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
Participant Development – Empowering Individuals to live fully included lives in the world.

- **Resources**
  - Housing
  - Mental Health
  - Train Staff

- **Fully Staffed!**
- **Financial Stability**
  - $55 for 1:1 Support
- **Able to invest in Innovation!**

- **Newer Locations and Resources**

- **Live My Own Life**
  - I'm in Charge
  - Family Support
  - Fluid Movement Services

- **More Integrated**
  - FE
  - More Community Connections

- **Build Community Connections**
  - Volunteer Sites
  - Valued Roles
  - Friends
  - Jobs!

- **Community**
Resource Development: "What Resources does Futures need to support included lives for folks?"

**Financially Healthy**

- $\$\$\$
- Able to invest in Innovation!

Jobs?
- Increase Community Contract Rates
- Reduce Turnover

Clarity of Job Responsibilities (what is my job)

- Fully Staffed!

Community Access

- Volunteer Sites
- Jobs!
- Friends
- Valued Roles

WOW!

WWW

- Video of every Program
- Triad for family members

NEWER LOCATIONS AND RESOURCES

- Programs = $\$\$’s
  - All break even or contribute

More Integrated

- Feature

Build Community Connections

- Revenue Re-Balance

Improve Health & Safety by changing Space

- Reduce Hazards to Increase Safety

- $ - Big Part
- Add Transportation and Adaptive Technology
- More about how FE delivers these Services

Non-Government Funds - 40%
Talent Development: "Empowering our workforce to collaborate with individuals to live included lives."

- **Resources**
  - Housing
  - Mental Health

- **Train Staff**
  - FE

- **Improved Communications and Systems**
  - Simplifying paperwork, processes and procedures

- **Look at Staffing Options**
  - Admin Assistant for all Programs or Regions
  - Support

- **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)**

- **Well Paid Staff - "Liveable Wages"**
  - Fully Staffed!

- **Recruiters**
  - Cross Train more Staff (all?)

- **Full Staff**

- **Cloud Based**
  - Refresh New Hire Orientation (Fun/Welcome)
  - Relevant to Job Training throughout the year
  - Staff Appreciation/Recognition Spread out thru the year Gift Cards, Shout outs, Positive check-ins

- **DSP's recognized as a Professional**
  - Staff "I want to learn and grow!"

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

- **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
- Build Community Connections

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<tr>
<th>Low Hanging Fruit</th>
<th>Easy to Implement, but may require investment</th>
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<td>Low Cost/Easy to Implement</td>
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<td>High Cost</td>
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- CROSS TRAIN ADMIN STAFF
- Video of every program
- WOW! FE

- Training Programs - "Tech Savvy/Supported Staff"

- Cloud Based
- Happy! My Place!

- 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

- Sex Education – Training Support

- Sacramento Advocacy
  - Educate our Elected Legislators!

- Work on Community Acceptance of Relationships

-ؿ Increase Travel/Travel opportunities
  - London/Washington DC
  - Alaska
  - Nevada
  - Camp Harmony/Ken

- IDD SUMMIT FOR EVERYONE!

- More Volunteer/Internship Options

- Support for Aging Folks
  - Choice

- Consumer Mentor Program

- Educate Young children about disabilities to increase Acceptance and Inclusion

- Visit Other Programs

- CAC

- Ensure Rights are Supported!

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

- Better Wages for Staff!!

- Earnings for our folks

- Life Skills Support

- Transportation/Access

- Increase interactions with Non-Program folks!

- Support Staff will be More Flexible/Supportive

- Increase Voting Accessibility