

Expert Monitor Assessment on Year 1: April 1, 2023 – March 31, 2024 (July 2025 Update)

In my analysis of the Remedy requirements and related reports for this period, the Province designates much of its progress to be “Complete” despite a wide range in the results of specific requirements. The results described in the Province’s *2025 Annual Progress Report* are varying degrees and kinds of progress.

As in my previous report, I apply in the assessment three standards of substantial progress, as follows:

- **Significant progress** refers to the Province making tangible improvements and advancements towards the intended outcomes, obtained to a **considerable degree** and with influential consequence.
- **Sufficient progress** refers to the Province making tangible improvements and advancements towards intended outcomes, realized to an **adequate degree** and effectiveness.
- **Slight progress** refers to the Province making modest tangible improvements and limited advancements towards intended outcomes, to a **minimal degree** and marginal in result. Things are more “in progress” than having “made progress.”

I apply these standards in addition to the terms **exact compliance** and **compliance in substance** where applicable to the requirements set out. For ease of referencing, the rating for each requirement from the *Monitor Report of July 2024* is included in square brackets.

Quick summary of the assessment of these 69 Remedy Requirements for Year 1, are as of July 2025:

- 18 are in Exact Compliance [change from 12]
- None are in Compliance in Substance [change from 2]
- 20 are in Significant Progress [change from 2]
- 23 are in Sufficient Progress [change from 16]
- 8 are in Slight Progress [change from 37]

ANNEX B: MONITORING REPORT 2024-25

REMEDY REQUIREMENT	ASSESSMENT
1. Update as to status and work of Government Roundtable.	<p style="text-align: center;">EXACT COMPLIANCE [EXACT COMPLIANCE]</p>
2. Complete transfer of DCS <i>Social Assistance Act</i> DSP intake function and care Coordination staff to the Disability Supports Program.	<p style="text-align: center;">SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Intake function reform underway with interim arrangements in place</p> <p>Staff focus is only on applicants to DSP supports and services</p> <p>Delayed transfer of Care Coordination staff into Year 2</p>
3. Transfer of Disability Support Program (DSP) current model care coordination functions to Local Area Coordination (LAC) and Intensive Planning and [Support] Coordination (IPSC) by regions; handover planning coordination support from current model of Care Coordinators to LACs and IPSCs.	<p style="text-align: center;">SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Regional Hub leadership in place</p> <p>Transfer of current care model November 2024</p>

ANNEX B: MONITORING REPORT 2024-25

	Recruitment and training of leadership staff delayed due to decision to create new job descriptions and position classifications
<p>4. Continue development and implementation of Local Area Coordination, including individualized planning and coordination services (navigational) and Intensive Planning and Support Coordination (IPSC):</p> <ul style="list-style-type: none"> a. Regional lead positions developed and recruited b. Regional leads to lead recruitment of new Local Area Coordination (LAC) and Intensive Planning and Support Coordination (IPSC) staff c. Policy and practice framework established, including fidelity criteria. d. Job specifications developed for Local Area Coordination (LAC) Individualised Planning, and Support Coordination and Intensive Planning and Support Coordination. 	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Recruitment of three additional director level positions</p> <p>Future organizational structure design set, December 2024</p> <p>Regional Hub managers being in place August 2024</p> <p>IPSC and LAC staff hired November/December 2024</p> <p>Practice Frameworks adopted January 2025</p> <p>Training programs underway</p>

ANNEX B: MONITORING REPORT 2024-25

<p>5. Benchmark staffing ratios to be met: Ratios set 1:20 for Intensive Planning and Coordination Staff (IPSC) and 1:50 for Local Area Coordination (LAC) with 1 Supervisor for each 8 staff.</p>	<p>SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Benchmark staffing ratios identified in Fidelity Checklists for Intensive Planning and Coordination Staff (IPSC) and Local Area Coordination (LAC) positions</p> <p>Budget approvals for about 120 Full-time Equivalent positions obtained for fiscal year 2024-25</p>
<p>6. Recruit and train 25 new LACs and 40 new IPSCs (Including 15 transferred from Care Coordinators).</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>At end of Year 2, 24 IPSCs and 26 LACs hired and trained</p> <p>Targeted recruitment campaign for IPSCs to begin summer 2025 to expedite hiring</p> <p>Provinces says it expects to meet the ultimate 5 year timeframe of the Remedy</p>
<p>7. New planning staff appointed, and Institutional Closure teams established.</p>	<p>SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Regional Closure Specialists hired, August 2024</p>

ANNEX B: MONITORING REPORT 2024-25

	<p>Regional closure teams assembled</p> <p>Community Living Facilitators hired, December 2024</p>
<p>8. “Regional Closure Strategy” developed with facility priority, timelines, capacity building and lifestyle enhancement including:</p> <ul style="list-style-type: none"> a. Plan for Regional Closure Teams (n=42 staff) <i>with</i> regional process for prioritization of closures. b. Align closures with people moving from Long Term Care, psychiatric hospitals and forensic facilities (including data) c. Planning commences for next groups including capacity building and enhanced current lifestyle (n = 133). 	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Communication sessions on facility closures delivered to staff, participants, families, service providers, and care coordinators, June –October 2024</p> <p>Regional closure teams operational</p> <p>Expected closures for ARCs, RCFs, and RRCs signed by all but one (RCF) provider¹</p> <p>Shared Services program work underway to align with Long-Term Care, psychiatric hospitals, and forensic facilities</p>
<p>9. Recruitment and training of 4 Regional Closure Project Leads and 4 Regional Community Capacity Developers.²</p>	<p>EXACT COMPLIANCE [SLIGHT PROGRESS]</p> <p>Regional Closure Specialists hired and trained August 2024</p>

¹ *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 5.

² This role is to focus on new and innovative support option development, including housing options. This role changed to Community Living Facilitator and the job description adjusted.

ANNEX B: MONITORING REPORT 2024-25

	Recruitment and training of Regional Community Living Facilitators in 2024
10. Community Capacity Developers commence initial training	<p style="text-align: center;">SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Recruitment and training commenced in Year 2</p>
11. Regional Closure Project Leads commence (possibly from existing Care Coordination).	<p style="text-align: center;">SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Recruitment and training commenced in Year 2</p>
12. Institutional Closures Province-wide Closure single central point of leadership established.	<p style="text-align: center;">EXACT COMPLIANCE [EXACT COMPLIANCE]</p>
13. Strengthen emergency response capacity.	<p style="text-align: center;">SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Crisis Prevention and Community Response Strategy formulated and implementation underway</p>

ANNEX B: MONITORING REPORT 2024-25

	Work underway on care planning protocols, the urgent staff support project, and transfer of allied health services to community-based systems
<p>14. Approve and implement on a priority basis an emergency response strategy and Emergency Response Team:</p> <ul style="list-style-type: none"> a. Provide enhanced resources necessary to implement the strategy; b. Emergency Response Team to be 50% operational. 	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Change in terminology and focus for this capacity from responding to emergencies, to removing barriers and strengthening crisis prevention</p> <p>Operational target of 50% not met for this reporting period</p>
<p>15. Province to set dates for policy for firm prohibitions on any new admissions (“No new admission policy”) to the following DSP funded facilities: RRC, ARC, RCF, Group Homes and Developmental Residences.</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Dates set by Province in May 2024, for no new admission policy for DSP funded facilities</p> <p>January 2025 policy for RRC, ARC and RCF January 2026 policy for Group Homes and Developmental Residences</p>

ANNEX B: MONITORING REPORT 2024-25

16. Province implements policy for firm prohibitions on any new admissions (“No new admission policy”) to the following DSP funded facilities: RRC, ARC, RCF, Group Homes and Developmental Residences.	<p>SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Schedules and closure agreement approved, January 2025 policy for RRCs, ARCs and RCFs</p> <p>January 2026 policy for Group Homes and Developmental Residences</p>
17. Work with SLTC and review and revise the policy on admissions to LTC (for young people) and ensure no admissions to LTC occur due to DSP failure to provide appropriate community supports.	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Long-Term Care (LTC) policy on admissions not changed.</p> <p>Contrary to intended policy direction, increase in number of young people (under the age of 65) admitted to LTC facilities as residents³</p>

³ DRC Comments on Selected Indicators: Year 1 (April 1, 2023-March 30, 2024) (June 2025), pp. 1-2.

ANNEX B: MONITORING REPORT 2024-25

	Shared Services expansion minimal: case coordinators assigned to first 18 interested individuals, with six assessments completed
18. Coordinate with facilities to begin planning for staff redeployment.	EXACT COMPLIANCE [EXACT COMPLIANCE]
19. Commence and complete new Individualised Funding (IF) policy development and administrative infrastructure planning (including IT and data capability for new IF system).	SUFFICIENT PROGRESS [SLIGHT PROGRESS] IF Policy approved January 2025, including funding bands to service providers Procurement for IF administrative infrastructure still in progress
20. Complete and implement new assessment model and resource allocation tool.	SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]

ANNEX B: MONITORING REPORT 2024-25

	<p>Collaborative Case Management (CCM) system work is underway with new assessment tool, InterRAI</p> <p>IF planning tool for participants developed, March 2024</p> <p>Eligibility, Funding and Assessment Coordinators (EFACs) hired and trained, January 2025</p>
21. Develop needs assessment that includes supported decision-making.	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Work by DSP continues to promote and enhance supported decision-making</p> <p>Accompanying documentation shows how that supported decision-making is addressed through training modules, practice frameworks for EFACs, and in needs assessment</p>
22. Begin individualization of current funding programs.	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Individualization refers to the direct allocation of funds to eligible individuals with disabilities (or, when</p>

ANNEX B: MONITORING REPORT 2024-25

	<p>appropriate, to families) for their purchase of a combination of services, supports and other community inclusion services</p> <p>Individualized Funding Policy in effect January 2025</p> <p>Implementation to be phased over years, starting with individuals on the Service Request List not receiving supports and those individuals leaving institutions</p>
23. Initiate process for establishment of an accessible, user facing system for personal budget management and administration.	<p>EXACT COMPLIANCE [EXACT COMPLIANCE]</p>
24. Establish Eligibility and Assessment coordinators.	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>17 people hired as Eligibility, Funding and Assessment Coordinators and trained, November/December 2024</p>

ANNEX B: MONITORING REPORT 2024-25

25. Develop job description/contract specification for IF coaches ⁴ and staff.	<p style="text-align: center;">SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Province decided to define Individualized Funding coaching and support through IF Backbone project, through a procurement process in Year 2</p> <p>Province reports it is set to go live in the winter of 2026, with the qualification that the timing is dependent on contract negotiations.⁵</p>
26. Commence recruitment of IF coaches (n = 4) and staff recruitment/support capacity (n = 4 FTE) or Tender for new single entity.	<p style="text-align: center;">SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Delayed into Year 2.</p> <p>The Province explains: “The newness and complexity of the service requirements resulted in the procurement process taking longer than anticipated.”⁶</p>

⁴ Individualized Funding (IF) coaches are to assist with administration and management system onboarding and technical assistance or troubleshooting.

⁵ *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 14.

⁶ *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 4.

ANNEX B: MONITORING REPORT 2024-25

27. Develop system for emergency employee cover (likely contracted out) for IF users.	<p>SUFFICIENT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Community respite services with staffing to respond to individuals whose regular staff are unable to work on a short notice due to illness or other reasons</p> <p>Urgent Staff Support service work in progress with anticipated completion in 2026</p>
28. Commence work with SLTC to ensure consistency in IF work.	<p>SUFFICIENT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Individualized Funding backbone is to help participants manage their funding, managing support staff and service providers, and uploading receipts and spending reports</p> <p>SLTC and Disability Supports Program agreed that the IF Policy applies to Shared Services.</p>
29. Review of current contracts and design for new Province-wide PDP Peer and Technical support program.	<p>EXACT COMPLIANCE [EXACT COMPLIANCE]</p>

ANNEX B: MONITORING REPORT 2024-25

30. Commence early focus on Supported Decision-Making practice enhancement.	EXACT COMPLIANCE [EXACT COMPLIANCE]
31. Implementation commences including new ILS plus and Flex Independent expanded programs.	SUFFICIENT PROGRESS [SLIGHT PROGRESS] Independent Living Support (ILS) plus aims to provide enhanced funding of support services to enable people with disabilities to live independently in community ILS plus supports 20 people and participants in Flex Independent increased to 129 from 60 by the end of March 31, 2025

ANNEX B: MONITORING REPORT 2024-25

	Only 22 percent of planned numbers of individual receive support ⁷
32. Commence new policy development for Homeshare expansion, new ILS plus, Flex, IF strategy, new TSA/Innovations, School leavers and Waitlist (no current service) Support.	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Applications for Home Share Coordinating Organizations released March 2025</p> <p>DSP aims to have eight organizations throughout the province approved in the coming months⁸</p> <p>For “school leavers” (that is, youth with disabilities preparing to leave the school system and planning for valued roles</p>
	in community) the program commences in September 2025 for first cohort of 100 students
33. Allocate 200 new ILS plus/Flex Independent places.	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p>

⁷ DRC Comments on Selected Indicators: Year 1 (April 1, 2023-March 30, 2024) (June 2025), p. 13.

⁸ Annual Progress Report May 31, 2025 – Targets and Compliance, p. 17.

ANNEX B: MONITORING REPORT 2024-25

	<p>ILS plus implemented May 2024</p> <p>To date, 20 people supported by ILS plus and 129 people supported in Flex Independent</p> <p>In view of the slow growth in placements in the new programs, the DRC suggests, “Perhaps the Province could undertake enhanced efforts to publicize these programs to DSP participants.”⁹</p>
<p>34. Harbourside closure relocations: 22 of the individuals at Harbourside ARC identified their community of choice and determined the locations of the 10 Small Option Homes.</p>	<p>SIGNIFICANT PROGRESS [SIGNIFICANT PROGRESS]</p> <p>21 of 22 individuals placed in community of choice 1 participant returned a facility due to lack of a primary care giver</p> <p>In January 2025, this individual was assigned to an IPSC to assist in planning for the person’s transition to life in their community of choice</p>
<p>35. Expanded ILS program as alternative to Small Options Homes.</p>	<p>SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p>

⁹ DRC Comments on Selected Indicators: Year 1 (April 1, 2023-March 30, 2024) (June 2025), p. 14.

ANNEX B: MONITORING REPORT 2024-25

	<p>491 new participants (over the baseline) in Independent Living Support program</p> <ul style="list-style-type: none"> • Small Option Homes program will remain available
<p>36. Implement discretionary Funding for DSP Waitlist (SRL) Baseline of 598 “eligible but not receiving support” n=208 (needs slight deduction for TSA).</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>As of May 2024, persons eligible but not receiving support became eligible for the Disability Supplement to their regular Income Assistance from the Province</p> <p>No documentation on how many in this category have applied for, and received the Disability Supplement.</p>
<p>37. Baseline versus: Planning/capacity building/enhanced current lifestyle for those in other systems – estimate numbers (Shared services and psychiatric hospital/forensic)</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Draft modelling report (confidential) May 27, 2024, with estimates of participants in caseload services and workload staffing</p>

ANNEX B: MONITORING REPORT 2024-25

<p>38. Young persons in LTC: Shared services program: increase of 25 new Shared Services spaces in community of choice by March 2024 for a total of 29 Shared Services spaces.</p>	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Shared Services Service Level Agreement approved January 2025</p> <p>By March 2025, eight individuals are supported by Shared Services spaces</p> <p>Province identifies challenges in their <i>2025 Annual Progress Report</i>, which relate to recruitment and talent shortages.</p>
<p>39. New Homeshare options (n=50) in community of choice</p>	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Still no new Home Sharing participants in Year 1 (or, for that matter, Year 2)</p> <p>DSP is helping to fund the Nova Scotia Residential Agencies Association to create a community of practice</p> <p>Provincial marketing campaign on home sharing to launch in 2025-26</p>

ANNEX B: MONITORING REPORT 2024-25

<p>40. Commence planning for School Leavers (n=100).</p>	<p>EXACT COMPLIANCE [EXACT COMPLIANCE]</p>
<p>41. Continue work to remove waitlist for eligible applicants and participants by establishing a human rights compliant client pathway that ensures timely access to accommodative assistance.</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>DSP Connectors hired, one in each of the four regions of the province</p> <p>IF Policy implemented, early 2025</p> <p>DSP Policy manuals not yet amended to incorporate the Remedy and human rights principles more generally</p>
<p>42. Develop and implement new program policies including arrangements for triage and “immediate assistance” once found eligible.</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Individualized Funding Policy approved in January 2025</p> <p>Small Sparks program discretionary funding available for immediate assistance</p>

ANNEX B: MONITORING REPORT 2024-25

	Further progress contingent on support service to participants to be delivered through the IF Backbone
43. Regional review of “eligible but not receiving support” group to examine demographics and determine priorities.	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Regional leadership to set priorities for work by IPSCs for this target group</p>
	<p>Demographic study done on individuals eligible yet on Service Request List (by age, gender, primary and secondary diagnoses, preferences for a placement and a region)</p> <p>IPSCs have begun working with individuals on the Service Request List</p>

ANNEX B: MONITORING REPORT 2024-25

<p>44. Complete review and update of DSP eligibility policy in accordance with the Social Assistance Act, including rescinding Eligibility policy sections 9.3 and 9.4. a. Review and address situation of individuals previously denied (n=8).</p>	<p>SLIGHT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Policy sections 9.3 and 9.4 rescinded</p> <p>No documentation on review and updating of DSP eligibility policy in alignment with the <i>Social Assistance Act</i>, the Remedy and human rights principles more generally¹⁰</p>
<p>45. Develop new policy, operational policies and procedures including:</p> <ol style="list-style-type: none"> 1. triage and “immediate assistance” once found eligible 2. local area coordination (LAC) and individual planning and coordination support 3. intensive planning and coordination support (IPSC) 4. emergency response team and referrals 	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Progress limited to date due to challenges in recruiting in a timely manner sufficient numbers of IPSCs and LACs</p> <p>Community Connector roles established in the four regions</p> <p>Crisis Prevention and Community Response Strategy in place and implementation commencing</p>

¹⁰ In commenting on this remedy requirement, the DRC has submitted extensive analysis asserting five failures as they relates to DSP policies. See *DRC Comments on Selected Indicators: Year 1 (April 1, 2023-March 30, 2024) (June 2025)*, pp. 4-12. See also the main body of this Monitoring Report, section 6.

ANNEX B: MONITORING REPORT 2024-25

<p>46. New DSP program policies developed and implemented for planning and coordination functions, including specific principles and requirements regarding support in community of choice.</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Practice frameworks for LACs, IPSCs and EFACs approved January 2025 and incorporated in staff training</p> <p>Materials produced on facility closures and community transitions</p> <p>However, the human rights principle of “support in community of choice” not entrenched in DSP policy manuals</p>
<p>47. Operational procedures and data to reflect updated DSP policy whereby all non-financial eligibility decisions are documented and reviewable.</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Technology platform and new case management system implemented, January 2025</p> <p>Disability Support Program to be first in the Department of Opportunities and Social Development to fully migrate to the Collaborative Case Management (CCM) System</p>
<p>48. Provincially approved new governance structures in place, including design of Regional Hubs.</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Additional funding for the Human Rights Remedy received in 2025-26 provincial budget</p>

ANNEX B: MONITORING REPORT 2024-25

	<p>New organizational structure of DSP leadership roles and delivery systems approved, December 2024</p> <p>Regional leadership in place</p>
<p>49. Province to continue its review of Report and recommendations including regional leadership, first voice consultation and co-production.</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Enhanced attention by DSP and other departments to “first voice” involvement and co-production</p> <p>Four Regional Advisory Councils launched in June 2025</p>
<p>50. Ongoing Government Disability Roundtable with TOR and Ministerial/Cabinet reporting and embedded in Remedy and ideally legislation.</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Basic information about the membership Roundtable by department and by rank and function</p> <p>Department of Opportunities and Social Development officials “will be briefing Caucus members in early 2025 on the progress of the Remedy.”¹¹</p>

¹¹ *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 30.

ANNEX B: MONITORING REPORT 2024-25

	<p>No documents on Ministerial/Cabinet reporting in support of a whole of government approach to ensure barriers that cause systemic discrimination are removed from legislation, regulations, and service systems</p> <p>No information given on consideration of legislative and/or regulatory options for embedding the Remedy</p>
<p>51. Appoint DSP Clinical Lead to commence design and planning for Regional Teams, building on existing DSP capacity.</p>	<p>SIGNIFICANT PROGRESS [SUFFICIENT PROGRESS]</p> <p>Director of Allied Health Support appointed May 2024</p> <p>DSP working with service providers on designing new supports for community living. This work involves both functional and cultural change.</p> <p>Phased approach to allied health service delivery reforms, with two of four DSP Outreach Teams slated to be operational by September 2025</p>
<p>52. Liaise with Health, IWK Hospital, Mental Health and Corrections regarding current mapping and new proposals, utilizing Government Disability Roundtable process.</p>	<p>EXACT COMPLIANCE [EXACT COMPLIANCE]</p>

ANNEX B: MONITORING REPORT 2024-25

53. Tender process commences for DSP program multidisciplinary teams.	<p>SUFFICIENT PROGRESS [SUFFICIENT PROGRESS]</p> <p>The Province informs that this external tender process will now occur in year 4, with internal commissioning of work for years 1 to 3.</p> <p>The Province explains this approach “is needed to safeguard the current capacity in institutional teams, which is at risk of being lost.”¹²</p>
54. New mental Health proposals out for tender or funded through Mental Health and Addictions.	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>DSP with the Department of Health and Wellness and the Office of Addictions and Mental Health have completed a “fit-gap” analysis of mental health services and identified a set of actionable plans.</p> <p>Delayed procurement process for reasons given by the Province in their <i>2025 Annual Progress Report</i>,</p>

¹² *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 33.

ANNEX B: MONITORING REPORT 2024-25

	<p>specifically, “earlier unknown factors related to system transformation.” A plain language version of this would be welcome, I think, for individuals and families, and others in the community.</p>
<p>55. Tenders awarded for new programs delivery commencing April 2024.</p>	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Tenders delayed (see # 54 above)</p> <p>With results from the work “fit-gap analysis” (also see #54), work on planning program enhancements is underway</p> <p>Proposed Primary Healthcare Pathway for DSP Participants under discussion</p>
<p>56. DSP commence integration of institutional teams into new Regional Outreach teams.</p>	<p>SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>DSP Outreach Teams now defined. with implementation underway</p> <p>New roles in DSP to support work of the new Teams</p>

ANNEX B: MONITORING REPORT 2024-25

	Two of the four Regional Teams to be active by September 2025
57. Decide best method for embedding HR principles and enhancing Supported Decision-Making practice, including build into planning and needs assessment re relational support.	<p>SIGNIFICANT PROGRESS [SLIGHT PROGRESS]</p> <p>Practice frameworks completed for Local Area Coordinators and for Intensive Planning and Support Coordinators</p> <p>Training sessions in November/December 2024 and January 2025, with materials on the rights of persons with disabilities and on supported decision making</p>
58. Policy engagement in current review of ACDMA Act Review.	<p>SLIGHT PROGRESS [SLIGHT PROGRESS]</p> <p>Subsequent work planned involves a working group and engaging a consultant to do a legislative review and jurisdictional scan of models, with a final report to staff by December 2025</p>

ANNEX B: MONITORING REPORT 2024-25

<p>59. Tenders awarded for and establishment of External Evaluation Team.</p>	<p style="text-align: center;">SUFFICIENT PROGRESS [SLIGHT PROGRESS]</p> <p>Tendering process delayed due to procurement issues, according to the Province</p> <p>External Evaluation Team not yet hired</p>
<p>60. Tender/appointment Leadership and Capability Panel and other key services/infrastructure</p>	<p style="text-align: center;">EXACT COMPLIANCE [COMPLIANCE IN SUBSTANCE]</p> <p>Leadership and Capability Panel activated, offering advice and expertise to DSP on a range of Remedy matters</p>
<p>61. Commence development of leadership, innovation and training panel and plan.</p>	<p style="text-align: center;">EXACT COMPLIANCE [SUFFICIENT PROGRESS]</p> <p>Leadership and Capability Panel activated, offering advice and expertise to DSP on training, including the delivery of sessions¹³</p> <p>Optimal Individual Service Design Course delivered January 2025 to about 100 participants</p>

¹³ For details, see *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 42.

ANNEX B: MONITORING REPORT 2024-25

<p>62. Design and trial Leadership training courses and deliver initial training.</p>	<p>EXACT COMPLIANCE [SUFFICIENT PROGRESS]</p> <p>Training materials developed and delivered to multiple groups in government and in community</p>
<p>63. Complete base modelling for the Disability Sector Workforce Plan and commence implementation.¹⁴ a. Priority workforce training and recruitment strategies identified for immediate action.</p>	<p>EXACT COMPLIANCE [EXACT COMPLIANCE]</p>
<p>64. Commence review of Licensing standards of DSP funded programs and services.</p>	<p>SIGNIFICANT PROGRESS [SIGNIFICANT PROGRESS]</p> <p>Review of <i>Homes for Special Care Act</i> completed</p> <p>“It was done by Legal Counsel and subject to client privilege.”¹⁵</p>

¹⁵ *Annual Progress Report May 31, 2025 – Targets and Compliance*, p. 44.

ANNEX B: MONITORING REPORT 2024-25

65. Commence review of how National Building Code requirements apply to DSP programs.	EXACT COMPLIANCE [EXACT COMPLIANCE]
66. Commence work on new standards for smaller community-based settings.	EXACT COMPLIANCE [EXACT COMPLIANCE]
67. Commence review of rental costs assistance policy as a key lever to increase housing supply.	EXACT COMPLIANCE [EXACT COMPLIANCE]

ANNEX B: MONITORING REPORT 2024-25

<p>68. Design work commences on Discretionary funding/Innovations and Transition funds.</p>	<p>EXACT COMPLIANCE [COMPLIANCE IN SUBSTANCE]</p> <p>Financial assistance, funds or grants accessed through various forms: Disability Supplement (May 2024), Service Evolution Fund (October 2024), Small Sparks program (early 2025), and Innovation Fund (fall 2025).</p>
<p>69. Innovations/transition design work complete. Implementation planning commences.</p>	<p>EXACT COMPLIANCE [SLIGHT PROGRESS]</p> <p>Project design work complete</p> <p>22 grants awarded through Service Evolution Fund in Year 2</p> <p>Regional Advisory Councils launched in June 2025 have a role in disbursing support from the Innovation Fund</p>

ANNEX B: MONITORING REPORT 2024-25