

FamilyWise Strategic Plan Summary Chart | 2017-2020



Vision: A community where every child thrives.

Mission: Strengthening families by promoting the safety, stability, and well-being of children

Core Values: Safety and well-being | Ability to change and succeed | Accountability | Integrity and trustworthy | Collaboration | Honor Diversity

Goal #1	Strategies	Due Date	Person(s)
Determine Scope: Expansion or contraction of programs in alignment with mission.	Geographic expansion (Dakota, Scott, and Wright counties are targeted counties)	Q10	E.D. & Program Director
	Expansion of programs into correctional systems (women's prisons) and into targeted schools	Q12	E.D. & Program Director
	Expansion of Supervised Visitation Q2 <ul style="list-style-type: none"> • Training of non-professionals (parents, foster parents) in Supervised Visitation • Expand sites • Pursue accreditation 	Q8 Q12 Q5	
	Key Strategy 1 Develop criteria for expansion and contraction of services	Q1	Leadership team and board
	<ul style="list-style-type: none"> • Conduct risk assessment 	Q5	Leadership team and board
	Key Strategy 2 Create new intensive program for parents that recidivate in child protection	Q11	
	<ul style="list-style-type: none"> • Research need, methods, model, theory of change and funding source 	Q3	E.D. and Program Director

	<p>Key Strategy 3 Refresh teen parent programming including partnerships and curriculum</p>	Q4	Program Director and Manager
	<p>Key Strategy 4 Training other professionals</p>	Q9	Associate Director and Program Director
	<ul style="list-style-type: none"> • Explore business model for High Fidelity Wrap Around professionals • Provide training to other High Fidelity Wrap Around Providers 	Q9 Q11	Ass. Director & Program Director
Goal #2	Strategies	Due Date	Person(s)
Enhanced quality in core competencies to achieve mission impact.	<p>Key Strategy 1 Update parent coaching curriculum</p>	Q2	Program Director and Mgr
	<p>Key Strategy 2 Revise outcome based evaluation tools and systems</p>	Q9	Manager's Team
	<p>Key Strategy 3 Formalize training and onboarding for staff</p>	Q5	Program Director
	<ul style="list-style-type: none"> • Refine hiring criteria for each position 	Q2	Managers' Team
	<p>Key Strategy 4 Integrating intergenerational trauma into our model of care</p>	Q6	E.D. and Program Manager
	<ul style="list-style-type: none"> • Training staff on intergenerational trauma informed care 		

Goal #3	Strategies	Due Date	Person(s)
Develop workforce and leadership strategies to advance best practices.	Key Strategy 1 Invest in staff and intern trainings and expertise.	Q8	E.D.
	<ul style="list-style-type: none"> • Develop structure and framework; credentialing 	Q6	E.D. and leadership team
	<ul style="list-style-type: none"> • Target investments to staff focus areas (autism) 	Q8	
	Key Strategy 2 Identify high potential staff and interns to create pathway for professional development	Q5	E.D and leadership team
	<ul style="list-style-type: none"> • Create 2 pathways; individual contributor as subject matter expert and managerial tract 	Q7	Associate Director
	Key Strategy 3 Equity and Inclusion		Leadership team & board governance
	<ul style="list-style-type: none"> • Create a plan to increase diversity in leadership, staff and board 	Q2	Leadership team & board governance
	<ul style="list-style-type: none"> • Identify the barriers for recruiting a diverse staff, leadership team 	Q1	Leadership team & board governance
	<ul style="list-style-type: none"> • Continue to advocate and negotiate with counties regarding degree requirements when hiring multi-cultural staff with rich experience 	Q12	E.D.
	Key Strategy 4 Formalize training and onboarding for new board members	Q3	Board Governance

Goal #4	Strategies	Due Date	Person(s)
Engage community to increase support of mission.	Key Strategy 1 Leverage data and information to influence change.	Q10	E.D.
	<ul style="list-style-type: none"> Develop a portion of communications plan to increase understanding of poverty, systems, barriers, and education 	Q5	Dev. Of.
	<ul style="list-style-type: none"> Revise social media strategy and increase media presence 	Q7	Exec. Asst.
	<ul style="list-style-type: none"> Increase staff public speaking opportunities regarding agency expertise in child welfare services 	Q9	Dev. Of.
	<ul style="list-style-type: none"> Prepare stakeholders to be ambassadors for the organization 	Q3	Dev. Of.
	Key Strategy 2 Increase volunteer opportunities across the organization	Q10	Associate Dir.
	<ul style="list-style-type: none"> Develop new volunteer job opportunities: market those opportunities 	Q8	Vol. Coord.
	<ul style="list-style-type: none"> Create a volunteer training for staff so they feel competent and confident to supervise volunteers 	Q5	Vol. Coord.
	Key Strategy 3 Focus on increased fundraising for pilot programs, enhancements, and initiatives	Q3	E.D.
	<ul style="list-style-type: none"> Increase number of individual donors through donor cultivation strategies: corporate partnerships, volunteerism, and marketing 	Q6	Dev. Of.
	Key Strategy 4 Agency to become leader among child welfare organizations	Q10	E.D.
	<ul style="list-style-type: none"> Agency convenes efforts with providers 	Q3	E.D.