

Society for Handicapped Citizens of Medina County, Inc. - ICF Grant Strategic Plan

1. Develop, and begin implementation of a strategic plan, that includes communication and outreach strategies and the support and participation of key stakeholders group, that will result in the transformation of the service delivery of the individuals' day and employment services.

Strategic Issues	Action Steps	Targets, Specifics, Measures	Intended Outcome	Staff Responsible	Timeline
a. A decrease in the use of facility based services.	<ol style="list-style-type: none"> 1. Increase volunteer opportunities. <ol style="list-style-type: none"> a. Identify champions 2. Increase communications with key stakeholders. <ol style="list-style-type: none"> a. Develop a quarterly newsletter about The Link for parents, guardians and community partners b. Film video stories for individuals c. Ongoing use of SHC newsletter and social media to convey changes 	<ol style="list-style-type: none"> 1. Have 3 volunteer sites: Marian's Closet, Medina Square, United Way by 6-30-2016 <ol style="list-style-type: none"> a. Increase volunteer sites to 5 by 12-31-2016 b. Increase volunteer sites to 7 by 6-30-2017 c. Increase volunteer sites to 9 by 12-31-2017 d. Increase volunteer sites to 11 by 6-30-2018 2. Communicate with key stakeholders <ol style="list-style-type: none"> a. Distribute first edition of quarterly Link newsletter to parents, guardians and community partners by 10-31-2016 b. Begin filming video stories by 10-31-2016 c. Dedicated article in The Bright Spot bi-monthly newsletter and bi-weekly social media posts about changes begin 8-30-16 	Provide integration and decrease segregated sites while identifying strengths and career discovery.	Jess Heilman Matt Meuer Tiffany Ziegler	Begin 2016
b. An increase in integrated community based employment and day services.	<ol style="list-style-type: none"> 1. Expand integrated community based opportunities. <ol style="list-style-type: none"> a. Match activities to Positive Personal Profiles and increase level of integration and participation based on metrics <ol style="list-style-type: none"> 1) 20 hours per individual per week 2) average four individuals per group 	<ol style="list-style-type: none"> 1. Increase integrated opportunities by one per quarter. <ol style="list-style-type: none"> a. Have 5 opportunities as of 6-30-2016 b. Increase opportunities to 6 by 9-30-2016 c. Increase opportunities to 7 by 12-31-2016 d. Increase opportunities to 8 by 3-31-2017 e. Increase opportunities to 9 by 6-30-2017 f. Increase opportunities to 10 by 9-30-2017 g. Increase opportunities to 11 by 12-31-2017 	More individuals at integrated sites in the community.	Matt Meuer Jess Heilman Tiffany Ziegler	Begin 2016
c. A focus on the achievement of individual integrated services for individuals with complex needs.	<ol style="list-style-type: none"> 1. Implement Positive Personal Profile as a guide for increasing opportunities of dreams and goals for individuals with complex needs. 	<ol style="list-style-type: none"> 1. 11 individuals completed Positive Personal Profiles as of 6-30-2016. <ol style="list-style-type: none"> a. Review Positive Personal Profiles by 9-30-2016 b. Review Positive Personal Profiles by 12-31-2016 c. Review Positive Personal Profiles by 3-31-2017 d. Review Positive Personal Profiles by 6-30-2017 e. Implement Positive Personal Profiles for remainder of individuals served by SHC by 12-31-2017 	Increase opportunities for individuals that meet their goals and dreams.	Day Services Team	Begin 2016

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<p>d. An increase in utilization of braided funding supports.</p>	<p>1. Explore options. a. Utilize OOD b. Look for other grant opportunities c. Explore community partnerships to rent conference room at The Link for meetings, trainings, etc.</p>	<p>1. Funding support for one individual a. OOD by 6-30-2018 b. Research Work Force Development grant opportunities by 6-30-2017 c.1. Build at least one relationship with business in the 620 Complex by 12-31-2016 c.2. Build at least one more relationship with a business in the 620 Complex by 3-31-2017</p>	<p>Utilize braided funding.</p>	<p>Program Managers</p>	<p>Begin 2017</p>
<p>e. An increase use of career discovery processes.</p>	<p>1. Build upon the results of Positive Personal Profile and Career Discovery tools by providing real-time community discovery opportunities. a. Informational interviews b. Transit / travel training c. Soft employment skill training</p>	<p>1. 2 individuals given discovery opportunities as of 6-30-2016 a. 2 more individuals by 12-31-2016 b. 2 more individuals by 6-30-2017 c. 2 more individuals by 12-31-2017 d. 2 more individuals by 6-30-2018 e. 1 more individual by 12-31-2018</p>	<p>Move on the path to employment.</p>	<p>Matt Meuer Jess Heilman</p>	<p>Begin 2016</p>
<p>f. An increase in staff competencies and skills related to integrated employment and community services.</p>	<p>1. Assess training needs annually and provide ongoing quarterly trainings. 2. Increase staff competencies. a. Social engagement b. Community integration, online training 3. Expand training opportunities with community partnerships.</p>	<p>1. 4 trainings completed by staff as of 6-30-2016 a. Provide quarterly training to staff by 12-31-2016 b. Provide quarterly training to staff by 3-31-2017 c. Provide quarterly training to staff by 6-30-2017 2. a. Complete social engagement training for staff by 12-31-2016 b.1. 50% of staff complete online training for community integration by 3-31-2017 b.2. 50% of staff complete online training for community integration by 6-30-2017 3. Explore staff training opportunities with the Medina County Board DD and other related entities by 3-30-2017</p>	<p>Increase competency for successful placement.</p>	<p>Matt Meuer Jess Heilman Tiffany Ziegler</p>	<p>Begin 2016</p>