BRIDGE TO COMMUNITY INITIATIVE

Community of Practice (CoP)

OCT 2026 UPDATE REPORT • STRATEGIC FOUNDATIONS

1. EXECUTIVE SUMMARY & CORE PURPOSE

- **Mission & Purpose:** An intentionally formed network created to advance rights-based, person-centred, and innovative disability support models.
- **Core Objective:** To continue to transition from traditional support frameworks toward relational, person-led, and community-integrated models promoting full citizenship.
- **Policy Alignment:** Underpinned by UNCRPD principles and Irish legislation, supporting individuals to receive rights based supports and services across their life journey.

2. COMMUNITY OF PRACTICE FRAMEWORK (STRUCTURAL ELEMENTS)

	STRATEGIC FOCUS & DESCRIPTION
DOMAIN	Advancing rights-based, person-centred, and innovative disability support models that promote autonomy, inclusion, citizenship, and self-directed choice.
COMMUNITY	A diverse, dedicated network of frontline practitioners, service leaders, HSE / DECD representatives, lived experience representatives, and organizational development professionals.
PRACTICE	Sharing learning, engaging in critical reflection, peer mentoring, testing innovative solutions, and systematically applying rights-based frameworks.

3. PROGRESSION: PHASE 1 TO PHASE 2

PHASE 1: Strong Foundations in Place

- Curating a diverse membership with influence across practice and culture.
- Establishing a safe space for challenge and innovation through shared agreements.
- Defining guiding principles and aligning collective change ambition across partners.

PHASE 2: From Alignment to Action

- Introducing structured learning and innovation models for practice change.
- Conducting core sessions and virtual check-ins to support member organizations.
- Actively testing, gathering, and scaling rights-based innovations in community settings.

4. KEY GUIDING PRINCIPLES

RELATIONSHIPS
Every person thrives when respected, connected, and supported in relationships.

EMPOWERMENT
Enabling people with disabilities to attain valued and ordinary lives.

RESPECT
Respecting the person as the leader and working in true partnership.

INCLUSION
Creating pathways that recognize community as a place of belonging and citizenship.

UNDERSTANDING
Active listening with an open mind, open heart, and open will.

COURAGE
Learning and adapting while keeping individual well-being firmly at the center.

SELF DIRECTION
"The right supports, in the right way, at the right time".

POSSIBILITIES
Staying curious and brave to discover new pathways and opportunities.

FLEXIBILITY
Responsive and adaptable supports that optimize available community resources.

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OCT 2026 10-MONTH PROGRESS REPORT • DELIVERABLES & IMPACT

5. KEY 10-MONTH DELIVERABLES & IMPACT.

	DELIVERABLES & ACTIVITIES	STRATEGIC IMPACT ACHIEVED
1	**CoP Infrastructure & Representation.** Activity: Convened 10 structured sessions (5 in-person, 5 virtual); broad perspective sharing across sectors.	Shifting culture from isolated practice to shared learning; driving organic networking, peer mentoring, and collective learning.
2	**Shared Purpose & Direction.** Activity: Defining key thematic priorities and embedding shared practice terminology across member organisations.	Establishing a clear framework to guide ongoing local practice and emerging innovation across services.
3	**Reflective Dialogue & Mentoring.** Activity: Embedding reflective dialogue, peer learning, and informal mentoring networks between leaders and staff.	Developing critical thinking, assumption testing, and ongoing thinking to practice change.
4	**Practice-Based Evidence Gathering.** Activity: Gathering data (via SurveyMonkey) to capture emerging examples of innovative, rights-based practice.	Moving the CoP toward continuous evidence-informed learning and identifying scalable innovations.
5	**Social Innovation & System Reform.** Activity: Cultivating data for bottom-up insight and social innovation exploration across services.	Building pathways for innovation and strengthening foundations to influence policy and practice.

6. PRACTICE-BASED EVIDENCE: 7 KEY INNOVATION FOCUS AREAS.

1 Independent Living & Housing

Supporting the right to a home of one's own and transition pathways to citizenship.

2 Day Service Transformation

Moving beyond traditional 9am-4pm day service models toward flexible, person led support.

3 Home Share & Family Supports

Exploring alternatives to traditional group respite via supportive, family-based environments.

4 Reforming Models- Community Integration

Building models of support designed around the person, their natural supports and community connections

5 Tailored Supports

Customizing support models for aging populations and individuals with complex needs.

6 Advocacy, Voice & Rights

Empowering individuals to direct decisions and advocate for systemic rights.

7 Employment, Skills & Transition to Work

Building real-world skills to transition into meaningful employment and work opportunities.

7. Individual Organisation Development Sessions

Confidential Support & One-to-One Development:

Offered to member organizations to explore and progress specific innovation projects.

Key deliverables include:

- Clarifying intended innovation and change outcomes.
- Identifying enablers, risks, and resource requirements.
- Exploring potential impact on people, services, and communities.
- Mentoring and sharing key learning areas that may strengthen practice and innovation.

Community of Practice Organisation Participation List

COLLABORATION | SHARING | LEARNING | BETTER TOGETHER

Stronger Together

No.	Organisation	No.	Organisation
1	SJOG	18	Festina Lente
2	Prosper Fingal	19	DCDE – Vision & Strategy
3	SOS Kilkenny	20	Dara
4	Horizons	21	Cheeverstown
5	Corlann Clare	22	Avista
6	Enable Ireland	23	St Margarets
7	Clann Mór	24	Aurora
8	Western Care	25	Muiriosa
9	Corlann West	26	Corlann South East
10	RehabCare	27	Gheel
11	Stewarts Care	28	HSE
12	St Joseph's Foundation	29	Ability West
13	KARE	30	CRC
14	DCITS Donegal	31	WALK
15	Reachability	32	Sunbeam
16	Corlann South	33	WIDA
17	St Michael's House		