



Futures Explored PATH Plan

Participant Development: “Empowering individuals to live fully included lives in the World.”

Participant Priority:

- The Person!
 - Fully Staffed
 - Well-Trained Staff
 - Financially Secure
- Use Person Centered Approach {applying/implementing}
- Well-Defined Services/Transportation
- Involve Support Teams {open houses}
- Fluid movement from one service to next
- Jobs, if desired
- Community Engagement/Access;

Participant First Steps:

- Person Centered Planning training for Program Staff
- Advocate for positive outcome of rate study {video, CAC, letters, Phone Calls, etc.}
- Expand Recruitment Services {Zip recruiter, collages, idealist.org, work for good}

Participant Development Goals:

- By 9/30/18, Person Centered Planning training for all management staff to understand.
- By 3/31/19, Reduce our staff position vacancies by 50%.

Resource Development: “What Resources does Futures need to support included lives for folks?”

Resource Priority:

- Financial Stability

Resource First Steps:

- Identify Internal Resources
 - Grant Writer
 - Families
- Reach out to external resources
 - Other agencies {non=profits}
- Each site identify cost saving measures and income possibilities {donations, etc.}
- Education on our Financials
- Supporting individuals to access all resources available to them, {RCEB, DOR, etc.}



Resource Development Goals:

- By 9/30/18, Educate all Program Directors and Coordinators as to how each programs finances work by the Director of Finance.
- By 3/31/19, Explore and identify potential grant opportunities to support program goals and needs.

Community Engagement: “Fostering inclusive communities through awareness and partnerships.”

Community Engagement Priority:

- Build Community Connections
 - Jobs/Volunteer/Relationships/Real Access
 - Person Centered Goals
 - Direct Service Training
 - Less Reliant on Government Funding

Community Engagement First Steps:

- Person Centered Plan
 - Integrated into the ISP (Does Current ISP Set-up work?)
 - Train Staff to understand Person Centered Plan, etc.
- Build the Bridge to Connection
- Train Staff to build connections to follow through
- Funding Sources – Grants, fundraising, etc.

Community Engagement Goals:

- By 9/30/18, Identify Program challenges that prevent the building of inclusive communities.
- By 3/31/19, Each region will hold at least one Community Engagement Activity.

Talent Development: “Empowering our workforce to collaborate with individuals to live included lives.”

Talent Priority:

- Existing staff first:
 - Clarity of responsibilities
 - Training Direct Service Professionals
 - Improved communications {easy policies & procedures}
 - 1:1 check-ins, coaching
- Look at alternative staffing options
- Develop competitive wages and how we package it

Talent First Step:

- Identifying challenges of each program
- Identifying training needs
- Streamlining Admin with program staff included



Talent Development Goals:

- By 9/30/18, Budget/Plan for additional Administrative Support for each Region.
- By 3/31/19, Explore, develop and implement alternative staffing options {scheduling, recruiting, etc.}

Process Development: “Refining and simplifying intra-agency communication and day-to-day operations.”

Process Priorities:

- Improve Technology
- Efficiency & Relevance of Training
- Well-Defined job duties

Process First Step:

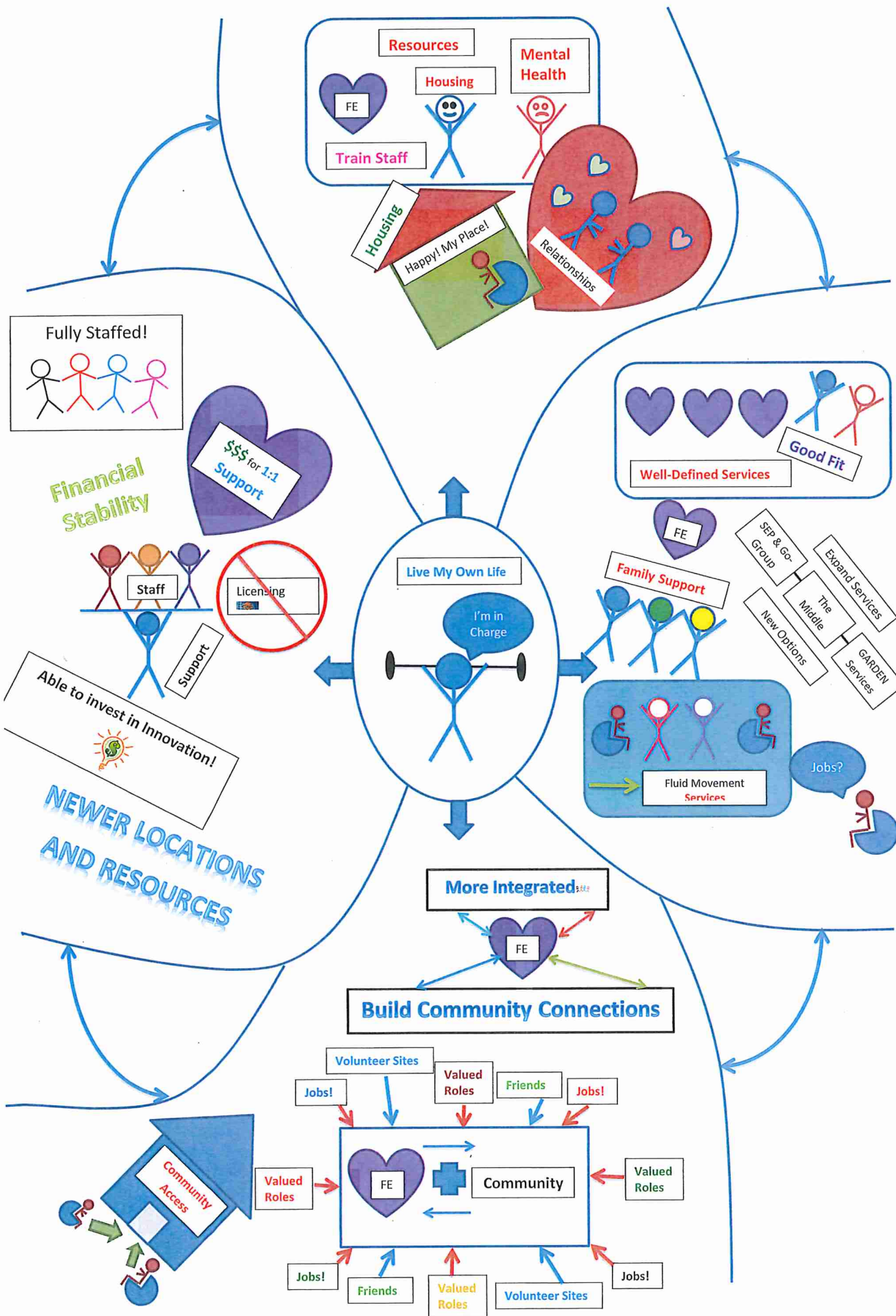
- Bring in consultant = IT/HR/Finance
- Identification of strength & skills of team (i.e. trainers)
- Determine Agency Wide Training Program
- ID Service Specific Training
- Keep training relevant (current) {review annually?}

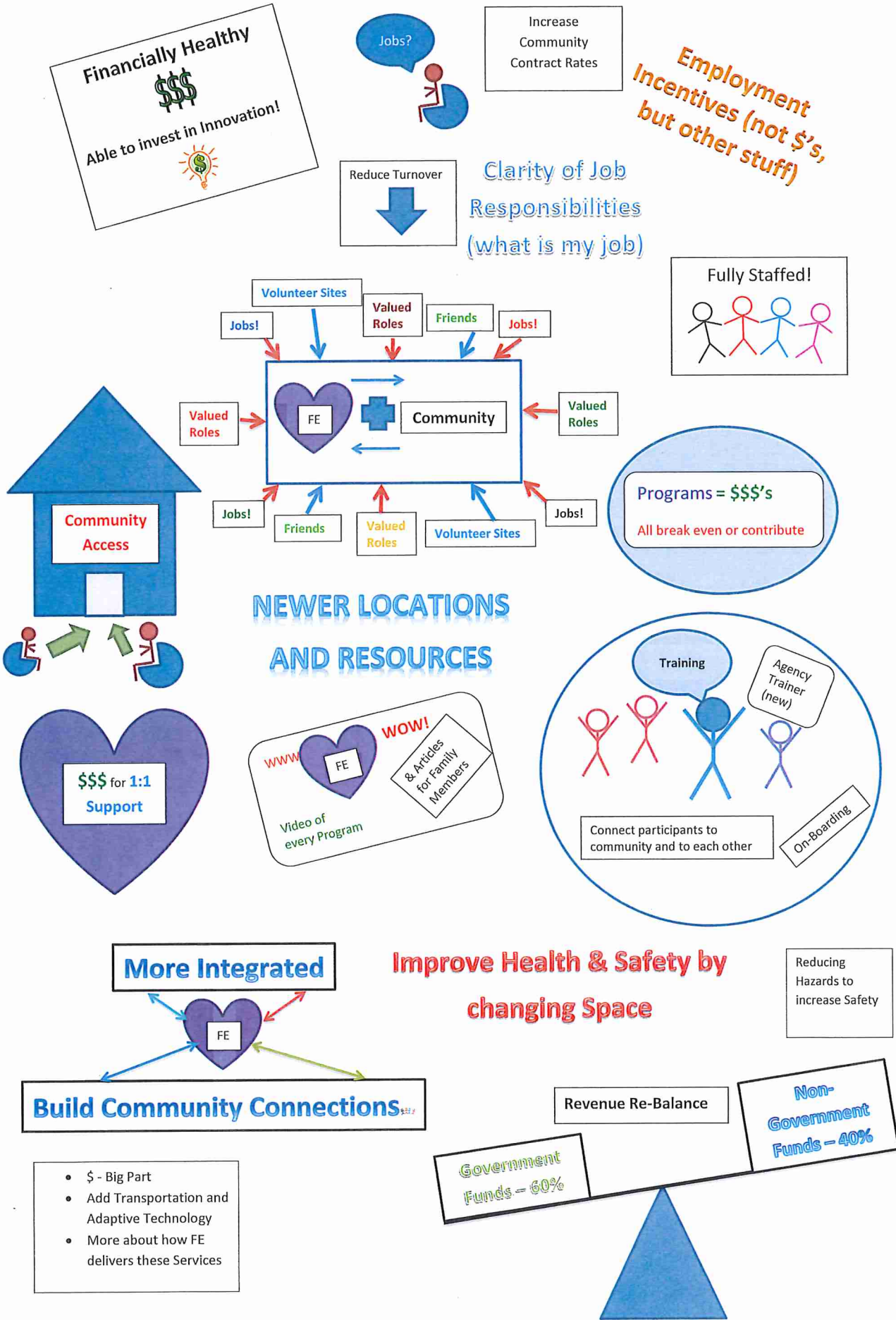
Process Goals:

- By 9/30/18, Develop “Program” specific 5 week training program {Including Agency wide training requirements}, {Focus on Competency Based}.
- By 3/31/19, identify our company wide information sharing platform.

Management Staff Support

- Simplified Communication
- “How Do We Know that?”
- Build Momentum
- Clarity of Management Jobs/Roles





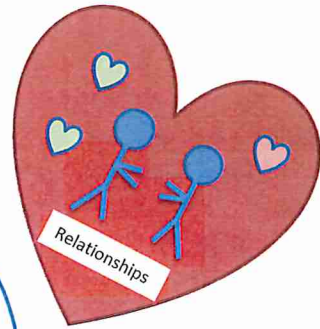
NEWER LOCATIONS AND RESOURCES

All Electronic Documents

Board Members ↑

Govt. not be a barrier to employment (social security)

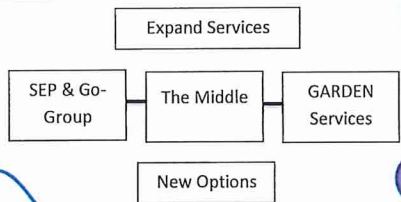
e-Documented Processes



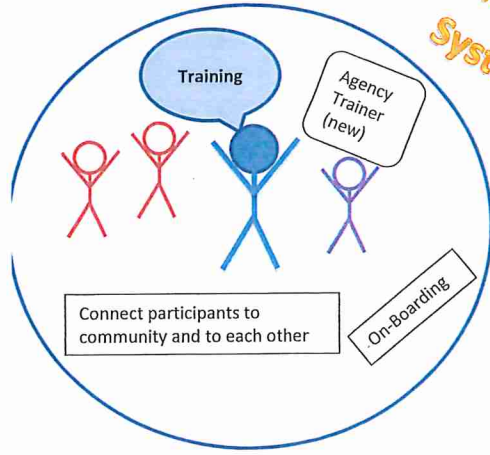
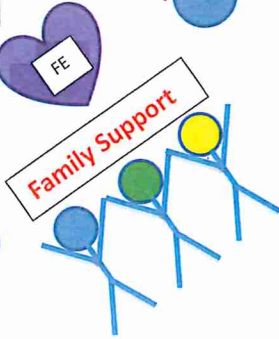
Cloud Based

More Integrated

Build Community Connections



Improved Communications and Systems

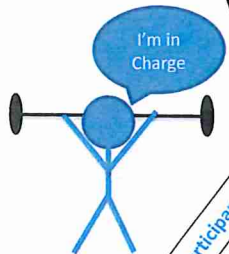


- Transportation
- Shared Community Outings amongst Programs Thru Shared Infor (i.e. Google Calendar)

Revenue Stream Imbalance??

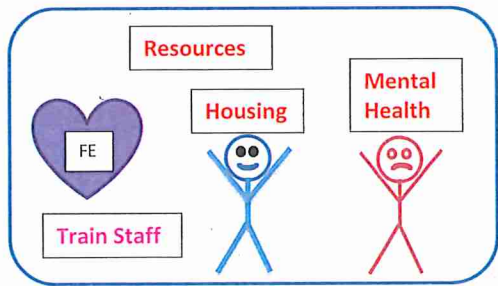
Non-Government Funds - 15%

Government Funds - 85%



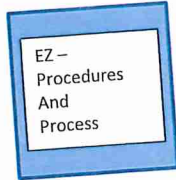
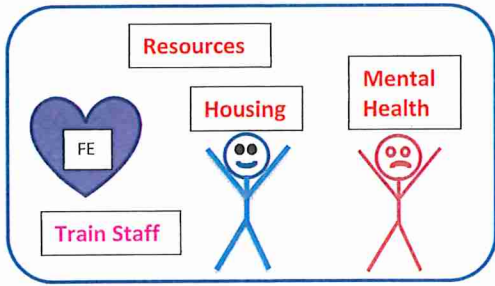
Live My Own Life

Strong Participant in charge



WOW! & Articles for Family Members
Video of every Program

Phone & Web site is Innovation that helps access community and visa versa (Internships!, Volunteering, Events in the Community)



DSP's recognized as a Professional!

Staff "I want to learn and grow!"

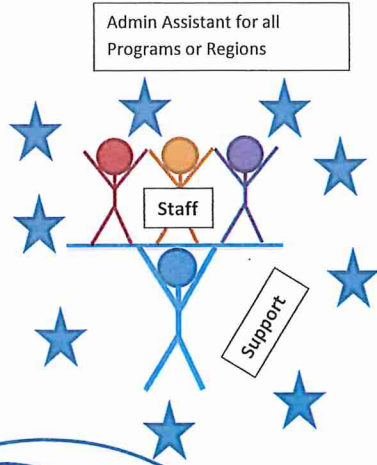
Look at Staffing
Options

**Improved
Communications and
Systems**

Simplifying
paperwork, Processes
and procedures

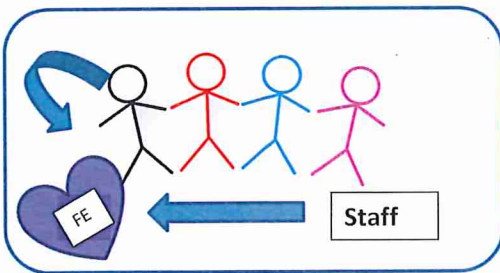
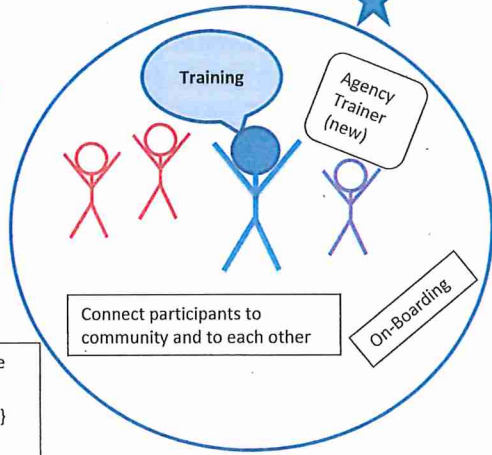
Training Programs -
"Tech
Savvy/Supported
Staff"

Employment
Incentives (not \$'s,
but other stuff)



**More IT
Support
Staff**

Clarity of Job
Responsibilities
(what is my job)



Refresh New Hire
Orientation
{Fun/Welcoming}
Relevant to Job
Training throughout
the year

Well Paid Staff -
"Liveable Wages"

Staff Appreciation/Recognition
Spread out thru the year
Gift Cards, Shout outs, Positive
check-ins

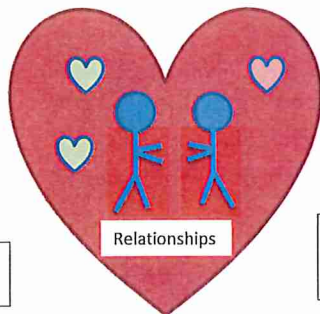
Cloud Based

Billable (TDS)
Training programs if computer is
down
Recruit staff who are tech-Savvy and
comfortable w/tech

Recruiters



Cross Train more
Staff {all?}



1 on 1 check-ins and
coaching with staff

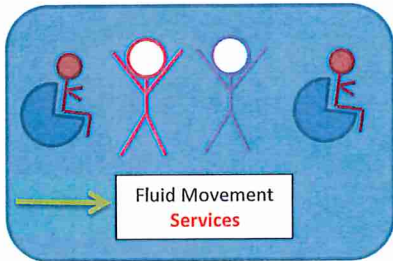
Process Development: "Refining and simplifying intra-agency communication and day-to-day operations."

EZ - Procedures And Process

Fully Staffed!

More Integrated

All Electronic Documents



Build Community Connections

e-Documented Processes

~~Blue envelope icon~~
CROSS TRAIN ADMIN STAFF

Low Cost \$'s High Cost

Easy to Implement	Low Hanging Fruit Low Cost/Easy to Implement	Easy to implement, but may require investment
Difficult to Implement	Low Hanging Fruit But challenging to implement	Challenge to implement and often requires significant resources.

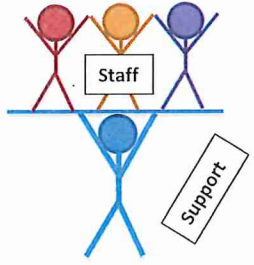
Smart Phone Manager

Improved Communications and Systems

WOW!
FE & Articles for Family Members
Video of every Program

Housing
Happy! My Place!

Training Programs - "Tech Savvy/Supported Staff"



~~Licensing icon~~

Cloud Based

NEWER LOCATIONS AND RESOURCES

More IT Support Staff


Clarity of Job Responsibilities (what is my job)

Consumer Action Committee – Living Fully Included Lives

Educate First Responders

- Police
- EMT's
- Firefighters

CAC ✓



Sex Education – Training Support



CAC ✓

GARDEN Snoozelen – More Staff

Sacramento Advocacy – Educate our Elected Legislators!

Better Outreach/Ads to the Community

Increase Trips/Travel options

- London/Washington DC
- Dallas
- Disneyland
- Rent Camp Harmon/Krem

/DD SUMMIT FOR EVERYONE!

Work on Community Acceptance of Relationships

Trainings

Happy! My Place!



More Trainings on Housing Options



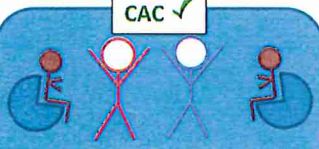
Community Opportunities

More Volunteer/Internship Options

Support for Aging Folks

- Choice

CAC ✓




Consumer Mentor Program

Educate young children about disabilities to increase Acceptance and Inclusion

CAC ✓

Visit Other Programs
(Accessibility can be an issue)

Transportation/Access



CAC ✓

Increase interactions with Non-Program folks!

SUPPORT STAFF WILL BE MORE FLEXIBLE/SUPPORTIVE

Ensure Rights are Supported!

Better Communication (Overall), Increase options to communicate!!

Better Wages for Staff !!

CAC ✓




CAC ✓



Earnings for our folks

CAC ✓



Increase Voting Accessibility

Life Skills Support