

CYFS STRATEGIC PLAN 2008-2013

CYFS MISSION

The mission of CYFS is to open doors to bright futures for kids.

CYFS VISION

CYFS's vision is that every child in our community has value and a future rich with possibilities.

VALUES

We believe:

- Every child has a right to be safe, nurtured, respected, and valued.
- Families are essential to the healthy growth of children.
- Communities are strengthened when they embrace the health and well-being of children and families.
- Our future will be enriched when the whole community comes together to ensure that children and families thrive.

PREAMBLE

CYFS is all about kids – from before birth through age 18 – and those who care for kids. We strive to provide the highest quality services designed to prevent problems before they have a chance to interfere with children's chances for a successful future. We believe that each of our current programs is critical to meeting our mission and is meeting identified community needs. As such, our first priority will be to ensure those programs survive and thrive. In addition, we are committed to strategically pursuing the following goals for the next five years. We understand that trends and needs can dramatically change in five years so we will review the plan at the end of two years to ensure that the identified goals are still applicable.

GOAL I: BY 2013, CYFS WILL BE A HIGH QUALITY, HIGH PERFORMANCE AGENCY.

A. Create a model environment that is child- and family-friendly for clients and staff by completing a successful capital campaign to purchase a new building and ensuring all renovations are consistent with child- and family-friendly practices.

1. Identify an agreed upon list of child and family-friendly practices that will inform the renovations/modifications to the building.
2. Incorporate practices into renovations/modifications.
3. Create an individualized approach strategy for potential donors to meet the campaign's goals.
4. Implement individualized plans for each identified donor.

B. Create a strengthened financial base capable of supporting highly qualified staff who receive competitive compensation packages.

1. Research and define "competitive compensation package" for each position.
2. Determine the total agency cost to provide identified competitive compensation package to all positions.
3. Develop an agreed-upon set of operational and financial strategies to fund the total cost of implementing the identified competitive compensation package for all positions.
4. Implement approved operational and financial strategies to work toward all positions receiving competitive compensation packages.

C. Develop an outcome measurement system capable of tracking agency functioning including effectiveness of service delivery, overall performance, and customer satisfaction.

1. Define an integrated and comprehensive set of outcome and performance measures and targets to track agency functioning.
2. Create a plan for implementing and reporting on agreed upon measures across the agency.
3. Implement the agreed upon outcome and performance measurement system.
4. Evaluate and analyze the outcome and performance measurement data to inform and guide agency operations and services.
5. Report results to the community at large.

GOAL II: BY 2013, CYFS WILL BE KNOWN IN THIS COMMUNITY AS A LEADER FOR EARLY CHILDHOOD SERVICES AND EXPERTISE.

A. Ensure staff has the knowledge in early childhood development sufficient to provide leadership and expertise within the community.

1. Establish a basic early childhood development training module with which staff will acquire a foundation in key areas of early childhood development.
2. Create for all staff individualized professional development plans that build on foundational knowledge and expand expertise as it relates to assigned program activities.
3. Annually devote one staff development event to an early childhood development topic.

B. Establish a comprehensive coordinated continuum of services for kids 0-5 through enhancements of current services, addition of needed services, and collaboration with community partners.

1. Define a comprehensive coordinated continuum of services for kids 0-5.
2. Match existing CYFS and community services available to kids 0-5 to the identified components of the continuum.
3. Identify gaps in the continuum.
4. Create a plan to address the identified gaps in the continuum through enhancing or adding CYFS services and/or collaborating with community partners.
 - a) Strengthen home visiting services by increasing by 20% the number of families receiving services, adding a therapeutic component, and achieving re-accreditation by Healthy Families America.
 - b) Create a comprehensive system of training and support that promotes high quality home-based and center-based child care.
5. Implement the plan to address the identified gaps.

GOAL III: BY 2013, CYFS WILL HAVE CREATED A PARENTING CENTER THROUGH WHICH A RANGE OF PARENTING ISSUES ARE BEING ADDRESSED.

A. Develop a comprehensive system of services with multiple entry points and levels of intensity designed to educate and support parents with children of any age.

1. Design a comprehensive and flexible system of services to educate and support parents with children of any age based on best practice and available parenting research.
2. Evaluate current services to determine their fit with agreed-upon program design.
3. Modify current services as necessary to fit agreed-upon program design.
4. Develop new services needed to complete the agreed-upon program design.
5. Implement the agreed-upon program design.