

2011-12 Annual Report



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PRESIDENTS'



Dear Supporters & Friends,

Child Development Institute is all about children, their families, the communities they live in and the delivery of first-rate children's mental health programs and services that work. We know our programs work because they are evidence based and deliver positive results to all of our clients.

Children with mental health challenges, parents and their children who have experienced family violence in many forms and children in need of early effective intervention, to find their place in this world and reach their potential, all receive rigorously researched and implemented services whose outcomes have been tracked, well documented and received external validation. At CDI we think of this as Research in Action. The research done at CDI is second to none and this is recognized around the world.

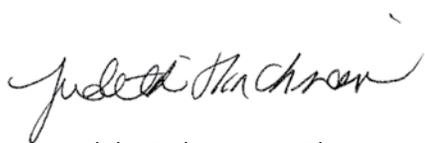
Our strategic plan, implemented a year ago, includes cementing our reputation as a Centre of Excellence and seeing our top rated SNAP® programs explode across Canada. We have made great strides over the past year in both these areas with children, parents, teachers and others who have been impacted by our programs, as well as every independent assessment done by leading researchers around the globe, declaring that our SNAP® programs are the gold standard of children's mental health programming.

As we retire, from our respective roles as President of the Child Development Institute and Child Development Institute Foundation, we can look back with great pride on the accomplishments of CDI and its Board's and staff over the past few years. CDI's programs are growing and are stronger than ever; we anticipate this trend continuing as we pass the leadership baton to Janet MacPhail, Carol Bezaire and CDI and CDIF's wonderful slate of Board members.

This is not good-bye, as we will still be actively involved with CDI and looking forward to hearing about all of the very positive developments as CDI continues to move forward with its programming and research into children's mental health issues.

Thank you all for your generous support of CDI over the past year – we truly could not do it without you.

Best wishes,



Judith Hinchman, President
Child Development Institute



Mark Farrell, President
Child Development
Institute Foundation



REPORT

MESSAGE

I am pleased to report on a strong year of results against our strategic plan.

CDI is committed to working on a continuous basis at a level of service excellence and highlights of this work include:

- Implementing our Shared Access to Children’s Mental Health Services process in partnership with Hincks Dellcrest to expedite access to families and youth in need of service.
- New funding for Child and Youth Mental Health Services has resulted in base funding support for our important SNAP® Girls (Stop Now and Plan) program.
- Childhood anxiety at clinical levels is one of the most prevalent child and youth mental health disorders. We are very pleased to be able to respond to this need by partnering with Toronto East General Hospital and providing two clinical staff to their Children’s Mental Health team.
- CDI created Mothers in Mind (MIM) to help mothers experiencing parental distress due to their own childhood experiences of trauma. The program has been manualized and treatment evaluation has shown substantial positive outcomes. In light of the strength of this program and the ongoing need, the Ministry of Community and Social Services has, this year, funded CDI to disseminate Mothers in Mind to 37 licensed partner agencies throughout Ontario. MIM now joins SNAP® as two of the evidence based models and stories of social innovation that CDI is taking to scale.
- Last year, CDI completed a three year UNICEF contract to provide consulting services to establish services to respond to family violence in Macedonia. Recently our Director of Family Violence Services was contracted to be the lead researcher for a study on child protection system service responsiveness in four countries in South Eastern Europe.
- CDI has continued to operate as a Quality Leader in Early Learning. All of our centres have scored high in quality by external raters.

- CDI’s SNAP®, our highly recognized top tier program for addressing children with conduct disorders, has attracted great interest this past year and as a result we are committed to extensive dissemination of the program in a social enterprise model – to create a “SNAP® explosion”. To support this direction, we are very pleased to have recruited a highly skilled and positioned Business Advisory group to assist in aspects of business model development. In addition, we have also recruited an impressive Clinical Advisory group to ensure that our work is grounded in best clinical and research practice.

While recognizing that CDI is a complex organization and it can be challenging to communicate effectively, we are working on sharpening our brand and achieving broader recognition that will enable us to tell ‘our story’ in a more compelling way.

Continuing our commitment to using technology to improve our performance, reach and effectiveness we are now using licensed smart board and IPAD custom applications for clinical and evaluation purposes and are looking actively for web-based and social media strategies to provide our youth and families ready assistance, wherever they are.

CDI is committed to working locally to create programs and services that are relevant and effective for Toronto’s children and their families while continuing to build impact, through knowledge development and dissemination, nationally and internationally.

Thank you for your continued interest in, and support of, Child Development Institute and the work being done to further the treatment of children experiencing mental health issues. We could not do this without you.



Tony Diniz
CEO



FROM THE CEO

SNAP® Asperger Research & Evaluation

As leaders in our field, we constantly invest resources in research and evaluation for program improvement, and to contribute to the development of our fields of expertise. We are committed to evidence-based approaches that are considered best practice and that have been internally and externally evaluated.

CDI has developed a number of SNAP® (Stop Now And Plan) programs, aimed at specific audiences including children with Asperger Syndrome, and their parents for whom there are no in-depth services. This past year, in partnership with the Redpath Centre and Hospital for Sick Children we modified our award winning, evidence-based cognitive behavioural program, SNAP®, to suit the specialized needs of children with AS and their families. At the same time we were able to build the capacity of care givers to work with these children.

Children with AS are a vulnerable population with multiple and complex needs. They often struggle with co-existing conditions such as hyperactivity, impulsivity, attention problems, aggression, and poor impulse control. They experience sensitivity to a range of sensory input in the environment and struggle with friendships. The latter often results in loneliness, depression, poor self-esteem and social anxiety. The social struggles of these children are evident at home, during school and in the community.

Research has only recently begun to examine cognitive behavioural approaches addressing anxiety and social behaviours with these children and results to date have been promising. As the number of children diagnosed with AS grows, parents, teachers and clinicians are looking for effective strategies. Parents are often stressed, may have mental health struggles of their own, and are in need of supports for themselves, as well as for their children.

Children in our SNAP® Asperger Program were able to learn effective self-control, awareness of different feelings and problem solving techniques. Understanding how to identify unhelpful immediate thoughts/cognitive distortions and use cognitive restructuring techniques to choose to make problems smaller helped these children become more skilled in pro-social problem solving, thereby making their lives and those of their families a little easier.





EVALUATION



Taste of Home Innovation

Half a million children are estimated to be exposed to domestic violence every year in Canada and at CDI we are helping many of those children and their mothers adapt to their changing circumstances through our many innovative programs including our new Taste of Home Program.

Imagine being a young child seeing violence in your home directed at your mother or experiencing it yourself. Then, imagine having to move from your home, sometimes with just the clothes on your back, to a shelter with your mother and siblings in order to escape the abuse. If you have never experienced this trauma it's pretty hard to imagine the upheaval and toll this takes emotionally and intellectually. CDI was fortunate to have been able to pilot a program with Robertson House shelter this past year aimed at helping children in these circumstances learn some coping mechanisms that might lessen the difficulty of these experiences.

Taste of Home was designed to address the complex, unmet physical, social and emotional needs of our most vulnerable population: children living in shelters. In Toronto, approximately 5,000 children stay in a shelter at least once during any given year and more than half of these children are school-aged, between 6 and 14 years of age. Their mothers have taken them to shelters to protect them: 40% from psychological abuse; 18% from physical abuse; 5% from sexual abuse. Taste of Home is a unique and innovative after school program created to respond to one of the most frequent issues that children who have moved to a shelter face – that it isn't quite like home. Children are frequently reported to have difficulties eating in the shelter environment, often due to food being different from what they are used to, or the sheer overstimulation of so many families sitting down to a meal simultaneously.

For children living at the shelter, chronic stress is a part of everyday life. Trauma and violence, unsafe communities, bullying, isolation, immigration & housing issues and poverty are just some of the issues that have a significant impact on the physical, emotional and social well being of children living in shelters. Taste of Home is innovative in its unique combination of supporting at-risk, homeless children in developing healthy, nutrition-focused food preparation knowledge and skills while at the same time assisting these children in developing stress management and coping strategies to better manage the chronic stresses they are often exposed to. This unique blend of knowledge and skill development helps them within the shelter and long after they leave when they take their homemade cookbooks and new skills to their new homes. This program genuinely supports them in making life-long, healthy lifestyle choices.

Collaboration

CDI collaborates with other agencies and organizations to provide a comprehensive, seamless approach to serving families and to meeting community needs. We provide a professional and respectful environment that promotes quality, creativity, open communication and teamwork among our staff and with our community partners. Wherever possible, we make decisions after receiving the input of people who will be affected by the decision. CDI works actively to form strong relationships with community partners that will engender productive outcomes for families as well as offering a range of resources not directly associated with children's mental health services. Primary family focused community partners include child welfare agencies, other children's mental health programs, and schools.

In April 2004, CDI was one of 35 agencies who signed on to an agreement that was developed by a group of individuals representing both the Children's Aid Societies (CAS) and the Violence Against Women (VAW) sectors in how they would work together to manage cases that were shared between CAS and VAW agencies. After that signing, an advisory committee was established that has been overseeing the implementation of the Collaborative Agreement since that time and CDI has been one of the co-chairs of this important group since its inception. This collaborative agreement has been an important milestone for the cooperation of the sectors and the positive work that has come out of this agreement continues today.

Most recently we responded to a request to develop a relationship with the Toronto East General Hospital in the delivery of a joint program for parents of young children (4-5 years old) experiencing anxiety disorders. This was very successful and has led to another program for older children (6-11 years old) with anxiety disorders and their parents.

We have established a shared intake program, with the Hincks-Dellcrest Centre, for families with children (0-12 years) searching for Toronto children's mental health services ; HDC is also now redirecting appropriate referrals for Family Violence services to the CDI programs.

Young Peoples Theatre initiated a six month collaboration with their teaching staff to help our SNAP® Girls Leaders in Training program in creating their own interactive play about bullying that was performed at CDI and a community SNAP® school. The Artist in Residence from the Ontario Art Council spent a week at the end of the school year, in our school classroom, facilitating the artistic development of our students.

Finally, as of this year we are represented on the Caring and Safe Schools Committee with a focus on shared planning for challenging students who we often share in terms of service delivery and proposals.



Continuous Learning & Sharing Knowledge

In early 2012, our Kids Not Cons Conference, co-hosted with Astwood Strategies, brought together 350 children's mental health workers, government officials and other professionals to listen to, and network with, renowned scientists and practitioners from around the world who are experts in the prevention and treatment of childhood aggression and anti-social behaviour. They shared their experiences, research and knowledge of best practices for working with at-risk children.

The combination of expert/research based information and front-line practice was found to be valuable from a best practice and practical approach perspective.



Mothers in Transition Program Responsiveness

At CDI we are leaders and innovators in the field of services for women and children impacted by family violence. We have been pioneers in the sector since the 1980s, offering counseling for women and children living in shelters for abused women within the City of Toronto and the first program to support children who are living in shelter to make the transition to a new school. We have now developed the most comprehensive intervention services for these families, with programming that addresses the impact of violence at a developmental level – offering targeted services to mothers with children from infancy to late adolescence.

While our comprehensive family violence services meet the needs of many of the women and children seeking assistance, they did not always meet the immediate needs of families in transition. The chronic and pervasive nature of family violence can make accessing traditional mental health and parenting services difficult, if not impossible, for women who are parenting within the context of abuse. Challenges in attending programs where regular attendance is required can be problematic when families are homeless or transient, such as when they are living in shelters or awaiting housing. In addition, abuse does not necessarily end when the relationship does, and ongoing custody/access issues involving children can sometimes provide years of negotiation and contact with abusive partners.

The Mothers in Transition Program, provides much needed weekly intervention services to children, and their mothers, who are currently on a CDI service waitlist, require additional support after involvement with a CDI program, or are considered to be most at-risk for abuse and may not be eligible to receive traditional mental health services – for example, women and children currently living with a perpetrator are often ineligible for intervention programs. All of our programs focus on the most influential factor in a child's healing process: the relationship between mother and child. Families learn to talk about their experiences together, develop strategies for coping and for staying safe in the future and most importantly they learn that love and violence don't have to be connected.

A Family Centred Approach

Child Development Institute Early Learning Centres have included children with special needs in its program since we started.

In a family-centred approach to services, the family is acknowledged as central to the child's overall development and all decisions about the child's care and education are made in partnership with the family.

Our Early Learning Centre programs provide the many supports special needs children need to progress developmentally and to share in the ongoing activities with their peers. Resource professionals offering childcare consultation, speech and language services, occupational therapy and social work, often visit in the classroom where they do not isolate children with special needs, but rather work with the child in the classroom and often include all the children in specific activities.

Sarah is a three year old attending one of our Early Learning Centre; she has a severe hearing loss along with speech and language delay. Sarah lives with her mother, who is deaf, and who wants very much for her child to learn oral language in a regular preschool setting with her peers. Within the Early Learning Centre Sarah receives the necessary specialized support and her teachers also receive the support and guidance to modify the program in order to meet Sarah's individual learning needs. Our teachers also work closely with Sarah's mother and the family social worker to transfer skills Sarah learns in the early learning centre to the home environment.

Sarah's teachers recognized that Sarah was relying heavily on vision to learn from her environment. Whereas children with normal hearing are able to process auditory information from their environment even when not looking directly at the sound source, Sarah did not have access to these background sounds and needed assistance to be directed to the auditory information.

Through a daily sharing group where all the children talked about their interests, the teachers provided pictures, drawings, or actual objects to tie in the visual component – which allowed Sarah to participate and access general information from her environment. The speech and language specialist also helped the teachers learn key signs for toilet, eat, more, friend, outside, in order to cue Sarah and further promote her social integration and learning in the classroom.

Going a step further, to help the other children understand that sometimes people have different abilities, the teachers played games where the children wore ear-muffs while playing together or the teachers whispered or talked so softly the children had difficulty hearing. These activities lead into discussions about how it might feel to experience a hearing limitation which in turn lead the children to talk about how that might feel and how they could be aware and help someone with low hearing.



APPROACH

Diversity

Child Development Institute (CDI) is committed to developing and maintaining an environment that embraces diversity and encourages inclusion for staff, volunteers and clients in all of our programs and services.

CDI believes that maintaining a diverse environment enriches and strengthens our community socially, culturally and economically. Diversity and inclusion is reflected in board, volunteer and employee recruitment, employee hiring and career development, as well as the design and delivery of programs and services. At CDI every client, volunteer and employee is treated equitably with respect to providing or participating in our programs and services. CDI promotes a diverse workplace that reflects the communities we serve, and strives to maintain an environment that is free from discrimination. Furthermore, CDI promotes equity and inclusion (including accessibility) in its relationships and dealings with clients, volunteers, employees, and the general public.

Service excellence

At CDI we are committed to providing excellent service to all of our clients. We believe in a multi-disciplinary approach using a range of skills, strategies and evidence-based programming to meet the unique needs and strengths of each child and family. To promote service excellence, ethical practice and continuous improvement, we encourage on-going training, support and professional development for our staff.



REVENUE	Operating	Special	Capital	2012 Total	2011 Total
Grants	\$7,118,721			\$7,118,721	\$6,796,648
Childcare	4,480,832			4,480,832	4,753,112
Donations from CDI Foundation	486,257			486,257	722,719
United Way	389,644			389,644	383,644
Donations and other	491,910	7,308	6,180	505,398	350,412
Earned income	229,863			229,863	313,173
	13,197,227	7,308	6,180	13,210,715	13,319,708
EXPENSES					
Salaries	9,274,549			9,274,549	9,334,441
Employee benefits	1,284,195			1,284,195	1,268,279
Program	1,207,615			1,207,615	959,189
Building occupancy	886,207			886,207	1,005,023
Administration	225,536	60		225,596	361,717
Staff training and travel	197,734			197,734	168,167
Donation to CDI Foundation	100,000			100,000	178,710
Amortization	21,391		23,180	44,571	39,402
	13,197,227	60	23,180	13,220,467	13,314,928
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	\$ nil	\$ 7,248	\$ (17,000)	\$ (9,752)	\$ 4,780

Achievements

CDI is a Centre of Excellence pertaining to children’s mental health and research.

Some of the awards and distinctions received in 2011-2012 include:

- In 2011 the Public Health Agency of Canada selected SNAP® as a Canadian Violence Prevention Best Practice.
- In 2012 SNAP® Under 12 Outreach Project (SNAP®Boys) was endorsed by the U.S. Department Justices’ Programs (OJP) and added to their **Crime Solutions** effort as an Effective Program.
- In 2011 The Ministry of Community and Social Services chose to support the development of our Mothers in Mind model as a program for dissemination across the province. This training has now been provided to over 37 organizations across the province.
- CDI’s rating on the Toronto Operating Criteria (program standards for quality care) continued to stay at the highest score for all our centres in the Program Plan, and Activities/Learning Experiences categories.

How your donation helps:

\$50	Provides a session for a troubled kindergarten age child to attend Start Right Social Skills Group
\$70	Provides school supplies and a care package for a child living in a shelter
\$100	Provides one week of healthy snacks at Camp Wimodausis
\$150	Provides an opportunity for a child living in a shelter to attend an after-school program
\$250	Provides an opportunity for one girl to attend a SNAP® anger management program
\$500	Provides a weekly hot meal to 15 women and 25 children in our Family Violence evening program
\$1,500	Provides one month of Camp Wimodausis for a child
\$2,500	Provides a psychological assessment for a child struggling in school
\$5,000	Provides a SNAP experience for a child
\$10,000	Provides a year’s worth of healthy snacks and meals to our program recipients

100 percent of your donation will support CDI programs and services



← **Judy Lam – Community Member of the Year.**
When developing programs, Judy respects and implements the family’s beliefs and value systems.

→ **Megan Johnston – Volunteer of the Year.**
Megan is a very positive, friendly and approachable individual who always has a smile on her face. and a kind word for everyone she encounters.



← **Choenyi Dolma – Mary Ellen Burns Bursary.**
If information on programs or community services is needed, Choenyi has found out about them and is always eager to share her knowledge with those around her. CDI staff always learn much from her.

→ **Dizia Raposo-Ferreira – the Nancy Hamm award.** Characteristics such as charisma and an affable nature personify Dizia and lend to a talent for engaging just about anybody who crosses her path from potential program donors, to some of our most challenging kids.



← **Wendy Kwong - Teacher of the Year Award.**
During a very busy day, Wendy remembers to problem solve with each student and reassure them by highlighting strengths and successes and building and maintaining individual positive relationships.

→ **House of Horvath – Corporate Partner.**
Joseph Horvath has been a proud supporter of CDI since 1994.



← **Jackie Fletcher - Caring Foundation Staff Excellence.** Jackie cares about and understands parents’ perspective. She forms attachments with the children she works with. Her commitment to CDI goes beyond 9 to 5.

→ **Ruta Rosset - Caring Foundation Staff Excellence.** Whether collaborating with a co-worker or a family, Ruta’s warmth, sincerity, professionalism and respect shine through, always putting everyone at ease.



AWARD WINNERS

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\$25,000 plus

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Jim Tye
Warren Wakida
Kevin Wells
Sarah Welsh
Kier Williamson
Kegan Winters
Edmund Wong
Dave Woroch
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Rick Yazwinski
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Leena K. Augimeri, PhD – Director,
Centre for Children Committing
Offences & Program Development
Carolee Cain, BSc, RECE – Director,
Healthy Child Development
Christeen Frederick – Executive
Assistant & Privacy Officer
Angelique Jenney, MSW, PhD, RSW –
Director, Family Violence Services
Shauna Klein, MA – Director, Fund
Development, Marketing &
Communications
Linda Levely – Director, Finance &
Administration
Kathy Levene, MSW, RSW, Res Dip
SW – Director, Early Intervention
Services/Associate



ABOUT CDI



About Child Development Institute

Child Development Institute is a leader in services focused on early learning, aggressive child behavior and family violence. Our unique blend of evidence-based programs, innovative research and proven results brings hope to thousands of children in Toronto and around the world.

Child Development Institute offers a range of programs and services to meet the needs of children and families, including:

- Five licensed, not-for-profit early learning (child care) centres in the City of Toronto
- Parkdale-High Park Ontario Early Years Centre
- Individual, family and group counseling
- Parent support and education
- A summer day camp for children (aged 6-12) with severe behaviour problems
- Programs for children under 12 who commit offences
- Programs for children and mothers who have experienced abuse
- Specialized classrooms and other school-based services
- Programs for girls and boys (age 6-12) with behaviour problems
- SNAP® Youth for boys (aged 13-18)
- Speech and language assessment and treatment
- Consultation and support for child care centres working with children with special needs

Mission Statement

To promote and support the healthy development of children and to strengthen the families and communities in which they live.

Vision Statement

We will continue to be recognised for innovation and excellence in child development services and research by collaborating and partnering with others who share our values.

For all inquiries, please contact our main office at:

Child Development Institute
197 Euclid Ave.
Toronto, Ontario M6J 2J8
Tel: (416) 603-1827
www.childdevelop.ca



A United Way member agency



Child Development Institute is a multi-service organization providing a range of supportive mental health, early learning and family violence services for children under the age of 12 and their families. CDI is a leader in child and youth services because of its emphasis on evaluation, research and evidence-based programs.

www.childdevelop.ca