

Improving services
through our



Strategic Plan 2011 - 2014

Workforce

Develop an electronic employment application process for efficiency and timeliness.

Implement a mentoring process for new staff.

Communicate to new staff our commitment to further develop their professional skills.

Improve effectiveness of staff training through evaluation of methods.

Improve benefits and wages to retain quality staff.

Promote "Thumbs Up" and other activities to encourage healthy relationships among staff.

Prepare for transition of leadership in the next five to ten years.

Review and revise Village staff events to create opportunities for building employee connections.

Find ways to tap the special skills, interests and unique capabilities that staff possess.

Wellness

Encourage higher participation in wellness activities by staff and individuals we support.

Expand focus to present holistic approach to wellness (physical, emotional, mental, spiritual).

Reduce barriers, to make it simple and easy for all Village individuals to make healthy choices.

Create opportunities to participate in health fairs, study groups and mini wellness sessions with experts.

Investigate the creation of an Employee Assistance Program (EAP).

Modify Village culture to put food in a more healthy perspective.

Services

Achieve licensing of Adult Day Care.

Expand Adult Day Habilitation to accommodate individuals losing Pre-Vocational Services.

Develop assessment process for service models.

Explore group respite for children.

Work with area counties and DHS to explore creation of residential Crisis Settings.

Develop small residential settings for individuals, using Money Follows the Person funding.

Technology

Create a roadmap for the continued development of the Village's electronic documentation process.

Increase the capacity for access to documents throughout the Village.

Extend computer access to additional Village staff.

Extend email access to all Village employees.

Evolve our use of various technology resources to keep up with current technology needs.

Expand the availability for computer technology for persons served.

Evolve our hardware strategy to adjust to our changing technology needs.

Financial & Fundraising

Achieve endowment and reserves equal to our annual operating budget.

Open outlet for premium goods at a separate location from the Village General Store.

Open a thrift store in Fort Dodge, with the support of volunteers.

Evaluate potential of opening additional stores in other towns.

Conduct "Planned Giving" campaign.

Evolve fundraising through technology and social networking.

Encourage greater personal responsibility in efficiency of operations, including renewal of the "Switch Our Thinking" campaign.

Quality

Training

Implement advanced training for select staff in Applied Behavior Analysis.

Involve staff in College of Direct Support online study.

Develop capacity to better support individuals with interfering behaviors.

Identify and implement a study program for leadership staff.

Involve staff in training to improve support for individuals with Traumatic Brain Injuries.

Culture

Create a booklet that describes important traits of Village staff, to help shape a positive Village culture.

Support supervisors in developing their supervisory and coaching skills.



Opportunity Village commits to excellence in service to individuals with disabilities.