



NSECDIS

NOVA SCOTIA EARLY CHILDHOOD DEVELOPMENT INTERVENTION SERVICES

**ANNUAL REPORT
2018-19**



A MESSAGE FROM OUR BOARD CHAIR & EXECUTIVE DIRECTOR...

It has been another exciting year for Nova Scotia Early Childhood Development Intervention Services (NSECDIS). A time of continued evolution and growth as our services expand and develop to meet the changing needs of families of young children with developmental delays in Nova Scotia. An amazing 2837 children have moved through our services this past year. We continue to experience growth in our reach to underserved communities with the opening of two new sites in Membertou and Millbrook and with the strengthening of key community partnerships. We are excited to be able to now offer services in English, French, Arabic and Mi'kmaq in parts of the province.

This year has also been a time to focus on our programming model. Our Programming & Documentation Working Group have done an amazing job over the past two years developing our NSECDIS Program Standards, Procedures and Tools. This has been a large project and we are pleased with the results – a very clear guide to support our delivery of services to families. This year we also developed and began to implement a Reflective Practice Framework to support our Developmental Interventionists in their work

with families. This framework includes foundational online and group training, case studies, one on one coaching, reflective group discussions and peer support. Our goal is to create a support structure within our organization that will enhance and sustain our service delivery and program quality.

This was also the year we established an online client management system (CRM) to support our recordkeeping and accountability. We appreciate all of our staff's patience, feedback and support as we fine tuned the system to meet our unique program needs. A special thank-you to Michele and ADS for all their hard work getting this system into place.

Another milestone this year was the establishment of our first Collective Agreement with CUPE Local 5054. After two years of negotiations and a week of conciliation, we have an agreement we believe is reasonable and fair. We would like to thank the NSECDIS and CUPE Bargaining teams for all of their time and hard work during the negotiations.

We would like to take this opportunity to thank

our donors and especially our funders, the Nova Scotia Department of Education and Early Childhood Development for their continued commitment and support.

We would also like to thank our volunteer Board of Directors for sharing their talents and time with us. We also thank our dedicated and talented staff who work hard everyday to make a difference in the lives of families and we thank our Regional Directors for their tremendous commitment and support to their teams. We also would like to thank our Central Office staff, Michele & Lori Ann, for their unwavering ability to keep things running smoothly. Last, but most certainly not least, we would like to thank our NSECDIS families for the privilege of being invited into their homes everyday as we work together to support young children with developmental delays in Nova Scotia.

All the best,

Beverley Cooke, Board Chair

Patricia Monaghan, Executive Director

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MISSION

Working together to support families of young children with developmental delays in Nova Scotia.



We commit to:

Provide **Services** which promote families and their communities as effective, informed decision makers, caregivers, educators and advocates for children with developmental delays.

Engage in **Teamwork** internally & externally to create a supportive environment in which to achieve successful service delivery.

Achieve and maintain an **Image** of being a valued and respected member of a continuum of services for children with developmental delays and their families.

Achieve organized **Growth & Innovation** in response to the changing needs of the community.

Measured **Accountability** to our stakeholders, resulting in a clear understanding of our service outcomes.

VISION”

OUR CORE SERVICES

- ✓ **CHILD DEVELOPMENT SUPPORT**
- ✓ **FAMILY SUPPORT & CAPACITY BUILDING**
- ✓ **CASE COORDINATION & PARTNERSHIPS**
- ✓ **TRANSITION SUPPORT**



OUR IMPACT

2837

Children served in 2018-19

212%

*Increase in our reach to families who identify as **First Nations/Inuit** since 2015*

185%

*Increase in our reach to families who identify as **Acadian francophone** since 2015*

78%

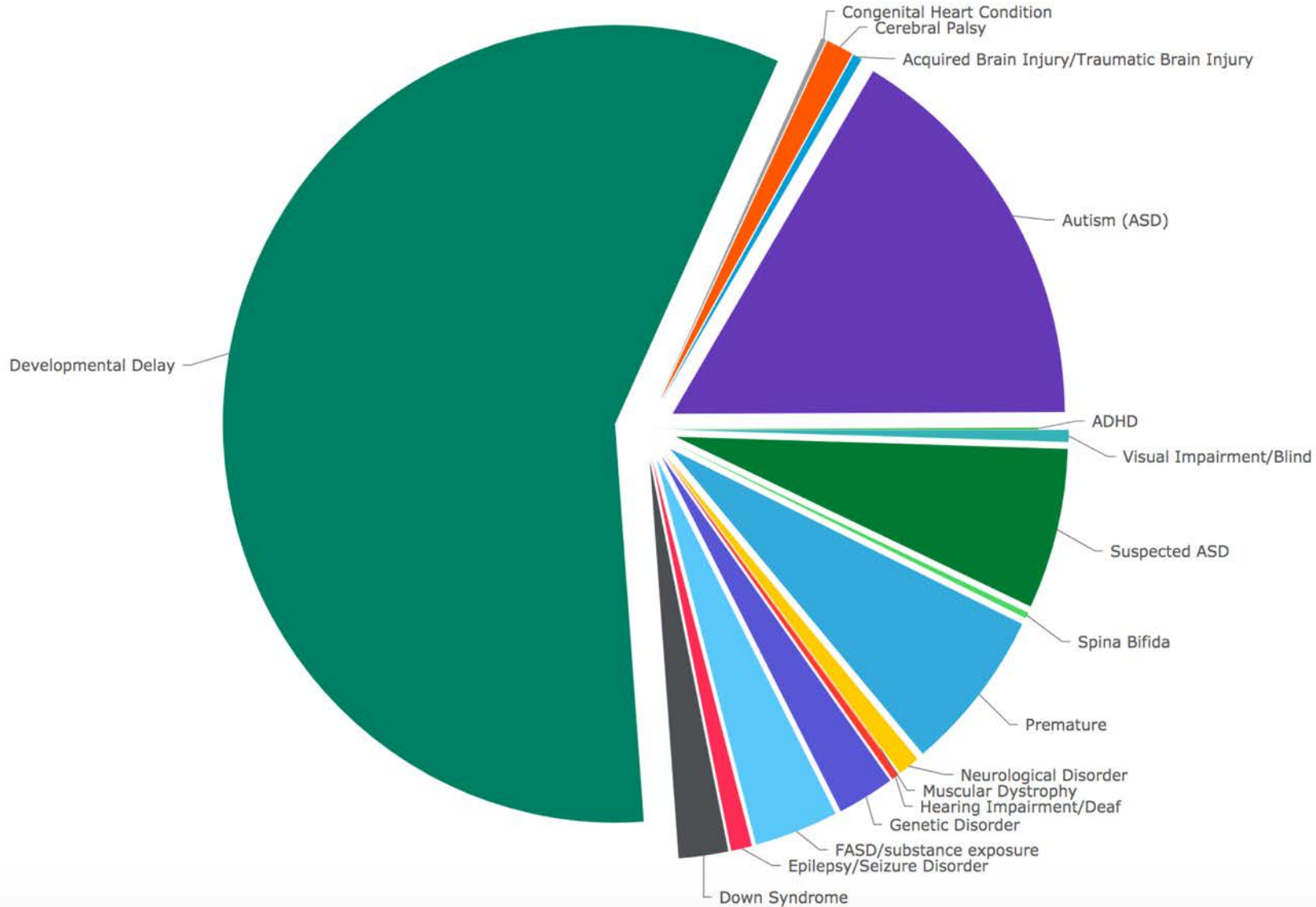
*Increase in our reach to families who identify as **African Nova Scotian** since 2015*

217%

*Increase in our reach to families who identify as **new immigrants** since 2015*

INCREASING OUR REACH TO FAMILIES IN NOVA SCOTIA

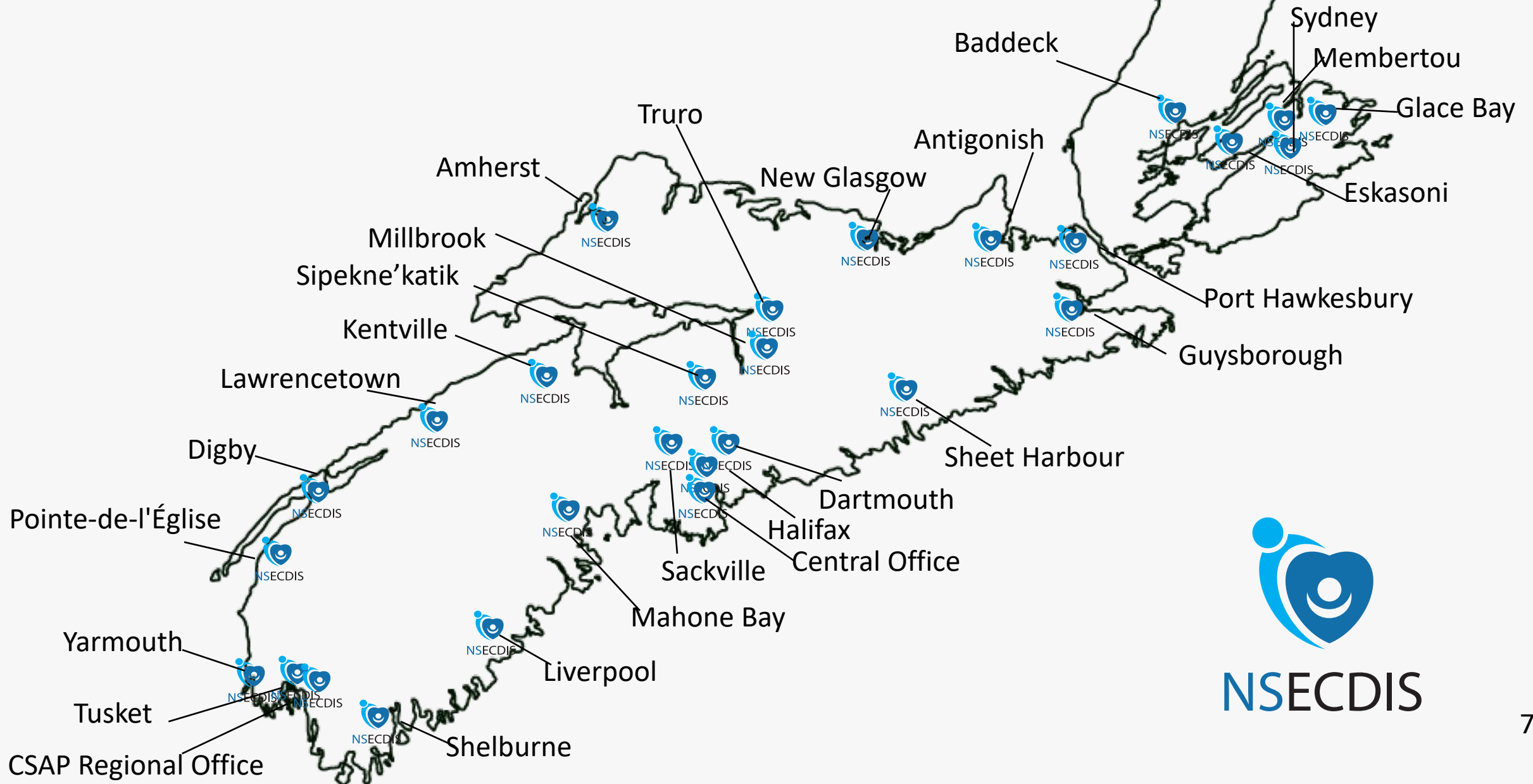
OUR CHILDREN SERVED



DIAGNOSIS

Developmental Delay	57.98%
Autism Spectrum Disorder	16.68%
Premature	6.62%
Suspected ASD	6.51%
FASD/Substance Exposure	3.46%
Genetic Disorders	2.36%
Down Syndrome	2.04%
Cerebral Palsy	1.14%
Neurological Disorder	0.9%
Epilepsy/Seizure Disorder	0.87%
Visual Impairment/Blind	0.48%
Acquired Brain Injury	0.38%
Hearing Impairment/Deaf	0.31%
Muscular Dystrophy	0.3%
Congenital Heart Condition	0.21%
Spina Bifida	0.24%
ADHD	0.07%

OUR REACH IN NOVA SCOTIA



OUR PROGRAMS

2837 CHILDREN RECEIVED SERVICES IN 2018-19



HOME VISITING

12,468 hours of home visits were provided in 2018-19
2915 hours of phone consultation were provided



PLAYGROUPS

949 hours of playgroups were provided by NSECDIS
Playgroups were offered in **English, French and Arabic**



COMMUNITY CONSULTATION

4518 hours of community consultations were provided
389 Child care programs (licensed & unlicensed) were supported



WORKSHOP FACILITATION

351 hours of workshops on topics related to inclusion and child development were offered by NSECDIS staff



CASE COORDINATION

2882 hours of team meetings were provided
917 hours of clinic appointments were supported



TRANSITION SUPPORT

501 children were transitioned into Primary in fall 2018

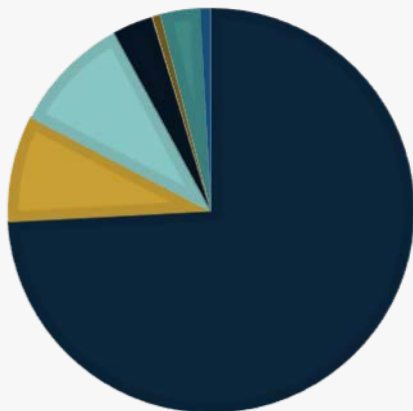
SOME OF OUR TEAM



MORE ABOUT OUR TEAM

STAFF FTE

■ DI ■ RD ■ RAA ■ Central ■ LT ■ CM ■ PS



OUR STAFFING

- 68** Developmental Interventionists
- 8** Regional Directors
- 3** Caseload Managers
- 9** Regional Admin Assistants
- 3** Central Office staff
- 1** Project Staff
- 1** Library Technician

OUR STAFF'S COMMITMENT TO PARTNERSHIPS

Our staff carried out **669** hours of committee work to strengthen community partnerships and support NSECDIS program development in 2018-19

Our staff organized **169** hours of family events.

Our staff participated in **551** hours of Public Relations events to promote our services in their community.



OUR PROFESSIONAL DEVELOPMENT

Our staff attended **4740** hours of professional development in 2018-19

Our staff supported each other with **695** hours of mentoring in 2018-19

OUR BOARD OF DIRECTORS

BEVERLEY COOKE	CHAIR	CHIGNECTO CENTRAL
HEATHER RIX	TREASURER	HALIFAX
DEBRA SUNDSTROM	SECRETARY	ANNAPOLIS VALLEY
DR. SHARON HOPE IRWIN	MEMBER	CAPE BRETON
BARBARA STOESZ	MEMBER	NSHSC
BILL CHISHOLM	MEMBER	STRAIT
DR. THERESA FRABONI	MEMBER	IWK – DEVELOPMENTAL CLINIC
DR. NORMAND CARREY	MEMBER	IWK - PSYCHIATRY
CHRISSI LYNCH	MEMBER	STRAIT REGIONAL SCHOOL BD
KIRK SCHMIDT	MEMBER	CHIGNECTO CENTRAL
SUZANNE SAULNIER	MEMBER	CPRPS
MARGARET ANN GREEN	MEMBER	CAPE BRETON
JANEAN MARSHALL	MEMBER	MK SCHOOL BOARD
SHIRLEY SHOT	MEMBER	SOUTH SHORE
PATRICIA MONAGHAN	EX OFFICIO	NSECDIS

NSECDIS GOALS REACHED



2015

GOALS ACHIEVED

- Establishment of a new provincial organization & governance structure
- Establishment of provincial human resource system
- Establishment of program administrative systems

GOALS ACHIEVED

- Establishment of a consistent provincial caseload management and service level system flexible for families needs
- Expansion of program caseload
- Establishment of financial efficiencies with provincial purchasing and financial system
- Establishment of OHS systems for staff

2016



2017

GOALS ACHIEVED

- Establishment of consistent Intake procedures & tools along with a systematic training plan on Intake procedures for all DI staff
- Expansion of program reach to underserved populations.
- Establishment of a standard of Core Competencies for DIs and a clear hiring protocol

GOALS ACHIEVED

- Establishment of a Client Management System (CRM) to support recordkeeping and accountability
- Establishment of consistent provincial Program Standards, Procedures and Tools
- Establishment of a Reflective Practice Support Framework that includes foundational online and group training, case studies, one on one coaching, reflective groups and peer support

2018



OUR FINANCIALS

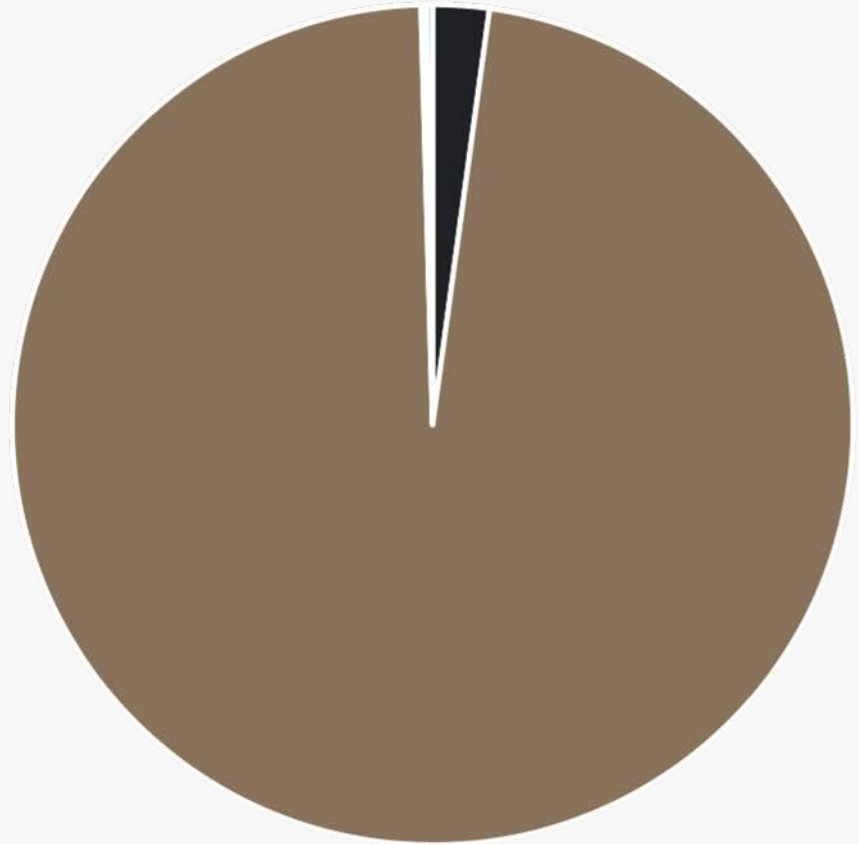
REVENUE

REVENUE

PROVINCE OF NS	\$ 5,624,000
PROJECT FUNDING	\$ 66,270
DONATIONS	\$ 11,965
OTHER INCOME	\$ 14,009

TOTAL: \$ 5,716,244

REVENUE



■ PROJECT FUNDING ■ PROVINCIAL FUNDING ■ DONATIONS ■ OTHER

OUR FINANCIALS

EXPENSES

PROGRAM	\$ 4,721,983
OCCUPANCY	\$ 450,537
ADMINISTRATION	\$ 352,887

TOTAL: \$ 5,525,407

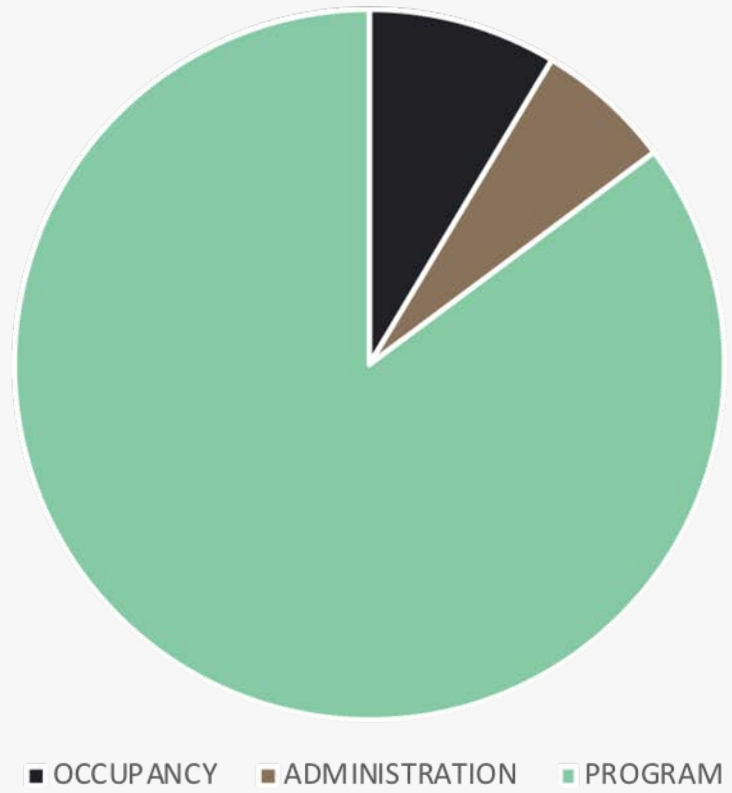
NON-BUDGETED

Specified Donations	
Revenue	\$ 86,226
Expenses	\$ 86,226

Restricted Fund Expenses	\$ 24,759
Transfer from Restricted Funds	\$ 24,759

EXPENSES

EXPENSES



A surplus of \$ 215,596 (!\$190,837 plus \$24,759) remains at the end of this fiscal year. The remaining Project Funds provided by the Province of NS will be carried over into the 2019-20 fiscal year. NSECDIS' Restricted Funds policy requires the distribution of remaining surplus into restricted funds to support operating/service delivery priorities that are not dependent on long term sustained funding.

OUR DONORS

PROVINCE OF NOVA SCOTIA

ALLAN DWYER

ARCHWAY INSURANCE EMPLOYEES

ATLANTIC FOOD EXECUTIVE CLUB

BONVIE MACDONALD RINKS TO LINKS

CECILE COMEAU

CIBC c/o THE BENEVITY COMMUNITY IMPACT FUND

THE CLASSIC CHEVY CAR CLUB NS

DR. JOHN CHIASSON AND MRS. BARBARA MACGREGOR

EARLY CHILDHOOD INTERVENTIONIST ASSOCIATION OF
NOVA SCOTIA (ECIANS)

FRANK SHELLEY

JACK AND CORINNE DUFFY

JANET AND GORDON WOODWORTH

LENA STEWART

MICHELIN

PAUL MADISON

PICTOU COUNTY ANTIQUE CAR CLUB

RUSSELL INVESTMENTS

STEPHEN ANTHONY

TRINITY MOTHERS UNION BRANCH 400024

TRUCKERS' ASSOCIATION OF NOVA SCOTIA

UNITED WAY OF CAPE BRETON

UNITED WAY OF HALIFAX

THANK-YOU!





NSECDIS