2027 - 2031 Strategic Plan at a Glance

DeafBlind ONTARIO SERVICES

Vision

Enriching lives one touch and sign at a time.

Mission

DeafBlind Ontario Services supports people who experience sensory loss.

Foundational Principles

Person-Centered Dedication: We place the individual at the heart of everything we do.
Infinite Possibilities: We are driven by an unwavering belief that every person possesses 'Infinite possibilities.'

Values

PURSUIT OF EXCELLENCE
Relentless dedication to high standards.

COLLECTIVE SUCCESS
Collective effort aimed at achieving exceptional results.

FEARLESS EMPOWERMENT
Taking bold actions that prioritize the well-being of individuals, teams, and the organization.

ACCOUNTABILITY IN ACTION
Achieving success, while emphasizing responsibility for one's actions, decisions, and outcomes.

Strategic Principles and Objectives

1. Strengthen High-Quality, Person-Centered Services

Maintain and continuously improve specialized sensory loss services while exploring targeted growth where there is clear need, strategic fit and capacity.

1.1 Maintain and continuously improve services in existing DBOS locations.
1.2 Develop a culture of continuous learning by expanding skills, competencies, training, career pathways and professional growth opportunities.
1.3 Expand use of innovative digital tools to empower employees and people supported
1.4 Explore new funding streams and collaborative opportunities to expand or enhance specialized services.

2. Invest in DBOS' People

Support, retain and develop the employees and leaders who make high-quality services possible.

2.1 Maintain and continuously improve the Workforce Strategy.
2.2 Create and implement a succession plan.
2.3 Continue to focus on employee engagement, satisfaction and retention.

3. Enable DBOS' Organizational Capacity

Strengthen the systems, relationships, governance and evidence base that enable DBOS to deliver on its mission.

3.1 Expand DBOS' impact and reputation as a leader in sensory loss services.
3.2 Continuously improve leadership and governance with a focus on risk management.
3.3 Maintain a strong government relations program.
3.4 Communicate the value and impact of DBOS services.
3.5 Work collaboratively with the DeafBlind Ontario Foundation.

Learn more at deafblindontario.com
Approved by DeafBlind Ontario Services Board of Directors October 20, 2026