

TARGETED OUTCOMES

TARGET #1

Create fiscally mindful staffing plans for all teams.

Actively seek out new grant opportunities to increase enrollment in all programs.

Review monthly financials in leadership meetings.

Implement a strategic system for fund raising.

TARGET #2

Refine policies and procedures in training and program manuals.

DSP representation at middle management level.

Enhance trainings taught by the people we support.

Develop a Tier system for DSP's based on education and experience.

TARGET #3

Conduct meetings and coordinate services with community partners through outreach activities.

Advertise and implement parenting classes open to the community.

Increase community involvement and interaction in an organic setting and way.

TARGET #4

Provide coaching, training opportunities and mentorship for supervisors.

Create/ implement thorough training guides for all positions.

Implement activities and resources that promote team building agency wide.

Create a responsive recruitment system for applicants.

DSPs are thoroughly trained and supported through reflective supervision.

TARGET #5

Rebrand Website.

Utilize FCS SharePoint/ Intranet for all forms, important information and agency events.

Strategic content schedule for social media platforms.

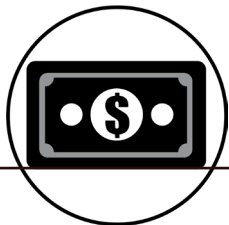
Implement a family portal.

E-Faxing through AlayaCare.

Create a robust QA and compliance program.

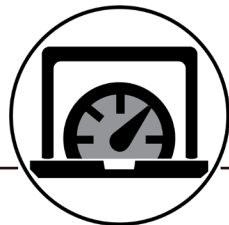


STRATEGIC GOALS



GOAL #1

Align resources to be fiscally sustainable and efficient



GOAL #2

Align organizational culture with Alaska's Shared Vision



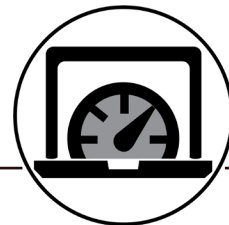
GOAL #3

Practice community outreach, education, and inclusion



GOAL #4

Create a work environment where people are successful



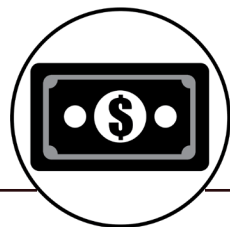
GOAL #5

Improve effectiveness using technology

VISION:

To create a culture that supports, celebrates, and promotes self-determination toward meaningful lives.

PRIORITIES



PRIORITY #1

Education & awareness between the heart and business of FCS

Identify revenue generating opportunities

Track and report service utilization accurately and efficiently



PRIORITY #2

Refine forms, policies & practices to match person directed services

Educate individuals we support on system changes and reform

Communicate FCS service philosophy



PRIORITY #3

Promote service options

Increase provider associate presence

Focus on integrated services and activities in the community

Identify shared training, education awareness activities



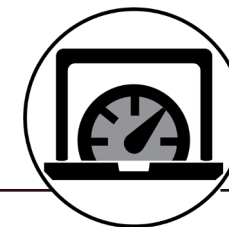
PRIORITY #4

Develop professional workforce through strategic planning

Support the development of leaders

Develop systems of support for new employees

Promote, practice recognition and teambuilding



PRIORITY #5

Use technology to improve communication

Utilize assistive technology to enhance independence

Implement electronic health record system

Explore digital archiving and records management systems