

# 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.