



**Pathways to Independence  
Strategic Framework**

**Adopted January 25, 2016**

**Mission**

Pathways to Independence supports the development of skills that positively impact the lives of adults with disabilities who seek greater independence and social success.

**Vision**

Adults who need support in developing social and communication skills will enjoy a fullness of life through:

- Participating in a community which is accepting and offers choices
- Attaining self-realization, independent living, healthy habits and security
- Engaging in relationships utilizing good judgment
- Contributing to the community with a sense of purpose, passion and responsibility

**Operating Principle**

Through PTI programming, clients develop skills that translate to greater independence and success in achieving their vocational, personal, social, community, and volunteer pursuits. Families benefit because our participants experience more fulfilled lives and greater self-reliance. The community benefits because our clients are integrated into society through their vocational and social successes.

**Strategic Goals, Strategies, Objectives**

Goal 1	Enhance program delivery techniques to maximize skill development
Objectives	<ul style="list-style-type: none"><li>• Increase usage of evidence-based practice programming components</li><li>• Participants increase frequency of program participation</li><li>• Increase the skills and competencies of program staff</li></ul>
2016 Strategies	<ol style="list-style-type: none"><li>1. All qualified staff obtain Autism Specialist Certification</li><li>2. Engage a program consultant to assist PTI to refine program operations</li><li>3. Increase training opportunities for staff</li><li>4. Submit a project to the local universities for projects, specifically around researching best practices</li><li>5. Identify needs of and develop programming to respond to individuals with Level 1 ASD</li><li>6. Offer incentivized participation levels according to participant goal areas</li></ol>

Goal 2	Seek strategic partnerships
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Objectives	<ul style="list-style-type: none"> <li>• Programs are offered in conjunction with program partner organizations</li> <li>• Family members increase their involvement in PTII</li> </ul>
2016 Strategies	<ol style="list-style-type: none"> <li>1. Explore a programming partnership with an extended employment sheltered workshop</li> <li>2. Identify at least one other strategic partnership to enhance participant outcomes in areas related to: <ol style="list-style-type: none"> <li>a. Leadership</li> <li>b. Team work</li> <li>c. Listening skills</li> <li>d. Resource Identification</li> <li>e. Self-motivation</li> </ol> </li> <li>3. Create an ad hoc committee that includes staff members to identify opportunity for deeper involvement of the family members of PTII clients</li> <li>4. Explore strategic partnership with local colleges/universities that could be a pilot project funded by local SB-40 boards.</li> <li>5. Identify specific service that benefits partnering organizations</li> </ol>

<b>Goal 3 Increase awareness in the community of PTII and its service offerings</b>	
Objectives	<ul style="list-style-type: none"> <li>• Key messages are identified and used by Board and staff</li> <li>• More people know about PTII, particularly individuals with disabilities who wish for greater independence and social success, and their family members</li> <li>• The number of volunteers is increased</li> </ul>
2016 Strategies	<ol style="list-style-type: none"> <li>1. Develop a communication toolkit to articulate the brand/message of PTII</li> <li>2. Expand outreach strategies to potential clients and their families in need of or using the social service system</li> <li>3. Present to corresponding professional groups on available services and benefits of experiential training</li> <li>4. Create episodic volunteer opportunities with defined activities and purposes for groups from corporations, service clubs, schools, and churches</li> </ol>

<b>Goal 4 Grow revenue</b>	
Objectives	<ul style="list-style-type: none"> <li>• Income is increased</li> <li>• Individual giving is increased</li> </ul>
2016 Strategies	<ol style="list-style-type: none"> <li>1. Explore public/governmental funding opportunities (Voc Rehab and PLB)</li> <li>2. Actively solicit the names of people who might have a natural affinity for the services of PTII</li> <li>3. Develop a donor cultivation program that includes donor segmentation and cultivation tracking</li> <li>4. Include planned giving on all written materials</li> </ol>