



AMADEUSZ

Strategic Plan

2023-2028

Executive Summary

Amadeusz is an charity in Ontario that supports young people who are incarcerated to create positive change in their lives through access to education, community programs and supports, mentorship and exceptional care.

Our Vision

Creating a future with equitable access to education and community support.

Core Values

The following beliefs and principles guide the way we deliver our programs, carry out our strategic vision and work together as a team.

- Patience
- Energy
- Change
- Team Work

The impetus for the last Strategic Plan (2019-2022) was Amadeusz' achievement in obtaining autonomous non-profit status. In another step towards organizational sustainability, Amadeusz recently secured charitable status (2021) and in response to the organization's growth, strengthened the organizational structure with three management positions (Manager of Operations, Manager of Education Program, and Manager of Prosper).

The Strategic Plan presented here reflects this growth and outlines the priorities and goals for the next five years to support this growth. As a result of discussions with stakeholders, staff, and the Board of Directors, this new Strategic Plan outlines four organizational priorities in the areas of:

1. Focusing Services and Sharing Impact
2. Strengthening Infrastructure
3. Enhancing Profile
4. Supporting Staff

Ultimately, Amadeusz aims to accelerate education and legitimate employment opportunities for program participants through relevant programs and partnerships. Amadeusz' objectives are to provide access to services and opportunities for young people both during and post-incarceration to increase education and employment achievement levels so young people are better prepared to create positive change within their own lives. Amadeusz serves individuals who have disengaged from the formal education system from various communities across the City of Toronto and has developed partnerships with many adult detention centres in Ontario. Amadeusz is a leader in Toronto's correctional education sector. While there is a marginal increase in the number of organizations providing services to young people in similar spaces over the years, Amadeusz continues to be the only organization providing education attainment and throughcare services in all Toronto area detention centres. However, awareness of Amadeusz beyond this niche space is minimal.

Strategic Directions and Goals 2023 - 2028

We are pleased to share our 2023 – 2028 strategic priorities. The 2023-2028 Amadeusz Strategic Plan describes our mission and vision and identifies four key strategic directions that emerged from data collected from staff, board of directors, program participants and stakeholders. This new strategic direction will lead our plan to improve service delivery and advance educational and long-term outcomes for the young people we serve.

Strategy 1 – Focusing Services and Sharing Impact

We will strengthen our program service delivery model to ensure effective and efficient service options and delivery modes for target population that meets funder and organizational objectives.

Strategy 2 – Strengthening Infrastructure

We will strengthen our organizational infrastructure to properly support organizational growth, processes, and performance to ensure a sustainable organization.

Strategy 3 – Enhancing Amadeusz Profile

We will be a recognized leader in correctional education, a catalyst for policy change and to reduce stigma of supporting individuals who have experience with incarceration.

Strategy 4 – Supporting Staff

We will strengthen our internal capacity to properly support staff to ensure staff wellness and work-life balance.