

# Senior Management/Organizational Strategic Plan

Jan 2018 - Dec 2018

## Strategic Goals - Individuals

- 1) Continue to promote inclusion
- 2) Continue to enhance the quality of supports and services

### Operational Goals: Individuals

#### 1) Continue to promote inclusion

- a) Development of new partnerships and enhancement of existing ones that would increase inclusion for individuals who receive support and/or have an impact at the organizational level
- b) Focused efforts in the promotion of inclusion through all media/social outlets by sharing successes and being responsive in all possible realms within the organization
- c) Focused efforts in the promotion of inclusion through all media/social outlets by sharing successes and being responsive in all possible realms external to the organization
- d) Develop strategies to effectively empower families to seek inclusive opportunities in planning for their sons/daughter's future

## **2) Continue to enhance the quality of supports and services**

### **a) Evaluate our systems and processes with the goal of quality improvement**

- i. Annual review of organizational data
- ii. Annual Program Evaluation Templates review
- iii. Investigate and gather information regarding current best practices, innovations and trends in the business and not for profit communities as it applies to each department/area within the organization
- iv. Explore alternative methods to conduct internal “program audits”
- v. Explore the IT needs of the organization for future planning

### **b) Commitment to our expansion plan in order to address identified needs based on funding and necessary resources**

- i. Review the current organizational infrastructure to accommodate expansion and a different way of doing business in this framework including limits to organizational growth capacity
- ii. Residential Options
  - 24 hour support locations
  - Supported Independent Living
  - Enhanced Supported Independent Living
  - Family Home
  - Individualized Funding
  - Non-traditional supports
  - Access to 24 hour support options
- iii. Develop strategies to address support needs of individuals who require enhanced support (1:1) during the day.
- iv. Explore, research and analyze a purchase of service model whereby families are able to hire a “trained” contract worker

### **c) Development of supports and services for children who require residential supports ( 24 hour/in home and Associate home)**

### **d) Future planning regarding the aging of individuals who receive Supported Independent Living supports and whose support needs are changing**

# Strategic Goals - Employee/Workforce

- 1) The organization values its employees
- 2) The organization is committed to enhancing the competency of every employee
- 3) Promote a workforce that is driven by a common set of goals and norms based on our mission and vision
- 4) The organization will develop a part time employee recruitment/retention strategy to promote commitment

## Operational Goals: Employee/Workforce

<p><b>1) The organization values its employees</b></p>	<p><b>a) Continuing to explore ways in which we can demonstrate how we value our employees</b></p> <ol style="list-style-type: none"> <li>i) Explore an initiative to offer workshops/seminars to employees that would be focused on personal and professional development</li> <li>ii) To offer a Professional Development Day for all employees</li> </ol>
<p><b>2) The organization is committed to enhancing the competency of every employee</b></p>	<p><b>a) Employee Development</b></p> <ol style="list-style-type: none"> <li>i) Explore Manager Training opportunities</li> <li>ii) Explore location specific training ( webinars) for employees</li> </ol>
<p><b>3) Promote a workforce that is driven by a common set of goals and norms based on our mission and vision</b></p>	<p><b>a) Consistency between all teams/staffing groups</b></p> <ol style="list-style-type: none"> <li>i) The organization will explore strategies to promote a cohesive working relationship between all team members and departments</li> <li>ii) Enhancement of consistent application of organizational values based on the philosophy of Social Role Valorization</li> </ol> <p><b>b) Understanding of role as a representative of the organization</b></p> <ol style="list-style-type: none"> <li>i) Provide organizational information to all employees to assist employees to enhance their knowledge as representatives of the organization within the larger community</li> <li>ii) Organization specific information to be shared ongoing with all employees ( bigger picture and external)</li> </ol>
<p><b>4) The organization will develop a part time employee recruitment/retention strategy to promote commitment</b></p>	<p><b>a) Develop a process to assess the need for recruitment of part-time employees</b></p> <p><b>b) Explore strategies to recruit and retain part-time employees</b></p>