

Starfire 2019 Strategic Plan

Principle # 1 Sharing Places In 2019, Starfire members will share places in their local communities with other community citizens. Members will be "regulars" at ordinary places, and be known by others. Sharing places will become the springboard for building relationships and making contributions.

Recommendations	Targets	Action Steps
Decrease in the use of facility-based services	End Day Program (Dec 2016)	> Decrease membership from 35 people per day to 8 people per day (June 2016)
Increase in integrated community-based employment and day services	Build capacity for providing 300 hours per week of integrated services by trained community connector staff (Dec 2016)	> Hire staff with desired attributes to be "community connectors" > Increase people served to achieve 300 hours per week of integrated services by January 2017

Principle # 2 Making Choices In 2019, Starfire members will make choices about the levels and ways they connect to Starfire and their communities. Person-centered tools, approaches and practices will become the standard for members to explore options. Starfire members will create a "safety net of people" that support and stand by each other as they make important choices.

Recommendations	Targets	Action Steps
People served complete a person-centered visioning session in first year of membership to Starfire (Benchmark #1: PATH meeting)	67% of people on track to do a person-centered plan complete one	> Families attend and support PATH goals > At least 3 ordinary citizens attend

Principle #3 Making Contributions In 2019, Starfire members will be known as "pillars of the community." Members will have many opportunities to find and explore unique ways they can make contributions to their community and other community citizens. Starfire's success will be determined by how many members fill "valued roles" in the community.

Recommendations	Targets	Action Steps
Increased use of career discovery processes	15% of people served	>Create personalized electronic profiles to share with Starfire's network >Conduct benefits analysis with interested people served >Utilize persons served social network to explore employment opportunities
Focus on the achievement of individual integrated services for individuals with complex needs	100% of people served receive integrated services	> Each person is supported approximately 136 hours per year around their personal goals and passions
People served attaining valued social roles (paid or unpaid positions in the community) that align with their interests, geographic location, and strengths (Benchmark #2: Valued Social Role attainment)	80% of people served attain a valued social role (internship, job, volunteer position, etc)	>Staff support people served in navigating and meeting with existing places and opportunities for valued roles

Principle #4 Growing in Relationships In 2019, Starfire members will create relationships with other community citizens who share places, passions and interests. Starfire members will invite people to grow friendships with each other based on mutual respect and affection. Commitment, conversation and consistency will be the foundation for building solid, supportive relationships.

Recommendations	Targets	Action Steps
People build a "network of support" that includes people who are not family, unpaid, and do not have disabilities. (Benchmark #3: Increase relationships to ordinary citizens)	90% see an increase in their community relationships annually 80% maintain relationships over the course of 12 months	>Staff support people served in meeting with new people and connections weekly > Partner with local family support organization, Good Life Networks to prop up families in the journey >Meet bi-annually to discuss progress in building social connections with staff and person served
Educate and Engage families	80% of families are reported to be actively engaged in building social networks	> Invite ordinary citizens to participate in community building through projects, social, or volunteer opportunities in partnership with a person with disabilities
Educate and Engage Ordinary Citizens	200 citizens annually have deeper understanding around inclusion	

Principle #5 Experiencing Respect In 2019, membership in Starfire is a way that people demonstrate and communicate that they are committed to building a vibrant, inclusive community. Each story written or told about (and by) Starfire reflects respect for the gifts and contributions of its members. People who join Starfire experience the respect of being valued and appreciated for their capacities and contributions to other citizens of greater Cincinnati.

Recommendations	Targets	Action Steps
Increase in staff competencies and skills related to integrated employment and community services.	100% staff trained on the core competencies of our work	> Professional development trainings including: Asset Based Community Development, Trauma informed care, Five Valued Experiences > Staff attend 3-day intensive trainings on Social Role Valorization within first year of employment > Staff attend 2-day summary training on Social Role Valorization bi-annually