

Ukiah Valley Association for Habilitation (UVAH) Strategic Plan Years 2017-2020

<p>2. Implement Competitive Integrated Employment (CIE) agency wide.</p>	<p>A. Create a Community Action Team (CAT)</p> <p>B. Create CIE blueprints, Local Partnership Agreement (LPA) with Department of Developmental Services (DDS), Department of Rehabilitation (DOR), Redwood Coast Regional Center (RCRC) and local education agencies including CDE.</p> <p>C. Develop a plan to increase agency-wide job development activities</p> <p>D. Increase paid internships for clients to work outside of Mayacama.</p> <p>E. Identify additional employers.</p> <p>F. Identify incentives for potential employers (CIE).</p>	<p>Year 1</p>	<p>Sharrae</p> <ul style="list-style-type: none"> • Kristina • Sean
<p>3. Educate and empower potential clients through increased interagency collaboration</p>	<p>A. Utilize MITT (Mendocino Interagency Transition Team) for more enhanced coordination & sharing of agency service information with community partners and potential clients.</p> <ol style="list-style-type: none"> 1) Develop an MOA with Ukiah Unified School District that includes education for students regarding employment and internship choices and improves transition planning. 2) Work with community partners to develop an updated resource packet that details all client employment services available. 3) Utilize common language at collaborative meetings that is consistent with current mandates. 4) Strengthen UVAH staff collaboration, specifically with school counselors & teachers, to support informed 	<p>Years 1 & 2</p>	<p>Kristina</p> <ul style="list-style-type: none"> • Sean • Sharrae

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	choices among their students		
4. Expand & strengthen the agency workforce	<p>A. Develop & implement a staff Recruitment Plan</p> <ol style="list-style-type: none"> 1) Develop a recruitment policy and procedure for new paid & volunteer staff & interns 2) Develop Internships with high schools and college – paid & volunteer. 3) Offer summer and/or weekend work to junior and high school students – paid & volunteer. 4) Research licensing issues <p>B. Develop a Board Training Plan</p> <p>C. Develop a Staff Succession Plan</p> <ol style="list-style-type: none"> 1) Draft plan will include all positions with expected staff turnover 2) Identify all roles & responsibilities in implementation 3) Draft to Directors for input, review & finalization <p>D. Implement Staff Cultural Diversity Training per current Staff Training Plan</p>	Year 1	<p>Pam</p> <ul style="list-style-type: none"> • Fiscal • Treasurer <p>Pam & Full Board</p> <p>Barbara</p> <ul style="list-style-type: none"> • Board Succession Plan Committee
5. Develop an agency-wide fundraising plan for the next 3 years.	<p>A. Form a Board Subcommittee to develop a Fundraising Plan that will incorporate the following:</p> <ol style="list-style-type: none"> 1) Explore local funding sources: i.e., Sheriff's Office. 2) Develop local MOU's with other programs/agencies. 3) Identify new sponsor relationships: i.e., Costco, In and Out 	Years 1-3	<p>Ann</p> <ul style="list-style-type: none"> • Pam

