



**ST. LOUIS OFFICE FOR  
DEVELOPMENTAL  
DISABILITY RESOURCES**

## **STRATEGIC PLAN 2019-2021**

### **MISSION**

To ensure individuals with developmental disabilities in the City of St. Louis have quality services, choices and full inclusion.

### **VISION**

An inclusive community that maximizes individual abilities.

### **VALUES**

*Support* - We identify and provide assistance to individuals in reaching their greatest potential.

*Self-Determination* - We ensure that individuals have the right to participate in planning their own future and selecting their own supports.

*Choice* - We ensure that individuals have the opportunity to choose the services and providers that will meet their specific needs.

*Stewardship* - We administer public funds fairly, with openness and integrity.

*Responsiveness* - We are effective, efficient, accessible and act in a timely manner.

*Partnership* - We support these core values through partnerships with individuals, providers, the community and other funders.

*Respect* - We respect every individual.

### **STRATEGIC PRIORITIES, GOALS AND OBJECTIVES**

As St. Louis Office for Developmental Disability Resources (DD Resources) works to achieve its mission and vision, it has identified four key strategic priorities to address over the next three years.

#### **1. Credibility and Accountability**

DD Resources will continue to build agency awareness, credibility and accountability so that provider agencies, and others in the community, know, trust and respect our work. The agency intends to continue to operate in a transparent, inclusive, open manner in order to build strong relationships and ensure quality services.

## **2. Changing Funding Landscape**

DD Resources must be prepared for changes in funding that will affect services for individuals with developmental disabilities, including the probable shift to managed care, the aging DD population, and the changing needs of provider agencies. Being prepared for the changes to come will allow DD Resources to make adjustments and be responsive to provider agencies and consumer needs.

## **3. Partnerships and Collaborations**

In order to provide the most relevant and accessible services, DD Resources will continue to develop partnerships and collaborations to meet the needs of the DD population. This will help maximize resources as well as ensure quality and accessible services.

## **4. Board Engagement**

The Board of Directors has an important role to play in financial and services oversight as well as in promoting DD Resources. Doing this in the most efficient and effective manner will ensure the agency demonstrates the highest level of management and accountability.

## **GOALS AND OBJECTIVES**

The following goals and objectives reflect DD Resources' key strategic priorities.

### **Credibility and Accountability**

#### **Goal 1: Strengthen relations with provider agencies to ensure quality services in meeting consumers' needs.**

Objective 1.1.: Work with providers and consumers to determine how best to meet gaps in services.

Objective 1.2: Evaluate our monitoring system of agencies and make changes to processes and procedures if necessary.

Objective 1.3: Provide DD Resources staff with the appropriate training and tools to ensure proper oversight and support to provider agencies.

Objective 1.4: Increase opportunities for providers to network and build relationships with DD Resources and each other.

#### **Goal 2: Develop communication strategies to educate and inform the community about DD Resources and the needs of individuals with developmental disabilities.**

Objective 2.1: Define target communities and messages.

Objective 2.2: Identify and implement strategies to communicate with key markets.

Objective 2.3: Determine an appropriate advocacy role for DD Resources and corresponding activities.

### **Changing Funding Landscape**

#### **Goal 3: Explore additional public support to fulfill DD Resources' mission.**

Objective 3.1: Consider an effort to increase the tax levy.

Objective 3.2: Research options for federal grants for specific purposes (e.g. R&D, training, etc.)

#### **Goal 4: Monitor and prepare for changes in managed care.**

Objective 4.1: Continue working with the Department of Mental Health (DMH) and the Missouri Association of County Developmental Disability Services (MACDDS) to provide input on changes and position the organization to be a preferred provider.

Objective 4.2: Continue to monitor targeted case management to ensure quality and effectiveness of services.

Objective 4.3: Work with other SB40 Boards to consider a regional approach.

#### **Goal 5: Identify ways to leverage existing resources to reach more consumers.**

Objective 5.1: Examine ways to be more effective in allocating resources.

### **Partnerships and Collaboration**

#### **Goal 6: Create ways to maximize resources and meet consumer needs through partnerships and collaboration.**

Objective 6.1: Identify and facilitate ways for provider agencies to work together.

Objective 6.2: Continue collaboration with the regional SB40 organizations to improve quality and efficiency of services and increase impact for consumers in the region.

Objective 6.3: Identify non-DD potential community partners that could help support providers and/or DD Resources' mission. (e.g. training, technology resources)

### **Board Engagement**

#### **Goal 7: Implement best practices for board leadership and engagement.**

Objective 7.1: Evaluate the practices of the current structure, including committees, and modify as needed.

Objective 7.2: Develop and ensure implementation of policies and practices for governance that hold the board accountable for its role and responsibilities.

Objective 7.3: Develop and implement an on-going process to identify, train, educate and engage board and committee members.