



Powell River Association for Community Living

2010-2013 Strategic Plan Overview

2010

56 years of service provision and advocacy to children with a developmental delay or at risk of developmental delay and adults with a developmental disability and acquired brain injury

Individuals with disabilities are having good lives.

Individuals with disabilities and their families are actively involved, giving input to PRACL and the input is used to make decisions.

PRACL finds new sources of funding and works with partnerships wherever possible.

PRACL is a place where employees and volunteers can contribute, learn and belong.

PRACL develops ways to reduce its carbon footprint.

2013

Increased inclusion in Powell River

Family and Client Driven Organization

Funded from Diverse Sources

Employer/career of choice

Reduced carbon footprint

2010-11 Strategic Objective #1

Individuals with disabilities are having good lives.

Goal #1

Ensure self advocates, staff & members are involved & influential in the Powell River community and beyond – PRACL to be known in Community

- Provide support for attendance at community meetings
- Develop a communication plan with the goal of strategically positioning the people we support as valued citizens.
- Form partnerships that further our strategic goals

Goal #2

Use best practices and innovation to ensure that the people we support are learning and growing and are increasing their independence and quality of life while maintaining their safety and security.

- Stay informed of best practices and maintain a learning environment for all
- Advance employment as a first option for consumers , expanding on Real Work for Real Pay
- Advance relationships as a priority by creating unpaid personal networks
- Maintain quality of service through accreditation
- Expand residential options
- Increase the efficiency of the use of resources/reduce paperwork
- Balance change and stability

2010-11 Strategic Objective #2

Individuals with disabilities and their families are actively involved , giving input to PRACL and the input is used to make decisions

Goal #1

Increase the number and diversity of members.

- Develop a strategy for a membership drive
- Review the by-laws to maximize membership opportunity

Goal #2

Ensure stakeholders are informed and have adequate opportunity for input and that the input is used in decision making.

- Continue to manage a simple feedback process that is informative and accessible to the stakeholders.
- Use storytelling and photos more often

Goal #3

Create a stronger sense of ownership by members, self advocates, families, staff and community .

- Ensure there are engagement opportunities for stakeholders
- Measure stakeholder involvement.
- Find ways to empower self advocates and families

2010-11 Strategic Objective #3

PRACL finds new sources of funding and works with partnerships wherever possible.

Goal #1

Develop at least one new source of funding through social innovation

- Complete the implementation of host agency services
- Investigate the expansion of services to other populations
- Use existing resources to generate new income

Goal #2

Develop at least one partnership that enhances the financial capacity of PRACL

- Continue to work with PLAN to develop potential for social innovation
- Continue to work with VIU and SD47
- Continue to engage in partnership discussions with PRCYFSS

Goal #3

Use the capacity of staff and other stakeholders for social innovation

- Review the findings & recommendations of the Research project with Board, union, employees and potential partners for further development of ideas and wider engagement in social innovation and change.

2010-11 Strategic Objective #4

PRACL is a place where employees and volunteers can contribute, learn and belong.

Goal #1

There is an increased interest in working and volunteering for PRACL.

- Complete the job description project
- Increase the congruence of HR practices to core values and principles.
- connect the day to day work to core values and principles.

Goal #2

Work environments are comfortable and support the work of staff.

- Complete set up of the ComVida scheduling system .
- Continue to train staff in Non-Violent Crisis Intervention and other strategies that support individuals in order to reduce risk of injury.

Goal #3

Increased stability of work force.

- Develop a succession plan for the management team.
- Review forms and processes with a view to streamlining them.
- Work to sustain the CSW program in the community.

2010-11 Strategic Objective #4 continued

PRACL is a place where employees and volunteers can contribute, learn and belong.

Goal #4
Staff are highly motivated, engaged and empowered.

- Facilitate the implementation of a new orientation process.
- Create and publicize a training plan in a way that is transparent to staff. Staff will have input and be kept aware of training opportunities.
- Create at least one self directed work team.
- Increase employee engagement
- Use the staff survey & develop a responsive action plan
- Offer communication skills training in order to make differing opinions a source of growth and learning.
- Continue to increase our coaching skills.

Goal #5
We have entrenched celebration and reflective practices so we learn from our experiences

- Encourage reflective practices
- Allocate time at our meetings to acknowledge each other for our accomplishments, evaluate and learn from our mistakes.
- Organize a party to celebrate our 2010 accreditation

Goal #6
Do the math


- Use data to measure the results of recruitment and retention practices.

2010-11 Strategic Objective #5

PRACL develops ways to reduce its carbon footprint .

Goal #1
Write policy

- Develop policy to guide the agency and its employees in future strategies.



Celebrate!

Appreciate