

Strategic Plan Summary 2026-2029



VISION

People with disabilities live full lives as citizens supported by a vibrant network of services in their communities.

MISSION

ACDS is the collective voice of our members, advancing excellence and best practices, advocating for effective public policy, and championing professional disability services.

1 Influence & Advocate

ACDS continues to be recognized as a trusted and collaborative advocate for Alberta's CDS sector — driving policy and systems change to improve outcomes for individuals with developmental disabilities.

Success Indicators:

- + ACDS is recognized by the Government of Alberta (GoA) as a collaborative partner and engaged to represent and support sector wide initiatives.
- + Tangible policy or systems changes influenced by ACDS-led advocacy efforts.

ACDS engages across systems to help align policy and programs — to reflect the complex and intersecting needs of individuals with developmental disabilities.

Success Indicators:

- + ACDS initiates or leverages existing mechanisms or opportunities to drive cross-system alignments.
- + Tangible policy or program changes across systems influenced by ACDS advocacy efforts.

2 Strengthen the Community Disability Services Sector

ACDS implements the comprehensive CDS sector workforce strategy (Project Blueprint) — to ensure a skilled and sustainable workforce to meet the evolving needs of individuals with developmental disabilities.

Success Indicators:

- + ACDS actively cultivates opportunities to drive advances in Project Blueprint.
- + Tangible milestones achieved towards the recommendations of Project Blueprint.

ACDS champions sustainable funding for the CDS sector — to be responsive to the evolving and dynamic needs of individuals with developmental disabilities and reflect the true cost of quality service.

Success Indicators:

- + Implementation of targeted advocacy initiatives focused on securing sustainable funding for the CDS sector.
- + Evidence of engagement and dialogue with the GoA regarding funding priorities and models.

ACDS programs and services proactively deliver responsive **capacity building solutions** — that reflect the evolving needs of members and the priorities of the sector.

Success Indicators:

- + Documented changes to programs and services that reflect emerging sector trends and priorities.
- + Member survey of how well program and service changes reflect member needs and priorities.

3 Foster Connections & Collaborative Opportunities

ACDS builds and leverages opportunities for **members to engage in peer-to-peer learning and sharing** — to foster meaningful connections, support leadership development, and empower all members to cultivate a resilient, informed community of service providers.

Success Indicators:

- + Number, types or subject matters, and extent of attendance at peer-to-peer learning and networking opportunities.
- + Member survey of perceived learning and increased connectivity resulting from peer-to-peer opportunities.

ACDS engages with members to share knowledge and consult on sector needs and issues, refine advocacy priorities, and co-create solutions — to have an informed and unified sector voice.

Success Indicators:

- + Number, types, and participation with engagement opportunities (events and e-information sharing)
- + Response rate to membership and data collection surveys.
- + Membership retention rate year-over-year.
- + Member survey of perceived level of engagement, feeling informed, and having influence on developing a unified voice.

ACDS cultivates cross-sectoral collaborations — to enhance sector-wide improvement and impact.

Success Indicators:

- + Number and types of cross-sectoral collaborations cultivated.
- + Tangible outcomes achieved from cross-sectoral collaborations.

4 Strengthen our Foundations

ACDS has a technology solution to **improve the efficiency and effectiveness** of the accreditation program and transform data into actionable insights — to drive continuous improvement, enhance decision-making, and strengthen service quality.

Success Indicators:

- + Technology solution implemented.
- + Tangible improvements to efficiency and effectiveness of accreditation program.

- + Actionable insights leveraged and shared through data transformation resulting from the technology solution.