| **Objectives** | **Actions** **(Short/long Term)** | **Current Status** | **Next Steps** | **Monitoring**  |
| --- | --- | --- | --- | --- |
| 1. **Training for all levels supervisory staff to move services from “Legacy” based services to community based services. (Progressive)**
 | **Short Term:** Determine possible progressive services through a committee of DSPs and people we support together with the Development and Planning department.**Long Term:** Set up training for supervisory staff on moving away from “legacy” services towards more progressive services through Education and Training involving DSPs. Greater “buy-in” from DSPs and people we support regarding services provided and the value of their input. | Target Date:Establish Committee:8/31/2015Develop Training:2/2016 |  |  |
| 1. **Develop support networks for families and DSPs as well as increase family satisfaction.**

**(Person Centered- Family Based)** | **Short Term:** Hosting meetings and luncheons for families to interact and meet each other on a smaller programmatic level. Hold events within programs and invite family members (ex: holiday parties at residences, birthdays). | Target Date:Begin meetings/lunches:9/2015 | Work with Joanna Greco as the volunteer Family Advocate. |  |
| **Long Term:** Coordinate closely with already existing parent advocate groups and develop new relationships with family members of the people we serve |
| 1. **Create a culture of Core Values within the Agency (Integrity)**
 | **Short Term:** Incorporate the Core Values into the interview process and develop a cross walk between the agencies Core Values and OPWDD’s Core Competencies.**Long Term:** The culture of Core Values will be strengthened and the essence of Core Values will be embraced by all employees on a daily basis. | Target Date:Fall 2015Ongoing |  |  |
| 1. **Market the agency as a great place to have a career. Retain staff. Increase visibility of the agency and highlight the positive aspects. (Dedication)**
 | **Short Term:** Less open positions. Focus on the staff who are highly satisfied. Continue the current recruitment efforts. Involve DSPs in the interview process. | Target Date:Ongoing | Survey staff regarding the positive aspects of their positions and areas to highlight for recruitment. |  |