

Senior Management/Organizational Strategic Plan

Jan 2018 - Dec 2019

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