to instructors and facility staff	Provide on a unit-wide basis

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Continue to offer free access programs to youth within the community.	Expand these free programs in new St. Andrew's facility.
	Offer a free 'Coffee House' for youth in our unit	Successful event held on Nov 24/17
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth		
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs	Continue to offer drop-in gym programs for youth.	There is a partnership with community leader to offer free drop in basketball program for youth every Sunday afternoon.
<b>GOAL 2.4</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To ensure there is adequate accessibility of programs through location and transportation	Recognize the fact that many youth must either walk or take transit to programs.	Remaining within the community when securing swing space is a priority.
<b>GOAL 2.5</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To expand equipment loan programs	Increase the variety of equipment that is loaned.	Floor plan for new St. Andrew's facility allows for storage of equipment new front desk to improve and expand the loan program.

<b>STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth</b>		
<b>GOAL 3.1</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To design physical spaces that are open and welcoming for youth	To ensure youth feel comfortable coming to the facility and hanging out with their friends.	New St. Andrew's facility will include lounge type areas to facilitate social gatherings
<b>GOAL 3.2</b>	<b>OBJECTIVE</b>	<b>UNIT UPDATE</b>
To employ friendly staff that are trained in youth engagement	Include facility staff when implementing new youth initiatives.	Provide Youth Mental Health training for staff

GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Highlight the positive contributions that youth make within the community.	Encourage staff to nominate deserving youth for volunteer awards

**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Recognize that youth often do not want to commit to an 8 or 10 week program by offering ‘try it’ programs.	
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Utilize talent within community to assist in the facilitation of a youth art project.	Brainstorm ways in which art can be incorporated at the new facility.
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups		
GOAL 4.4	OBJECTIVE	UNIT UPDATE

To offer age-specific youth programs		
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs		

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	Utilize social media to expand our reach to youth	
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Be able to offer youth leadership opportunities throughout the year.	

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *St. Mary's Boat Club*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health	Provide inclusion services for those requiring one on one attention on and off the water for our daycamps and free paddle nights.	Continue to offer service of one-on-one Continue to train staff to work with people with special needs and to train in adapting water programs to be safe and inclusive.

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Drop in Youth Paddle nights (free access) Free Canoe rentals for all	Continue to Advertise at organizations targeting low income and new comers. This has been very successful as last year we had over
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth	Youth Drama Drop in free youth nights	Advertise to grow numbers, the numbers for paddling have been very successful, other programming requires more advertisement
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs	Youth Paddling Club, Youth Canoe and Kayak camps, Youth Sailing programs and Free Canoe rentals	Continue to offer these programs specifically for youth
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	N/A	N/A
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Free Paddle Nights with Guides and Free Canoe Rentals and Paddle Board rentals	Continue to offer these rental programs

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	N/A	N/A
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Maintain a high level of trained staff and continue to train through Youth volunteering	Continue to train the staff in appropriate youth strategies and customer service Provide Aquatic Staff with training for: Non-violent Crisis Intervention, Mental Health First Aid, Gender Inclusivity
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth	Ensure youth are viewed as a priority	Continue to train the staff in youth engagement and inclusion through workshops and Inservice seasonal training Provide training for: Non-violent Crisis Intervention, Mental Health First Aid, Gender Inclusivity
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Paddle Board Free rentals and Kayak rentals Also Youth Sailing programs as well as one time weekend intro courses in sailing, canoeing and kayaking	Continue to offer specific youth programs. Potentially dedicated time to a drop in SUP Youth Program
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Youth Drama	Advertise to draw in numbers
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	Evening drop in youth Paddle nights  Evening Drama for Youth Program	Continue to offer and advertise youth specific programs
GOAL 4.4	OBJECTIVE	UNIT UPDATE

To offer age-specific youth programs	Sailing, Paddling, Canoeing Youth programs as well as youth boating camps. Youth Bike and Boat	Continue to offer and advertise youth specific programs
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review Policies and Procedures, staff interaction and training	Set goals for staff and monthly meetings / self evaluations

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	N/A	N/A
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Offer Sea Kayak and Canoeing Courses to Youth to filter them in as staff. TO maintain a large pool of qualified guides and instructors	Continue to filter Youth Leaders through programs at a low cost to eventually become trained staff Advertise the pathway to achieve NLS Opportunity for Personal Development Credit and more training.  Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.  Advertise for potential future employment with Halifax Rec.

Updated: November 20, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**Tallahassee**

**VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	<ul style="list-style-type: none"> <li>- Offer more sport/physical programs</li> </ul>	-sport programs are continuously offered every session, but youth do not seem to be interested in structured sport programs.

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	<ul style="list-style-type: none"> <li>- Continue to offer free programming (youth night, youth action, equipment loan, open gym)</li> <li>- Create free youth after school drop-in program that will provide youth with a designated space to go after school</li> </ul>	<ul style="list-style-type: none"> <li>- 3 hours of youth programming is offered each Friday night. We are averaging around 60 youth each week.</li> </ul>
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth	<ul style="list-style-type: none"> <li>- To create youth services that are inclusive for all youth</li> </ul>	<ul style="list-style-type: none"> <li>- We continue to ensure that all participants are comfortable and are enjoying the programs offered. We also continue to have the youth participant in the program content.</li> </ul>

GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	<ul style="list-style-type: none"> <li>- Continue to offer the drop-in programs currently running (youth night, open gym)</li> </ul>	<ul style="list-style-type: none"> <li>- We currently offer a 1 night a week drop in programs... looking to add an afterschool drop in program in the Winter session.</li> </ul>
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	<ul style="list-style-type: none"> <li>- Provide bus tickets to any youth who may require transportation to/from programs</li> </ul>	<ul style="list-style-type: none"> <li>- Not implemented as there are not barriers for transportation at this time.</li> </ul>
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	<ul style="list-style-type: none"> <li>- Offer a wider range of equipment to loan such as bicycles, scooters, etc.</li> <li>- Advertise the equipment loan program to local junior high and high schools to ensure youth are aware of this service.</li> </ul>	<ul style="list-style-type: none"> <li>- We currently offer snowshoe rentals and encourage youth to participate.</li> </ul>

### STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	<ul style="list-style-type: none"> <li>- Designate a specific room for youth programs</li> <li>- Invite the youth to provide input on what they envision their space to look like</li> </ul>	<ul style="list-style-type: none"> <li>- Currently painting and redecorating the youth room.</li> </ul>
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	- Train the staff in youth engagement and how to best communicate with youth.	- Ongoing... and will encourage staff to take training when opportunities arise.
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	- Provide better training to staff on communicating and working with youth	- Unaware of any specific training offered , but will continue to seek training opportunities.

**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	- Promote Try-A-Ride for youth	- Summer program and will continue to promote in summer 2018
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	- Provide more unique, and specialized art programming	- Revamping creative art program for the winter session.
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	- Continue to offer programs at varied times of day for youth	- Currently offering youth programs on a daily basis
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs		-In development.. researching best practices and demand for programming.
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	- Remain up-to-date on best practices for service deliveries of youth	- Ongoing... continue to discuss with co-workers and research best practices.

**STRATEGIC VISION 5: All youth are aware of the services offered by the municipality**

GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	- Create a Tallahassee Recreation Centre Facebook & Instagram Page to promote programs specific to our centre and engage with the community	- Continue to work with the communications department.
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	- Promote the importance of leadership programs to youth, staff, and community	- Continuously promoting our youth action program.

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### *Spryfield Wave Pool / Herring Cove and Area*

#### VISIONS, GOALS AND OBJECTIVES:

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health	Adaptive Aquatic Programs  Low Cost Learning Centre/Autism Groups Partnership for Herring Cove /Spryfield Area Addition of the Playing and Learning Afterschool Program Partnership Youth Learn to Swim Classes	Continue to run and grow with Adapted Aquatics Continue to provide pool space for these groups Grow numbers in Youth learn to swim classes Continue to grow the partnership for the Youth Playing and Learning with Disabilities program.

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services	Free Access Family / Youth Swim Lending program for Snow Shoe program for Youth	Continue to offer Free Family / Youth Swims Continue to lend snow shoes via the Greystone Youth Program , JL Isley Highschool
GOAL 2.2	OBJECTIVE	UNIT UPDATE

To create youth services that are inclusive for all youth	Free Youth Swim Expand upon the Youth Program Room with purchase of new equipment	Continue to offer Free Youth Swims Afterschool and evening partnership with the Library to offer the youth drop in programs
GOAL 2.3	OBJECTIVE	UNIT UPDATE
To provide and implement various drop-in programs	Wave Swims, Aqua Zumba, Youth Drop in night	Continue to offer drop-in programs, expand seasonal "extra" drop-in programs when pool space is available
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation	N/A	N/A
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs	Hippocampe Rentals	Continue to loan hippocampe to groups in need

**STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth**

GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Redesign the Kidston Room to make it appealing toyouth for the Pizza and Board Game drop in night	Ongoing
GOAL 3.2	OBJECTIVE	UNIT UPDATE

To employ friendly staff that are trained in youth engagement	Maintain a high standard of lifeguards and instructors	Continue to train the staff in appropriate youth strategies and customer service
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	Ensure youth are viewed as a priority	Continue to train the staff in youth engagement and inclusion

#### STRATEGIC VISION 4: Services are diverse and geared towards youth interests

GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate	Wave Runners Snow Shoe lending	Enhance the year-round Wave Runners / Youth Drop in program to bring in youth who are curious as to what lifeguard/instructor does, raise awareness as well as junior leadership for programs
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs	Drop in youth program will change from sport driven to leisure, ie board games, cooking, drawing, paint night aimed at youth	Beginning in January 2018 Paint Night for Youth, Change of direction for our youth drop in with the Library, will be hosting separate nights to attract more youth
GOAL 4.3	OBJECTIVE	UNIT UPDATE

To make program times specific for needs of different age groups	Morning, Evening and Weekend Lesson times	Continue to offer an array of levels at appropriate times of day and week
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Age specific youth programs Bronze Star, Medallion and Cross, NLS and WSI / Youth drop in programs after 7pm	Continue to offer leadership courses at various times
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review staff interaction and training monthly	Make and set goals with staff for delivering lessons and programs

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	N/A	N/A
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs	Filter youth through Bronze Star, Medallion, Cross, WSI and NLS  Reinvigorate youth for Water Safety	Signage regarding the pathway to Lifeguard/Instructor  Meet with schools, youth expo's, expand the market to all youth Advertise the pathway to achieve NLS

		<p>Opportunity for Personal Development Credit and more training.</p> <p>Advertise Personal Development Credit – Gr. 11 full credit for hold WSI Certification.</p> <p>Advertise for potential future employment with Halifax Rec.</p>
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Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

**Youth Advocate Program / Soul Strong / Girls United**

### **VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of access around mental & physical health		

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services		
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for all youth		
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To provide and implement various drop-in programs		
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs		

STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth		
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement		
GOAL 3.3	OBJECTIVE	UNIT UPDATE

To change the culture on how staff view youth		
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STRATEGIC VISION 4: Services are diverse and geared towards youth interests		
GOAL 4.1	OBJECTIVE	UNIT UPDATE
To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate		
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs		
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups		
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs		

GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs		

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention		
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs		

Updated: November 28, 2017

## STRATEGIC VISION – YOUTH SERVICES PLAN UPDATE

### **Youth Live Program VISIONS, GOALS AND OBJECTIVES:**

STRATEGIC VISION 1: Our services positively impact the mental health and physical wellbeing of youth		
GOAL 1.1	OBJECTIVE	UNIT UPDATE
To remove barriers of barriers of access around mental & physical health		

STRATEGIC VISION 2: All youth are able to access our services		
GOAL 2.1	OBJECTIVE	UNIT UPDATE
To provide low income to no cost services		
GOAL 2.2	OBJECTIVE	UNIT UPDATE
To create youth services that are inclusive for youth		
GOAL 2.3	OBJECTIVE	UNIT UPDATE

To improve and implement various drop-in programs		
GOAL 2.4	OBJECTIVE	UNIT UPDATE
To ensure there is adequate accessibility of programs through location and transportation		
GOAL 2.5	OBJECTIVE	UNIT UPDATE
To expand equipment loan programs		

STRATEGIC VISION 3: The municipality offers friendly and welcoming environments for youth		
GOAL 3.1	OBJECTIVE	UNIT UPDATE
To design physical spaces that are open and welcoming for youth	Create opportunities for youth to take ownership and control over the youth spaces	<p>St. Margaret's Bay Road Facility has had the youth entrance insulated to ensure the youth have a welcoming entrance space to store their jackets and coats.</p> <p>The youth have been engaged for their opinion as to what they want in the lunch rooms at both facilities. The results have led staff to purchase indoor basketball nets and board games for each space.</p> <p>Orientation days are held at 1300 in a quiet boardroom space, moved here from the Enviro Depot. Through engagement, we found out that the youth found that the</p>

		enviro deport was very distracting on the first day of the program.
	Create evaluations for youth to provide feedback on recreation spaces and staff	This is in progress, using High5 as a guide to the evaluations.
GOAL 3.2	OBJECTIVE	UNIT UPDATE
To employ friendly staff that are trained in youth engagement	Set and enforce customer service standards for employees who interact with youth	<p>Training in mental health first aid was given to all youth live staff</p> <p>Training in ASIST (Applied Suicide Intervention Skills Training) will be given over the next year</p> <p>“Observe, Coach, Record” set of guiding principles given to all Teach Leads</p>
GOAL 3.3	OBJECTIVE	UNIT UPDATE
To change the culture on how staff view youth	To create opportunities to celebrate both staff and youth in our programs	Incentive program for the youth is being reviewed with new plan roll out in January

**STRATEGIC VISION 4: Services are diverse and geared towards youth interests**

GOAL 4.1	OBJECTIVE	UNIT UPDATE
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To gear multi-sport “try-it” programs towards older youth to give them an opportunity to participate		
GOAL 4.2	OBJECTIVE	UNIT UPDATE
To diversify our selection of “non-standard” art programs		
GOAL 4.3	OBJECTIVE	UNIT UPDATE
To make program times specific for needs of different age groups	To take into consideration school and work schedules when planning programs for each age group.	Youth Live information sessions moved from early mornings to evenings (occurring monthly)
GOAL 4.4	OBJECTIVE	UNIT UPDATE
To offer age-specific youth programs	Develop mentorship opportunities (designing and delivering programs) for older youth interacting with younger youth as leadership opportunity	Youth Live has formalized the leadership aspects of the program by setting up mentoring opportunities for older youth (to mentor new youth)  Youth assessments help to determine if a youth is ready for this leadership opportunity
GOAL 4.5	OBJECTIVE	UNIT UPDATE
To review policies & best practices for service delivery of youth programs	Review the use of High-5 principles and service delivery models/frameworks when offering youth services	All training modules are being reviewed and will include the high 5 principles.

	Create an internal evaluation process for youth services (similar to High-5 Quest)	<p>New logic model created for Youth Live</p> <p>Internal evaluation process for youth is being developed</p> <p>Evaluations will be implemented to be delivered after all training as well</p>

STRATEGIC VISION 5: All youth are aware of the services offered by the municipality		
GOAL 5.1	OBJECTIVE	UNIT UPDATE
To target youth with marketing and promotion that is on trend and will catch their attention	To target youth with marketing and promotion that is on trend and will catch their attention	Marketing and communications plan is being developed for Youth Live that will be able to fit into Youth's Section plan. Estimated date of completion is December 2017
	To increase marketing of our programs through the youth website, social media and in areas where youth hang out	<p>Youth Live's website has been reviewed and changes made.</p> <p>Testimonial videos will be added every two weeks, a new page will be created to host all the videos as they are developed</p> <p>Social media plan will be included in marketing plan for the program</p>
	Have the youth team annually inform and influence the marketing and youth website / social media plan	In the new year the creation of the Manager's Advisory Committee will help gain feedback on marketing trends for the program

	To utilize social media on a seasonal basis to assist in the promotion of youth services	Youth Live has times of the year when the program struggles with recruitment. Social media will be used to help increase awareness and increase recruitment. This has started now (Fall 2017)
	Explore partnerships to assist in promotion of youth services	Outreach to youth service providers will assist in the promotion of the Youth Live Program
GOAL 5.2	OBJECTIVE	UNIT UPDATE
To promote and clarify the importance of leadership programs		

Updated: November 20, 2017