



Strategic Plan

2020-2022



Strategic Plan 2020-2022

In 1994, a group of concerned parents in our community came together with a common goal of ensuring that children with special needs could thrive. Together they formed Pacekids Programs; for the past 24 years, Pacekids has remained steadfast in a commitment to being family focused and striving for excellence in the therapy, education and empowerment of children with special needs.

Mission

Pacekids Programs is a charitable organization that strives to empower children with special needs and their families through excellence in therapy and education.

Vision

To meaningfully contribute to a world where all children with special needs and their families thrive.

Values

Integrity | Respect | Accountability | Collaboration | Learning

Strategic Priorities

Operational Excellence | Financial Viability | Employee Engagement

Strategic Priorities

Pacekids' honours its mission through commitments to operational excellence, financial viability and employee engagement. These priorities emphasize financial stability, workforce planning and recruitment efforts.





Operational Excellence

Be the preferred choice of stakeholders through excellence in service and program delivery.

Priority: Operational Excellence

Pacekids' commitment to operational excellence means we regularly assess our services, processes and policies. Our goal is to continue to improve in all areas.

1. Develop a workforce plan that improves employee capacity and capability
2. Develop a continuous improvement plan for programs and services
3. Develop a “best practice” based strategy for all operations
4. Ensure strategic community positioning



Financial Viability

Ensure a sustainable funding mix to support strategic positioning.

Priority: Financial Viability

Pacekids is committed to effective financial management. As a non-profit, we strive to provide the best programming, services, and resources to our children and families within a balanced fiscal environment.

1. Develop a long-term budget strategy
2. Identify and develop new revenue and growth opportunities
3. Examine and ensure operational efficiencies



Employee Engagement

Foster a culture where our employees are valued and empowered to achieve, grow, and contribute to a shared vision.

Priority: Employee Engagement

Pacekids' leadership team, board of directors, and staff understand that employee engagement begins with people. We will focus on enhancing our training, and development and ensuring we continue to recruit skilled and passionate people.

1. Recruit skilled and passionate people
2. Enhance training and development
3. Increase employee retention
4. Develop an employee wellness strategy