Strategic Plan

EDMONTON AND AREA
FETAL ALCOHOL NETWORK

CONSISTENCY, COLLABORATION, RESPONSIVENESS, PROACTIVITY

The **EFAN Strategic Plan 2024-2027** serves as a roadmap for our organization over the next three years. It outlines our priorities, goals, and actions to enhance services, foster collaboration, and strengthen support for individuals, families, and communities impacted by Fetal Alcohol Spectrum Disorder (FASD).

A strategic plan is a guiding document that helps an organization focus its efforts and allocate resources effectively. It defines key objectives and provides measurable indicators to track progress. This plan reflects EFAN's commitment to creating a coordinated, community-driven response to FASD, ensuring that we continue to make a meaningful impact across the lifespan of those we serve.

EFAN

September 2024

Goal: Supports & Services: Our goal is to provide individuals, families, and communities with a seamless continuum of interventions that address their needs at all stages of life, from childhood through adulthood, using a developmental lifespan approach.

Strategies:

1. Continue to fund a coordinated continuum of services for individuals, caregivers, and families, focusing on assessment, diagnosis, interventions, and prevention.

2. Conduct surveys to identify current needs and service gaps, and create a comprehensive “Community Needs Assessment.”

3. Implement a feedback process, ensuring service providers use client satisfaction surveys to gather insights on service experiences.

4. Based on ongoing evaluation, develop and adapt a range of services, including short-term navigation, long-term mentorship, and group-based support.

5. Conduct “Best Practice” self-assessments for all Network programs, identifying strengths and areas for improvement, and developing recommendations to address any identified gaps.

Outcomes & Indicators:

1. **Coordinated Access to Services:**

Outcome: Individuals, families, and communities affected by FASD have coordinated access to a wide range of supports.

Indicator: Increased utilization of assessment, diagnosis, intervention, and prevention services across all demographic groups.

2. **Knowledge of Resources:**

Outcome: Individuals, families, and communities have knowledge of and access to local and regional FASD-related resources.

Indicator: Higher engagement with community services and resources, as measured by client feedback and service provider reports.

3. **Increased Awareness of FASD:**

Outcome: Communities have a deeper understanding of FASD and its associated challenges.

Indicator: Survey data indicating increased awareness and knowledge about FASD among service providers and community members.

4. **Improved Well-being:**

Outcome: Individuals and families experience improved overall well-being and coping capacity.

Indicator: Reduced levels of reported stress and improved well-being scores from client feedback and satisfaction surveys.

Goal: Knowledge Sharing & Education: Our goal is to ensure widespread access to information and resources while developing and delivering evidence-based education and training that empowers the community and professionals to effectively support individuals impacted by Fetal Alcohol Spectrum Disorder (FASD).

Strategies:

1. Collaborate with community partners to design and deliver targeted education and training programs for diverse populations, ensuring the content is evidence-based and evaluated for effectiveness.

2. Provide comprehensive prevention training and educational sessions through the 'Alberta FASD Prevention Conversation: A Shared Responsibility' initiative, particularly focusing on women of childbearing age and youth.

3. Regularly update the Network's communications plan to ensure consistent alignment with the standards set by CanFASD, the FASD Cross Ministry Committee, and the Government of Alberta.

4. Host community-driven initiatives and events to raise awareness about FASD and its prevention, fostering increased public engagement.

5. Strengthen the FASD Frontline Collective by providing regular knowledge exchange opportunities, facilitating shared learning, and promoting collaboration among professionals directly supporting individuals with FASD.

6. Create and distribute educational resources, including newsletters and tip sheets, that can be repurposed for various media platforms to reach broader audiences.

7. Maintain and enhance the EFAN and Prevention Conversation websites, ensuring they serve as robust platforms for sharing the latest research, resources, and tools for FASD prevention and care.

Outcomes & Indicators:

1. **Increased Knowledge of FASD and Alcohol Use:**

Outcome: The community gains a deeper understanding of the effects of alcohol use during pregnancy and the broader implications of FASD.

Indicator: Increased participation in training sessions and educational programs, as measured through attendance and feedback.

2. **Improved Understanding of FASD Support:**

Outcome: Service providers, families, and the broader community have a comprehensive understanding of how to care for and support individuals with FASD.

Indicator: Survey results indicate an increase in FASD-related knowledge and care practices among service providers and caregivers.

3. **Reduction in Stigma:**

Outcome: Attitudes and stigma related to FASD shift positively within the community.

Indicator: Pre- and post-training surveys show reduced stigma and greater empathy toward individuals with FASD.

4. **Availability of Resources:**

Outcome: A wide range of educational and support resources are readily accessible to service providers, families, and individuals.

Indicator: Increased downloads and engagement with electronic and print resources from EFAN platforms.

5. **Integration of FASD Knowledge into Practices:**

Outcome: Service providers integrate FASD-informed knowledge and strategies into their everyday work.

Indicator: Service provider reports indicating higher implementation of FASD-informed practices.

6. **Enhanced Support for Individuals with FASD:**

Outcome: Service providers demonstrate an enhanced ability to deliver effective, holistic support to individuals and families impacted by FASD.

Indicator: Increased client satisfaction and improved service outcomes based on feedback and evaluation.

7. **Service Provider Capacity:**

Outcome: Service providers are better equipped to identify individuals with FASD, understand their unique needs, and deliver or refer to appropriate services.

Indicator: An increase in referrals to appropriate services, as tracked through reporting systems.

Goal: Community Engagement & Strategic Partnerships: Our goal is to foster and sustain meaningful partnerships with communities, agencies, and all levels of government, promoting collaboration and coordinated efforts to address Fetal Alcohol Spectrum Disorder (FASD).

Strategies:

1. Identify gaps in Network membership during monthly meetings and develop a comprehensive engagement plan to broaden representation.

2. Participate in key conferences, present at Network events, and engage in community outreach to strengthen EFAN's presence and partnerships.

3. Collaborate with stakeholders to host quarterly 'FASD Frontline Collective' gatherings, providing a platform for staff to share insights, exchange knowledge, and strategize on supporting individuals with FASD.

4. Enhance existing partnerships and create new ones by leveraging monthly Network meetings and continuously improving the Network's web and social media presence.

5. Conduct an annual Network partnership evaluation survey to gather feedback and implement recommendations for improvement.

Outcomes & Indicators:

1. **Expansion of Relationships and Partnerships:**

Outcome: New relationships and partnerships are developed across multiple sectors.

Indicator: Increased participation in joint initiatives and multi-agency projects, tracked through collaboration reports and shared outcomes.

2. **Strengthening of Existing Partnerships:**

Outcome: Existing relationships are deepened and more actively engaged.

Indicator: Higher frequency of joint initiatives and projects among long-term partners.

3. **Enhanced Stakeholder Engagement:**

Outcome: Mechanisms are in place to facilitate ongoing stakeholder and community engagement.

Indicator: Regular attendance and active participation in Network meetings and quarterly gatherings, as tracked by meeting records.

4. **Effective Communication with Stakeholders:**

Outcome: Clear and efficient lines of communication with stakeholders and policymakers are established and maintained.

Indicator: Increased responsiveness and collaboration between EFAN and external stakeholders, measured through feedback surveys.

5. **Elevated Profile of the Network:**

Outcome: EFAN's profile is enhanced at local, provincial, national, and international levels.

Indicator: Increased recognition and invitations for EFAN to participate in high-profile events, conferences, and panels.

Goal: Policy & Collaboration: Our goal is to amplify the voices of individuals, caregivers, families, and communities impacted by Fetal Alcohol Spectrum Disorder (FASD) by driving policy change and fostering collaboration across sectors.

Strategies:

1. Engage with municipal, provincial, and federal governments to address key issues related to FASD and advocate for necessary policy changes.

2. Regularly consult with stakeholders—including individuals and families impacted by FASD—through formal meetings, surveys, and informal engagement to ensure their needs are reflected in Network planning.

3. Establish a communication framework that empowers individuals and families to share their needs and experiences with the Network and the wider community, fostering greater awareness and advocacy.

4. Collaborate with stakeholders to develop policy papers that address FASD-related issues, focusing on both prevention and improved support systems.

Outcomes & Indicators:

1. **Recognition of FASD as a Public Health Issue:**

Outcome: FASD is acknowledged as a public health issue across all sectors, leading to greater integration into broad policy discussions.

Indicator: Increased inclusion of FASD in public health strategies, reflected in policy documents and government initiatives.

2. **FASD as a Community Responsibility:**

Outcome: FASD is recognized as a community issue that requires a coordinated response from various stakeholders.

Indicator: Greater collaboration between government agencies, service providers, and community organizations, measured by the number of joint initiatives.

3. **FASD as a Recognized Disability:**

Outcome: FASD is formally recognized as a disability that demands specific, evidence-based support and services.

Indicator: New policies and programs were introduced to provide targeted support for individuals with FASD, tracked through policy updates and service expansions.

Goal: Research & Action: Our goal is to actively engage in, contribute to, and disseminate high-quality research that informs the development of evidence-based interventions and best practices, enhancing the effectiveness of FASD-related services and policies.

Strategies:

1. Implement robust evaluation tools to measure the effectiveness of Network-funded services and programs, ensuring continuous improvement in service delivery and operations.

2. Continuously monitor and analyze provincial, national, and international research and policy developments, and disseminate key insights through appropriate communication channels to keep stakeholders informed.

3. Respond strategically to relevant findings and emerging trends in research at all levels, integrating applicable insights into Network operations and policy advocacy.

4. Facilitate regular forums, such as monthly Network and agency meetings, where research is shared, and the practical implications of best practices are discussed and analyzed.

5. Actively engage in and contribute to FASD-related research initiatives, promoting collaboration and innovation in service development and delivery.

Outcomes & Indicators:

1. **Effective Evaluation of Network Activities:**

Outcome: The effectiveness of Network-funded services and overall operations is regularly assessed, ensuring alignment with best practices and continuous improvement.

Indicator: Annual evaluation reports demonstrating measurable improvements in service quality and outcomes, with adjustments made based on data-driven insights.

2. **Informed Strategic Planning and Program Development:**

Outcome: Research findings are systematically integrated into the Network’s strategic planning and program development processes, ensuring data-informed decision-making.

Indicator: Regular updates to strategic plans and service delivery models, evidenced by policy revisions and the introduction of new, research-driven programs.

3. **Increased Access to Leading Research and Best Practices:**

Outcome: Stakeholders and the broader community have regular access to cutting-edge research and evidence-based best practices, improving the quality of FASD-related services.

Indicator: Increased participation in forums and meetings discussing new research, with stakeholder feedback indicating greater awareness and application of best practices.