



Powell River Association for Community Living

2009-2013 Strategic Plan Overview

2009

55 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

Strategic Objectives

PRACL influences social and economic development in Powell River.

Self advocates and families are actively involved in the Association. Their interests inform the agency agenda.

An array of services are marketed to individuals and organizations.

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

2013

Increased integration into the Powell River Community

Family and Client Driven

Funded from Diverse Sources

The employer/career of choice

Strategic Objective #1

PRACL influences social and economic development in Powell River.

DELIVERABLE 09-10

Goal One

- a) We will support clients to participate in political forums and committees in such a way that they are able to further the agenda of the community living movement and increase full citizenship for individuals with developmental disabilities.
- b) We will support self advocates who have an interest in broader social and economic issues to participate in committees and forums where those issues are being discussed.
- c) A communication plan will guide the strategic marketing of PRACL's agenda in the community. PRACL will advocate for the issues that are important to the people we support to the local, national and international community.

Goals

- 1. Self advocates, families, staff and members are strategically involved in influencing the Powell River Community.**
- 2. We will choose partnerships that further the goals of the strategic plan.**

Strategic Objective #1

PRACL influences social and economic development in Powell River.

DELIVERABLE 09-10

Goal Two

- a) We will review our current involvement in external partnerships and restructure as necessary in order to maximize the value gained from the partnership work we are currently doing with other community organizations. Resources are limited and must be strategically used to reach our goals.

Goals

1. Self advocates, families, staff and members are strategically involved in influencing the Powell River Community.
2. We will choose partnerships that further the goals of the strategic plan.

Strategic Objective #2

Self advocates and families are actively involved in PRACL. Their interests inform the agency agenda.

DELIVERABLE 09-10

Goal One

- a) We will increase the membership of PRACL. We will target the families of children and citizens of Klamath County to be represented in our membership.
- b) We will involve members in committees with a view to widening the perspective of the Board and engaging members as potential members of the Board and a part of the Board of Directors succession planning.
- c) We will focus on increasing the attendance at general meetings. Attendance will be benchmarked, tracked and reported to the Board and Management.

Goal Two

- a) We will tailor feedback opportunities to meet the needs of constituents. We are currently testing the 360 degree performance review to see if it will give us adequate feedback. We will collaborate to find ways to increase the engagement of self advocates and families in giving feedback.

Goals

1. There is a significant increase in membership & diversity of our constituency.
2. The feedback and action loop is simplified and results are public.
3. There is a sense of ownership by members, self advocates, families and community

Strategic Objective #2

Goals

Self advocates and families are actively involved in PRACL. Their interests inform the agency agenda.

DELIVERABLE 09-10

Goal Three

- a) We will create an annual event specifically designed to meet the interests & needs of families & self advocates in response to their input.
- b) We will continue to ask the membership for their input and feedback to ensure their needs are being met.

- 1. There is a significant increase in membership & constituency in the Association**
- 2. The feedback and action loop is simplified and results are public.**
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Strategic Objective #3

An array of services are marketed to individuals and organizations.

DELIVERABLE 09-10

Goal One

- a) We will offer the possibility of supported apartment living to at least 2 new individuals.
- b) We will find new living options in keeping with the choices of individuals and where possible their families for 3 individuals currently living in group homes.
- c) We will develop Individualized funding systems including host agency services for our constituency and train employees to ensure that the families and self advocates are informed of their options.

Goal Two

- a) We will create a 5-10 year facility maintenance and development plan that provides clients with quality choice in where they live and maintains the value of maximum community integration. This may include more accessible group homes, completion of the JPC renovation, a supported apartment complex and other new strategies. It will also include necessary ongoing maintenance strategies and a capital financing plan to complement it. Financial stability and strength are underpinnings of this strategy.

Goals

1. Systems are tailored to ensure that we meet the needs of individuals.
2. Strategies are developed that ensure quality services for years to come.

Strategic Objective #4

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

DELIVERABLE 09-10

Goal One

- a) We will complete the work on the recruitment and retention project.
- b) We will complete the job description project
- c) We will Increase the congruence of HR practices to core values and principles.
- d) We will connect the day to day work to core values and principles.

Goal Two

- a) We will complete the scheduling set up of the ComVida payroll system with the expectation that time staff spend scheduling will be reduced, increasing attention to clients.
- b) We will ensure training for staff in Non-Violent Crisis Intervention in order to reduce risk of injury.

Goal Three

- a) We will develop a succession plan for the management team.
- b) We will review forms and processes with a view to streamlining them.
- c) We will work to sustain the CSW program in the community.

Goals

1. There is an increased interest in working and volunteering for PRACL.
2. Work environments are comfortable and support the work of staff.
3. Increased stability of work force.
4. Staff are highly motivated , engaged and empowered.
5. We have entrenched celebration and reflective practices so we learn from our experiences

Strategic Objective #4

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DELIVERABLE 09-10

Goal Four

- a) We will review feedback on orientation and facilitate the implementation of a new orientation process.
- b) We will 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.
- c) We will create at least one self directed work team.
- d) We will increase employee engagement in staff appreciation events & other PRACL hosted events.
- e) We will continue to use the staff survey to measure staff satisfaction, to analyze the results and to work with management to develop an active plan in response .
- f) We will offer communication skills training with a view to reducing conflict on all levels and creating sustainable ongoing working relationships.
- g) We will increase our coaching skills.

Goals

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Strategic Objective #4

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DELIVERABLE 09-10

Goal Five

- a) We will model and encourage reflective practices that increase openness, self awareness and evaluation of our work.
- b) We will allocate time at our meetings to acknowledge each other for our accomplishments and evaluate our work and learn from our mistakes.
- c) We will organize a party to celebrate our 2010 accreditation.

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Exercise

- Divide into groups
- Answer the Question

What can I do in my role as a PRACL employee to help PRACL be successful in achieving this goal?

