

North Bay Regional Center Strategic Plan 2009-2012

Mission

The purpose of North Bay Regional Center is to assist people in the North Bay area with, or at risk for, developmental disabilities to obtain services and supports they need to live as other people live in the community.

Focus

- Individuals with developmental disabilities who experience substantial barriers to successful community life as a result of their disability
- Children at risk for a developmental disability
- Families caring for a relative with a developmental disability in their home

Vision

Individuals with developmental disabilities are afforded equal opportunities for living independently, working productively, and living joyfully; they are accepted as valued members of our society.

Goals

1. Individuals achieve self-reliance and independence
2. Individuals achieve economic influence through employment
3. Individuals are the principal decision-makers in their lives
4. Family support services result in healthy family environments
5. Individuals and families have access to community resources

Three Roles NBRC will use to achieve its goals

Role 1: Service to Individuals and Families. NBRC's professional staff will assess critical individual needs and provide information, referral, and other supportive services.

Role 2: Collaboration with Organizations, Groups, and Service Providers. NBRC's Board and staff will strengthen NBRC's resource development role by building the capacity of the North Bay communities and organizations to meet the needs of individuals and families dealing with developmental disabilities, by disseminating information, and by linking public and private resources with these efforts.

Role 3: Provision of Community Leadership. NBRC's Board and staff will shape and integrate NBRC's services, research, and relationships to advance community capacity in order to achieve full participation of those with developmental disabilities. NBRC will develop a comprehensive public information program to engage and educate North Bay populace regarding community inclusion.

Strategies

Goal 1 Individuals achieve self-reliance and independence

- Communicate success stories that highlight independence and self-reliance
- Identify and buy best practices
- Identify metrics for performance and accountability
- Communicate clear short and long-term expectations to vendors
- Create opportunities between NBRC staff and vendors for dialogue that promotes development of innovative services and supports

Goal 2 Individuals achieve economic influence through employment

- Communicate clear short and long-term expectations with vendors
- Identify metrics for performance and accountability
- Collaborate with vendors in designing a new model for supporting employment that leads to financial independence and encourage and motivate vendors to transition to this service
- Educate employers about the benefits of employing people with disabilities and resources available to support them in doing so

Goal 3 Individuals are the principal decision makers in their lives

- Increase support for and awareness of self advocacy support groups and People First
- Promote self-advocacy in schools

Goal 4 Family support services result in healthy family environments

- Identify and buy best practices and educate families regarding best practices
- Identify metrics for performance and accountability
- Ensure Family training opportunities regarding least restrictive environment and dignity of risk
- Collaborate with Family Resource groups regarding parent outreach, education, and training

Goal 5 Individuals and families have access to community resources

- Promote community inclusion and emphasize the actual responsibility of generic resources to individuals and families
- Identify barriers to generic services and work with generic organizations (child care, camps, recreation services, mental health services, etc.) to address and overcome them
- Greatly expand parent education about what generic resources are available and how to access them

Values (Principles)

- Support choices
- Promote prevention
- Advocate same freedom and responsibilities
- Promote equal opportunity
- Respect diversity
- Promote life in the mainstream
- Recognize the dignity of risk through least restrictive supports
- Promote partnership
- Focus on the family
- Promote innovation
- Foster leadership
- Promote health and safety

Internal Priorities

Service Effectiveness, and Accountability

- Ensure that NBRC measure outcomes, satisfaction, and accessibility
- Establish an integrated process for reviewing metrics and service utilization

Human Resources

- Recruit and retain a culturally diverse and culturally competent workforce
- Ensure staff is aware of differences between the values they may hold and those of others, and how the resulting tensions can be ameliorated
- Ensure staff is well informed about NBRC's guiding principles, goals, and the policies and practices that implement them

Financial Stability

- Use information systems and practices to improve organizational effectiveness and efficiency
- Create a NBRC Foundation to support the mission of NBRC

NBRC Board approved 8/5/2009