

1. Strategic Planning Agenda

Documents:

[2016-02-01 STRATEGIC PLANNING AGENDA.PDF](#)

2. Strategic Planning Meeting Material

Documents:

[2016-02-01 STRATEGIC PLANNING MEETING MATERIAL.PDF](#)

## What do we want to see in place in 5 years as a result of our actions?

Motivated, Educated, and Empowered Parents	Activated Community	Improved School Practices	Built Infrastructure for Change	Optimized Funding
Parents will be seen and treated as professionals in their lives	Clear concise communication with school and provider	Educating teachers/educators about special needs	Be catalyst for state agencies to comply with state and federal laws	Strategic funding management for schools
Parent outreach and education	Diversity Training	Emotional education in school	Collaborate among community agencies to eliminate silos	Funding for unfunded new Epi-Pen law
Educate parents on policy, systems, and environment	Social responsibility “in action”	Systematic plan for whole child/community model	Promote political awareness to make well informed decisions	School nurse in every school district
Mandatory advocacy training for parents who have unique challenges (primary language)	Person first language will be the norm	Improve teacher preparation training	Build infrastructure for ACYUC – diverse group	“make a wish” auxiliary team to financially support ACYUC
	Include school admin. In this discussion	Well trained staff to meet the needs of ACYUC (behavioral health staff, etc.)	Alliance needs strategy for communicating with legislators	Clinics in schools
	More awareness of the deaf community	Incentives for schools who practice whole child model	ACYUC is “go to” agency for Maricopa County	More resources
	More awareness/provisions for the allergic community (i.e. undesignated EPI Pens in schools and food places)		Keep good professionals and reduce turnover	

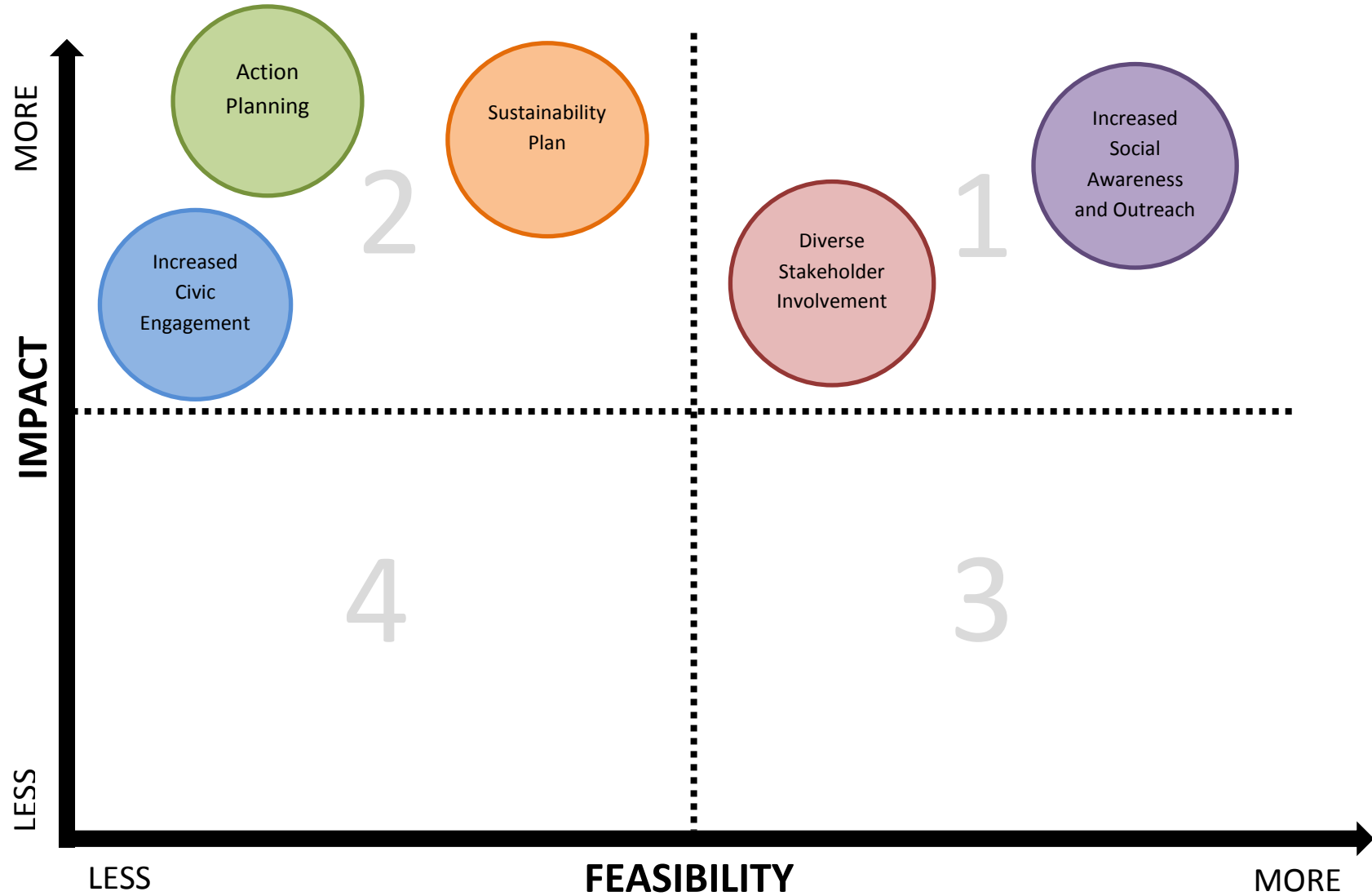
# What is blocking us from moving towards our vision?

Motivated, Educated, and Empowered Parents	Activated Community	Improved School Practices	Built Infrastructure for Change	Optimized Funding
Transportation – lack of resources	Lack of resources \$\$	Lack of accountability	Lack of \$	Transparency
Cultural language, acceptance, and awareness barriers	Too polarized (unique vs. not unique)	Inconsistency among districts/schools	Not enough buy in/ dedication to change	Lack of adoption of best practices
Lack of mentors	Getting our kids “life ready”	Untrained professionals	Commitment/education	Legislative reform
Isolation	Perception of stigmas	Individualizing their needs	Better policy explanation	Financial literacy – learn \$ talk
Collaboration with health professionals (doctors) and navigate the system	Lack of crosscutting – combining multiple Issues w/similar needs	Politics – lack of leg. Support financially	Lack of qualified/passionate leaders	Dedicated person to work on financial resources
Bias between teacher/parents	No empathy	Lack of funding allocation	Cross sector representation	Failure to advocate for funds
Deafness – providers knowledge of, not enough agencies to help	Knowledge/information not understand (how does it work)	Lack of teacher mentor/ assistance (support) programs	Clarify definitions of population, acronyms, purpose	Too much competition for funding
Lack of “system” support	Kids not job ready	Lack of compassion	Legislation	Unfunded mandates
Lack of concern	Ignorance/lack of knowledge	Lack of implementation/ advocacy	Not knowing our elected representatives or candidates	Lack of knowledge – when, where, how, how much
No urgency – stagnation	Lack of reliability	High student/teacher ratio	Fund allocation – measure	Failure to utilize funds
Stress – parents are overwhelmed	Lack of collaboration	Low priorities	Lack of awareness	Misappropriation
Time – not enough hours in the day	Advocacy	School culture	Knowledgeable professionals	Lack of sustainable funding
Who’s job is it to refer families to resources? And the providers don’t know the resources to refer them to	Always having to focus on deficits for eligibility instead of strengths and capabilities	Too much focus on academics/testing for funding over actual child needs	Identify advocacy gaps, agencies – who are they? What do they do?	Non to start with! – the perception that there is no funds
Denial of need	No holistic approach	Turnover	Lobbyist/advocates/activists	Grant writing training
Lack of compassion	Where to start	Teacher burnout	Champions	Lack of professionals
Partner with academy of pediatrics (not occurring)	Play in the sandbox together “mine” do not touch!	Lack of resources – teachers coming out of pocket	Improve transparency and communication	Lack of members that can “go to the money”
Lack of knowledge	Lack of acknowledgment and/or funding for families (mental health, coping, counseling, support groups)	Lack of role modeling/ participation in whole child by admin/staff		
Planning/next steps	Vocational rehab reform – decrease waiting, start earlier, \$\$\$	AZ standardized testing not representative of the whole child		
No plan for parents with new diagnosis		District/teacher/principal buy in		
Own case management				
Buy-in/trust				
Support system				
Insurance – expensive, political				
Lack of referrals and resources				
Where to get resources?				
Childcare – lack of resources				

## What will our specific, measurable accomplishments be for the first year?

Increased Civic Engagement	Diverse Stakeholder Involvement	Action Planning	Increased Social Awareness and Outreach	Sustainability Plan
Increased civic engagement	Invite key stakeholders	Teach WSCC Model	Outreach	Sustainability
Group to be aware of legislative PSE	Diversity (language, vision impaired, sign language)	Acceptance of individuals with unique challenges	Social media presence to recruit 4-5 qualified members	Find gaps in resources currently offered
Families will be political activists for change	Diverse group representative of our needs	Pilot a program within a school/district	Helping parents navigate the health care system	Celebrate accomplishments
Form legislative sub-committee to engage lawmakers and follow legislation	Target and invite stakeholders (parents, caregivers, agency reps, educators, etc.) to participate in ACYUC	Enhancing programs to support grand parenting or other family members raising or supporting children with unique challenges	Develop marketing campaign to promote ACYUC within the community	Research and apply to as many grants as possible to begin program development and organizational kick off
	Inclusion of Spanish speaker families	Identify evidence based practices that support desired outcomes	Readiness of parents/professionals to educate others	
	Increased buy in by policy makers, schools, and parents	Increase school understanding of whole child concept		
	Add 5 Spanish speaking families trained in advocacy			

## Feasibility/Impact Matrix



1. Do these first
2. These are impactful, but we need to work on how to make these more feasible
3. Easy to do, but may not make an impact
4. Don't focus on these at this time, may revisit to determine how to make them more impactful and feasible in the future

# SMART Objectives

## Social Awareness and Outreach

1. Between November 2016 and February 2017, ACYUC will use the new, expanded, diverse Alliance Team to determine which community groups, professionals, or organizations the ACYUC will market to first.
2. By November 2016, ACYUC will use ACYUC Strategic Planning Retreat input and 2014 baseline Needs Assessment Data to create the ACYUC Social Awareness and Outreach Marketing Plan and public it to all ACYUC Members.

## Sustainability Plan

1. By March 1, 2017 ACYUC will create a sustainability plan to fill gaps in resources currently offered.

## Increased Civic Engagement

1. By March 1, 2017 ACYUC will partner with other agencies to facilitate 2 training classes with at least 20 participants (families of children with unique challenges), in Maricopa County to increase their knowledge of the legislative process and the roles they can play.

## Action Planning

1. By March 1, 2017 ACYUC will target school personnel and families to identify staff and parent needs to make recommendations in 5 school districts in Metro Phoenix.

## Diverse Stakeholder Involvement

1. By March 1, 2017 the leadership group will inspire 5 youth leaders, parents/caregivers, and/or professionals to engage in the Alliance.
2. By March 1, 2017 ACYUC will harbor trust in 5 new participants through 80% attendance and participation.

# 2016 Strategic Plan

## Serving our community to:



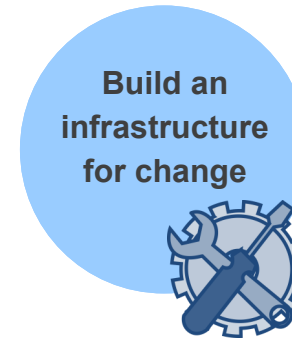
Motivate, educate, and empower parents



Activate the community



Improve school practices



Build an infrastructure for change



Optimize Resources

## Our Year 1 Objectives:

It is our **mission** to bridge gaps and support families, children, and youth with unique challenges.

Our **vision** is that at the end of the day we see the person and not the challenge.

Increased Civic Engagement	Diverse Stakeholder Involvement	School System Action Planning	Social Awareness and Outreach	Sustainability Plan
<p>By March 1, 2017 ACYUC will partner with other agencies to facilitate 2 training classes with at least 20 participants (families of children with unique challenges), in Maricopa County to increase their knowledge of the legislative process and the roles they can play.</p>	<p>By March 1, 2017 the leadership group will inspire 5 youth leaders, parents/ caregivers, and/or professionals to engage in the Alliance.</p> <p>By March 1, 2017 ACYUC will harbor trust in 5 new participants through 80% attendance and participation.</p>	<p>By March 1, 2017 ACYUC will target school personnel and families to identify staff and parent needs to make recommendations in 5 school districts in Metro Phoenix.</p>	<p>Between November 2016 and February 2017, ACYUC will use the new, expanded, diverse Alliance Team to determine which community groups, professionals, or organizations the ACYUC will market to first.</p> <p>By November 2016, ACYUC will use ACYUC Strategic Planning Retreat input and 2014 baseline Needs Assessment Data to create the ACYUC Social Awareness and Outreach Marketing Plan and public it to all ACYUC Members.</p>	<p>By March 1, 2017 ACYUC will create a suitability plan to fill gaps in resources currently offered.</p>

