

**PRINCE GEORGE CHILD DEVELOPMENT CENTRE
ACCESSIBILITY PLAN — Revised February 2009**

<u>1.</u> ARCHITECTURAL					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
Parking	Additional parking property has been secured from City of PG Future fundraising is needed for the additional costs	Building and Planning Committee	Paving & Expansion included with Capital Campaign/ Renovations	\$240,000 is needed for full project. 130,000 has been raised through grants and gaming funds	October 2010
Security System	Management consulting with Security companies. Two way radios are currently used but an intercom system is being researched by OH&S	Board, Management and Finance Committee Occupational Health and Safety Committee	Cameras added and security entrance at main door. Panic alarms for daycares staff need more information and types. Communication devices (two way radios) are now used between front office and playground	Awaiting quotes of intercom systems	Panic alarms-tabled for staff input Intercom system- September 2009
Instillation of stability bars in the public bathroom beside therapy gym	Consultation with PG Surg-Med Senior O/T has recommended two types for instillation	Finance committee to approve expenses and maintenance person to install	Consultation with equipment companies and budget review	\$300 plus instillation costs	July 2009

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009



<u>2. ENVIRONMENTAL</u>					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
Snow & slippery conditions on sidewalks	Ongoing	Snow removal company hired to remove snow and ice before clients arrive	Caution signs posted Snow removal & deicing done before clients arrive, mats at door ways	\$5000 per year, this may vary dependent on season	This is a seasonal accessibility issue which has been planned and budgeted for each year

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009



PRINCE GEORGE CHILD DEVELOPMENT CENTRE ACCESSIBILITY PLAN

3. ATTITUDINAL					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
Staff Morale	Staff satisfaction survey to be completed annually	Social Committee, Leadership, Management, Board and staff Executive Director to review survey and give results to staff, Management and Board	Continue professional development as supported by the Cerebral Palsy Association and Team Building Social events.	Costs vary per event for staff morale. This includes workshops and social events	Part of the strategic plan scheduled to be removed from accessibility plan 2010
Public image awareness of programs for “typical children”	Feedback from Best Practice survey showed lack of awareness of programming for all children.	Community relations, Management, Board and staff	Advertising and media relations to promote all programs	As needed for media	Ongoing through media and educational events

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009

Page 3 of 7



4. FINANCIAL					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
<p>Program shortfalls</p> <p>Funding for speech therapists to address waitlist</p>	<p>Current & ongoing</p> <p>Speech and occupational therapy waitlist is growing.</p>	<p>Finance Committee, Business Manager, Director of Community Relations, and Board</p>	<p>Director of Community Relations is responsible for securing the additional funding to support programs. Continued talks with MCFD.</p> <p>Specialized programs more children services at once. McGhee House to offer more groups</p>	<p>Funds needed to address shortfalls in all areas:</p> <p>\$1.1 Million for therapy</p> <p>\$30,000 family services</p> <p>\$140,000 SCDP</p>	<p>Maghee house to started September 2008</p> <p>Ongoing partnership between therapy and ECE</p> <p>Fundraising and advocating for services is continual</p>

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009



PRINCE GEORGE CHILD DEVELOPMENT CENTRE ACCESSIBILITY PLAN

<u>5. EMPLOYMENT</u>					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
Retention & Recruitment	Policy in effect, Need to develop an incentive program	Board, Financial Committee and Management	Management and Board to develop incentives pending budget considerations	To be determined	March 2010
Expansion of services into School District #57	Potential contract to extend Occupational therapy into kindergarten	Director of Program (position to be developed) and Executive Director	Agreement in principle, details continue	To be determined as services are developed	December 2009

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009

Page 5 of 7



6. COMMUNICATION					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
Need of a growing multi cultural society	Families coming to CDC have English as second language	Team members involved	Use of multi cultural society as interpreters and extended family members to attend sessions	N/A	Ongoing and moved to accommodations
Telephone conversations with hearing impaired clients	Use of the TELUS Relay System through TTY	All staff	TTY system can be used voice to TTY or TTY to voice with our phone systems.	N/A	On going and moved to accommodations
Use of medical terminology in reports (jargon)	Currently reports are sent to families as well as professionals.	Therapy Department	A glossary of common jargon or medical terms has been added	N/A	June 2009

Completion Date: July 7, 2004
Revised: January 7, 2005
Reviewed & Revised: January 7, 2006
Reviewed & revised February 2007
Review & revision: January 2008
Review and Revision February 2009



PRINCE GEORGE CHILD DEVELOPMENT CENTRE ACCESSIBILITY PLAN

7. TRANSPORTATION					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
a) Family unable to afford bussing costs	Ongoing, a one time donation was given to help pay for Carefree bus tickets.	Director of Community Relations	CDC will continue to fundraise and support families by paying ticket costs	\$4 per day per child as needed	Ongoing and to be removed to accommodations
Need for a new vehicle for therapy outreach and CDC use	WCB and ICBC review is complete	The Board, Finance Committee and the Executive Director to decide status	Pending financial consideration	\$30,000 for vehicle \$6,000 insurance Plus maintenance	September 2009

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009

Page 7 of 7



**PRINCE GEORGE CHILD DEVELOPMENT CENTRE
ACCESSIBILITY PLAN**

8. Community Integration					
Identified	Status	Person Responsible	Method of Removal /Steps Taken	Cost	Anticipated Completion
The need for a new donated facility for the children's Christmas party	Must be wheel chair accessible, fit 250 children and parents, and allow outside food	Director of staff of ECE and SCDP	Phone calls to halls and research	Must be donated	October 2009

Completion Date: July 7, 2004
 Revised: January 7, 2005
 Reviewed & Revised: January 7, 2006
 Reviewed & revised February 2007
 Review & revision: January 2008
 Review and Revision February 2009

