

SPIN Thematic Goal 2021



SPIN Strategic Plan 2021-2024

Why We Exist

We believe all people deserve A Life of Possibilities

Our Core Business

Lifespan services for families and their loved ones

- Early Intervention
- Early Childhood Education
- Transition Services
- Residential Services
- Lifesharing Services
- Autism Services
- Employment Services
- Behavioral Health Services
- Community Participation Supports
- Recreation Services

Vision

A world that values, respects and includes everyone

SPIN Brand Promise

- People & Family First Services
- Professionalism always
- Performance excellence
- Highly engaged, productive employees

Where We Serve



Hallmarks

Accredited and Acclaimed:

- Autism Center of Excellence
- STAR 4 Early Childhood Education
- Residential Behavioral Health Program
- Top Workplace
- Employer of Choice
- Healthy Workplace
- Top Training Organization

"Without courage we cannot practice any other virtue with consistency. We can't be kind, true, merciful, generous, or honest."
- Maya Angelou

SPIN Celebrating 50 Years

Thematic Goal & Action Plan 2020-2021

Recover from the Coronavirus Pandemic

Action Plan

- Establish and Achieve Health & Safety Quality Standards that Secure Stakeholder Confidence**
 - Develop a comprehensive Health & Safety Plan
 - Train all employees on the plan
 - Communicate the plan to all stakeholders
- Assess and Reimagine People-First Opportunities**
 - Develop a framework for evaluation
 - Reimagine Person-Centered plans
- Remain an Employer People are Proud to Work for**
 - Listen, see, learn and change to address racial injustice
 - Create a Workforce Development Plan
 - Align recruitment, engagement, compensation & performance evaluation with an outward mindset that assures diversity & inclusion
- Strengthen Financial Stability and Sustainability**
 - Maximize efficiencies
 - Maximize revenues
- Unite and Connect People through the Universal Use of Technology**
 - Develop data-warehouse and mobile analytics reports
 - Leverage mobile-friendly technology to improve the lives of people
- Develop and Implement a Comprehensive Communication Plan**
 - Create a Communication Plan that addresses all stakeholders
 - Optimize internal and external resources to execute the communication plan







SPIN Three Year Priorities

Priorities: 2021-2024

- Achieve excellence in all core services and operations
- Cultivate a high quality, engaged workforce
- Participate in changing the service system to be more person centered
- Embed racial justice into every facet of our organization
- Become a trauma informed organization
- Expand access and use of technology resources to increase independence and connection



Moving forward... together

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."
- Audre Lorde