

Strategic Plan



SCEP CENTRE
Early Intervention and Training Services

Our Goals 2025 – 2029

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SCEP CENTRE

Strategic Plan 2025 – 2029

Our strategic plan will assist **SCEP CENTRE – Early Intervention & Training Services** in focusing our efforts on fulfilling our mission and achieving a collective vision that will result in a better and stronger organization to meet the needs of the members we serve.

This plan encourages and promotes a proactive, results-oriented approach, helps to balance short-term pressures with long-term thinking and permits flexibility to adapt to change.

Enhancing our organizational capacity to generate new ideas and options, **SCEP CENTRE’s** strategic plan encourages a team approach to strategic decisions and provides a systematic pathway to decision-making, accountability and evaluation of progress. The plan is also a key tool for the organization to use to monitor the results we are working on and to measure our progress as we implement the plan.



SCEP CENTRE

Who We Are

SCEP CENTRE – Early Intervention & Training Services (SCEP) is a Socialization, Communication, and Education Program for Young Children and their Families in Regina and Surrounding Areas.

SCEP CENTRE's regular program runs from September to June of each year and provides therapeutic group sessions for preschoolers. **SCEP CENTRE** runs a summer bridging program: ***Summer Friends*** to continue to provide support to the enrolled children and families throughout the summer months. **SCEP** provides in-home supports through our collaborative partnership program with Eagle Heart Centre: ***Coming Together Growing Together***.

SCEP's staff are thoroughly trained in **SCEP CENTRE's** methods. These methods are based on the philosophy that children should be helped to become mature citizens, that is, to act confidently, making well-informed decisions with due regard to their own needs and to the rights and needs of others. This is to be achieved by an emphasis on reciprocal, honest communication between children and adults, and adult models of responsibility, dependability, planning, sincerity and affection.

Strategic Plan

What Is It?

A strategic plan determines where the organization is going over the next three years and how it's going to get there. A strategic plan is a coordinated and systematic way to develop a course and direction for your organization; however, it is strategic in nature and does not focus on the operational activities needed to fully implement the plan.

The strategic plan is a tool to help **SCEP CENTRE** make informed decisions and to focus our work as an organization which offers unique programs to the community.

Our Mission

The Mission Statement describes what the primary purpose of **SCEP CENTRE** is. It helps to inform people as to what we do and how we do it. It acts as a beacon to guide our decisions and helps the organization to maintain its focus.

*At **SCEP CENTRE – Early Intervention & Training Services**, our mission is to provide a safe, inclusive, and trauma-informed environment where preschool-aged children with complex needs can heal, grow, and thrive. We support families with compassion and understanding, recognizing the unique challenges they face and the strengths they bring.*

Strategic Plan

What We Envision

Our Vision

Our Vision Statement reflects the preferred future state for **SCEP CENTRE** and the families we serve. It inspires people to work collectively towards achieving that future and creating outcomes that families and others can support. It clearly describes what the organization is striving to create in the future.

We envision a future where every young child, regardless of their challenges, has the opportunity to learn and belong.
SCEP CENTRE – Early Intervention & Training Services creates safe, equitable spaces where children with complex needs and their families are empowered – creating a lasting positive impact on families, communities and society.



Strategic Plan

Our Values

At **SCEP CENTRE – Early Intervention & Training Services**, our values guide our interactions, shape our decisions, and reflect our commitment to the children, families, and community we serve.

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| Respect | We treat every child, family member, and our people with dignity, empathy, and understanding. |
| Safety | We create safe, nurturing environments where children can learn, heal, and grow—physically, emotionally, and socially. |
| Inclusion | We embrace diversity and ensure that every child and family feels welcomed, valued, and seen. |
| Non-judgmental Support | We offer compassionate and unconditional support, recognizing the unique strengths and challenges of each child and family. We meet every family where they are at and offer support without criticism or judgement. |
| Honesty | We believe in open, transparent, and respectful communication with families, colleagues, and partners. |
| Stability | We provide a safe, consistent and dependable environment that fosters trust and provides a sense of belonging to our children, helping them to form healthy and positive relationships with the people around them. |
| Holistic Support | We care for the whole child by addressing developmental, emotional, social, and environmental needs within the context of their family and community. |
| Confidentiality | We safeguard the privacy of all individuals and maintain the highest standards of confidentiality in all aspects of our work. |

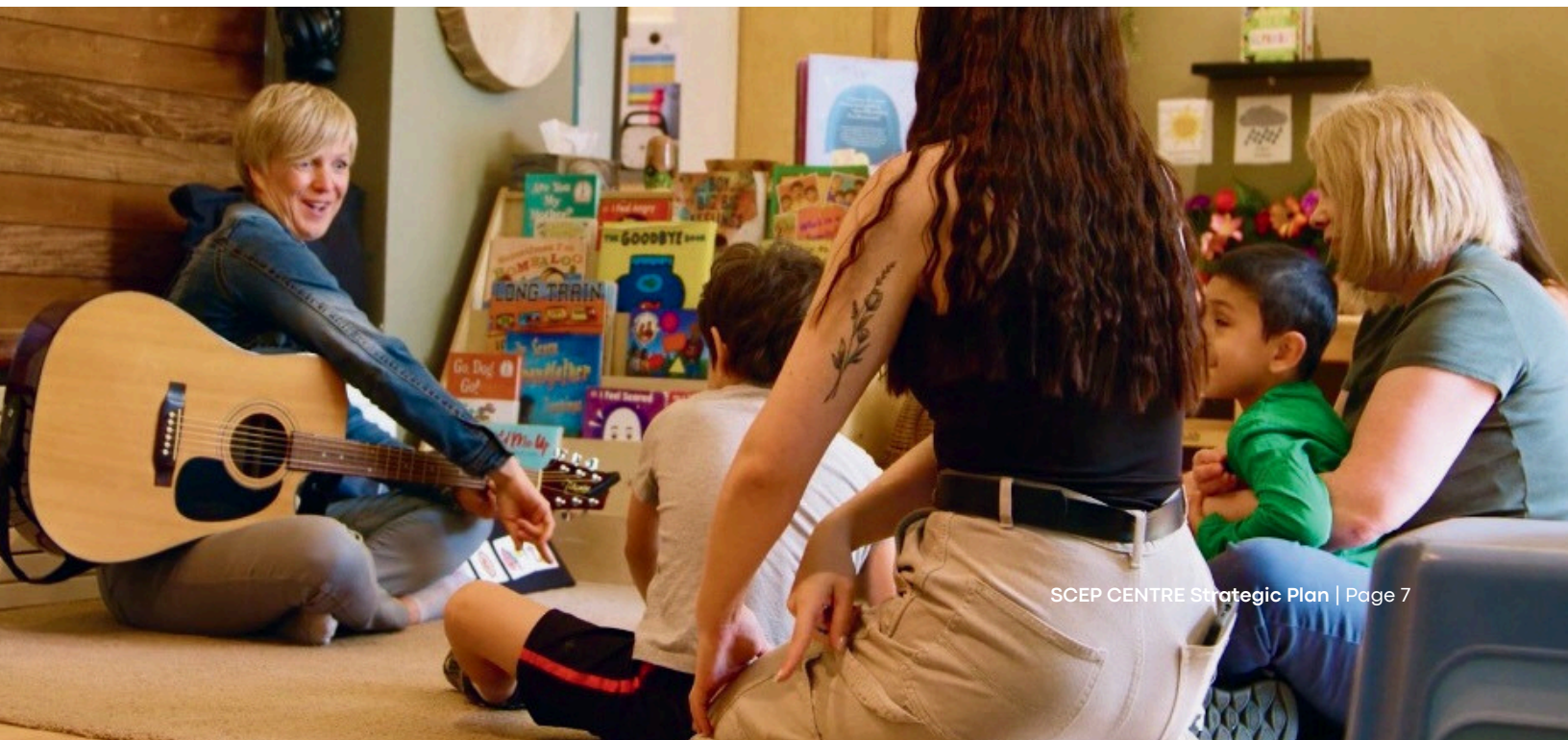
Strategic Priorities

What Are They?

The following four interrelated, mutually supportive strategic priorities are at the heart of the strategic plan for **SCEP CENTRE – Early Intervention & Training Services**. These four Strategic Priorities provide some context as to how the organization will achieve its mission and work towards its vision.

The Strategic Priorities are:

- Maintaining quality programs and services
- Organizational governance
- Creating public awareness, visibility and understanding
- Developing resources and financial viability



Strategic Priority

Maintaining Quality Programming and Services

Objectives

- Developing** and offering a range of high-quality, diverse programs for the children and families we serve, allowing them to thrive.
- Promoting** mental health and wellbeing through our programming.
- Providing** consistent, participant-centered programs, where staff collaborates, follows and holds each other accountable to our standards.
- Increasing** parent understanding of the programs offered.
- Sharing** our knowledge and unique methods with others (via practicum placements, through workshops, etc.).

Actions

- Provide** staff training and professional development in areas of trauma-informed care, play therapy, cultural sensitivity and awareness, team building, etc. Incorporate self-evaluation for staff members to be completed annually.
- Continue** to support families to address needs and concerns (i.e., parenting education, assistance with food security, and housing initiatives when possible) and help families to access services in our community through appropriate referrals.
- Adapt** current parent services as needed and required to address new needs.
- Develop** a resource development plan to secure necessary funding to retain staff and ensure consistency in program delivery.
- Investigate** offering micro-credentials for SCEP's apprenticeship-style training of others or through provision of workshops.

Strategic Priority

Developing Organizational Excellence (Governance)

- Objectives**
- Providing** effective and professional leadership, governance and administration for **SCEP CENTRE**.
 - Developing** and implementing internal board and committee governance processes.
 - Developing** governance and operational policies and procedures.
 - Implementing** an annual review process for the strategic plan.
 - Providing** appropriate training for board members and volunteers.
 - Identifying** human resource requirements for the future.
 - Ensuring** current human resource policies are kept up to date and followed.
 - Developing** comprehensive human resource policies.
 - Creating** short-term and long-term succession plans.

- Actions**
- Develop** a short-term and long-term operational plan.
 - Review** of board governance and internal policies. Review and update policy manuals.
 - Develop** an annual orientation and training program and guidelines for the board.
 - Create** a short-term and long-term succession plan for Executive Director and significant agency and board positions including identification of qualifications of candidates.
 - Update** current HR guidelines and HR package for staff.
 - Schedule** annual review of strategic plan.

Strategic Priority

Creating Public Awareness, Visibility and Understanding

- Objectives**
- Identifying** stories we can share to explain the impact of **SCEP CENTRE**.
 - Creating** greater awareness of **SCEP CENTRE** on social media.
 - Creating** a deeper understanding of the uniqueness and significance of the program.

- Actions**
- Develop** a plan to increase general public awareness of **SCEP CENTRE**.
 - Develop** a plan to share prior success stories to promote the successes of the program and engage former parents and current or past staff as appropriate.
 - Develop** a plan for social media and public awareness campaigns.
 - Develop** a plan to enhance community awareness and involvement.
 - Create** a government relations campaign to increase awareness within appropriate government agencies to highlight the programs and services offered and the outcomes.



Strategic Priority

Developing Resources and Financial Viability

- Objectives**
- Developing** processes and procedures for effective fiscal management.
 - Identifying** potential sources to diversify revenues.
 - Rationalizing** fundraising for extras and not operations.
 - Identifying** opportunities for hosting events.

- Actions**
- Identify** investment and financial policies to be considered during the annual budget process.
 - Research** resources, funds, grants or other funding and develop a resource development plan.
 - Reengage** current Ministry of Education regarding reinstatement of some financial support.
 - Develop** a wish-list for non-essential extras to aid in development and support.
 - Develop** annual plan for special events and fundraising campaigns.





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