PA Transition Communities of Practice: A Strategic Planning Guide

Successful Youth Outcomes: What is Your Vision?

- "As a transition community, it is important to recognize the necessity and the value of working as a team with mutual interest in, and a shared vision of, all students acquiring the education to live and work in their community as productive citizens."

(DeFur, S., 1997)

- *Young Adults with Disabilities…Living, Working, Playing…*

Values-Driven Vision

■ **Activity #1: What are your goals for the transitioning youth you serve as a community?**

– This is the launching pad for your dreams. When they are young adults, youth we serve will…and as a member of the transition community, I will…" individuals begin to paint a picture of future success and their roles in it. When built on inclusivity, shared responsibility and accountability, the fulfillment of that future becomes the dream of the transition community as a whole and of every member individually.

2001 Center for Strategic Planning
(http://www.centerforstrategicplanning.org)

■ The goal of any visioning process is to arrive at a *shared* vision. One that the community has worked together to create.

3

Isn't it about a vision of successful young adults?

Youth Outcome Data: An Interagency Approach

Challenges

Where do we begin?

Strategic Visioning/Planning

Show Me the Money?

What are you going to do?

Challenges for Local Transition Coordinating Councils and Teams

- Generic barriers to transition (transportation, access to services, attitudes, economic climate).

- **Need for data on these aspects affecting employment, residential, and social outcomes must be gathered and analyzed by team if effective planning is to occur.**

- Rural and multicultural issues: transportation, lack of adequate resources.

- Need for a collaborative ethic: Multilevel participation and decision making.

- **Evolution of team shift to an outcomes orientation.** (Blalock, G., 1996)

Where do You Begin: Follow-up Survey Design

- Establish the goals of the project - What you want to learn?
- Determine your sample - Whom you will interview?
- Choose interviewing methodology - How you will interview?
- Create your questionnaire - What you will ask?
- Pre-test the questionnaire, if practical - Test the questions.
- Conduct interviews and enter data - Ask the questions.
- Analyze the data - Produce the reports.
- Use the data to drive your instruction, programs, projects, etc.

Creative Research Systems (Survey Design)
(http://www.chartwellsystems.com/sdesign.htm)

Sharing Local Practices…

Berks County Transition Coordinating Council:
Tracking Committee
Post-Graduate Follow-Up Survey

Developed by,

Mary Mazzoni, Transition Specialist
Linda Wharton, Teacher Consultant
Lynn Zale, Vocational Rehabilitation Counselor

Survey Utilization

- BCTCC analyzes survey data
- Identifies unmet needs
- Develops processes and products

Survey Utilization:
Post-Secondary Recommendations

- High School course selections
- Self-Advocacy/Self-Determination Skills
- Linkages with post-secondary disability service providers and students
- High School/Post-Secondary Differences

Survey Utilization: Employment Recommendations

- Increase focus on career education
- Job-related skills training
- Community-based assessments
- Community-based job experiences
- Increase involvement of business community
- Increase involvement of legislative representatives

Survey Utilization: Community Living Recommendations

- Increase partnership with community agencies
- Comprehensive community living resource list
- Incorporate into Transition House curriculum
- Transportation

Youth Outcome Data

There are many ways to design a survey, and to collect and analyze data. The most important point is to utilize youth outcome data to drive transition activities…

Outcomes…Visioning…Planning

Strategic Visioning/Planning by Local Transition Coordinating Councils and Teams

Contribution to portions of this presentation by,

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Top 10 reasons for committees to work together

1. It is the thing to do
2. Builds teamwork
3. Buy in from others
4. Inclusive solutions
5. Rough decisions made by group
6. Participatory management
7. Development of new leadership
8. Fuller participation of others
9. Shares responsibilities
10. Gets more ideas

Top 10 issues when working with committees

1. Too much talk and not enough do
2. No direction
3. Too much direction
4. Mixed agendas
5. People aren't in it for the right reasons
6. Too many people, too many perspectives
7. Takes too much time
8. Not the right people in the group
9. Never any money to do what we want to do
10. Feel we're just rubber-stamping decisions already made

Important things to remember…

1. Money never cured anything.

2. No one wants to back a play without a script.

3. A rich man is one who knows what he has!

Strategic Visioning/Planning

There are many strategic visioning/planning tools, in addition to these examples.
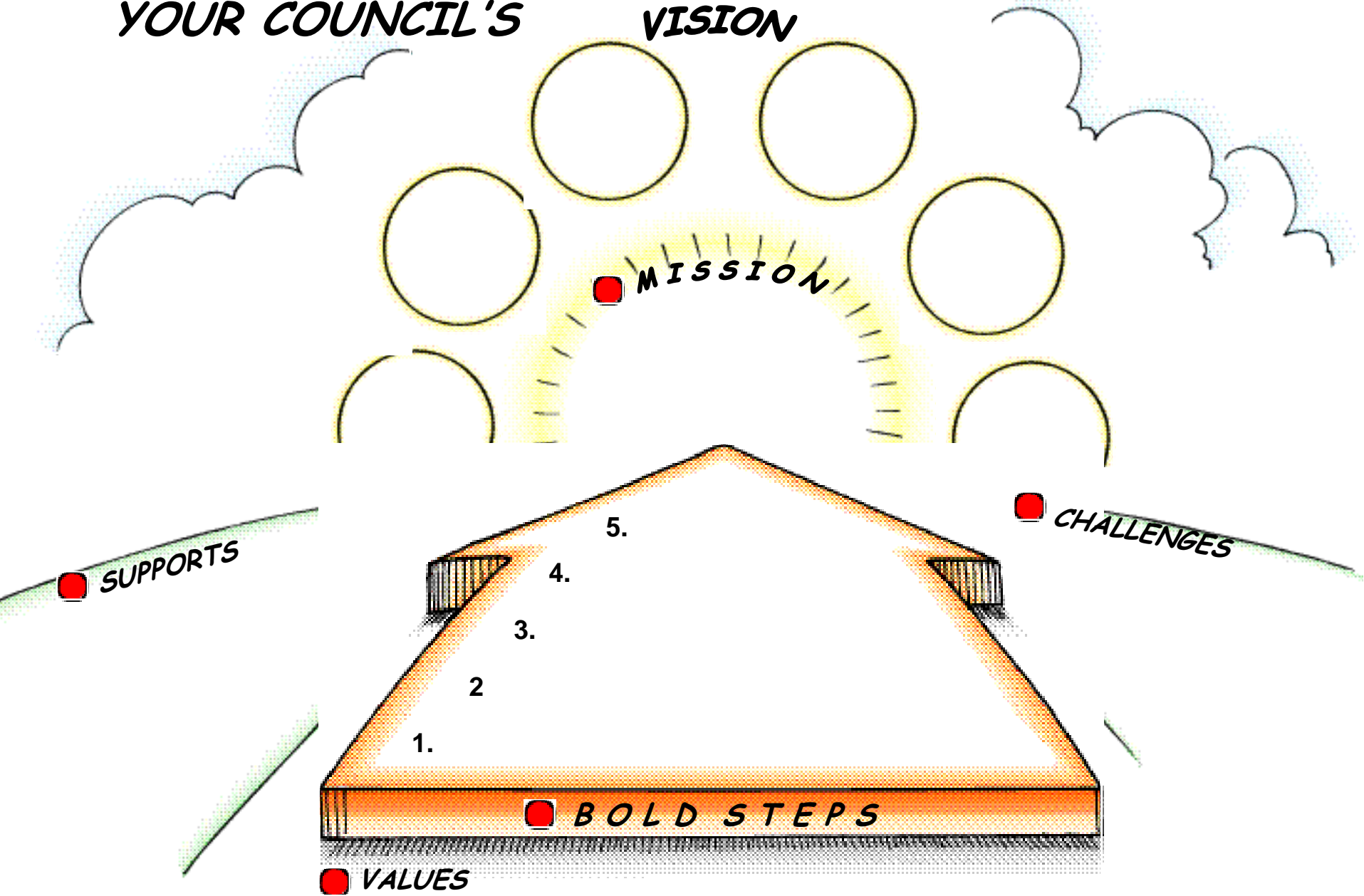
Outcomes…Visioning…Planning

Graphic Facilitation

- Graphic Guides can captures the group's vision, mission, goal or objective statements and the bold steps that they must to take to get there on the ground. Resource: The Grove Consultants International (www.grove.com)
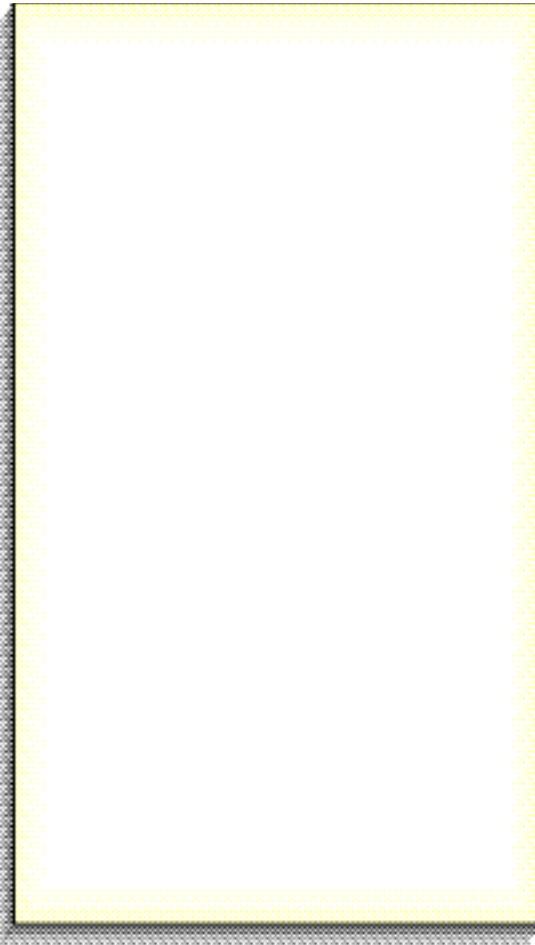 - *Example: Five Bold Steps*
    1. *Vision*
    2. *Bold Steps*
    3. *Challenges*
    4. *Supports*
    5. *Values*

YOUR COUNCIL'S   VISION

● MISSION

● CHALLENGES

SUPPORTS ●

5.
4.
3.
2
1.

● B O L D   S T E P S

● VALUES

YOUR COMMITTEES' JOURNEY

🔴 BACKGROUND

🔴 ROLES

🔴 OUTCOMES

🔴 OUR TEAM

©1996 The Grove Consultants International

YOUR GROUP'S GAMEPLAN

TARGET

TEAM/
RESOURCES

STAGES/TASKS

Q1 2000   Q2 2000   Q3 2000   Q4 2000

PRIMARY OBJECTIVES

OTHER OBJECTIVES

SUCCESS
FACTORS

CHALLENGES
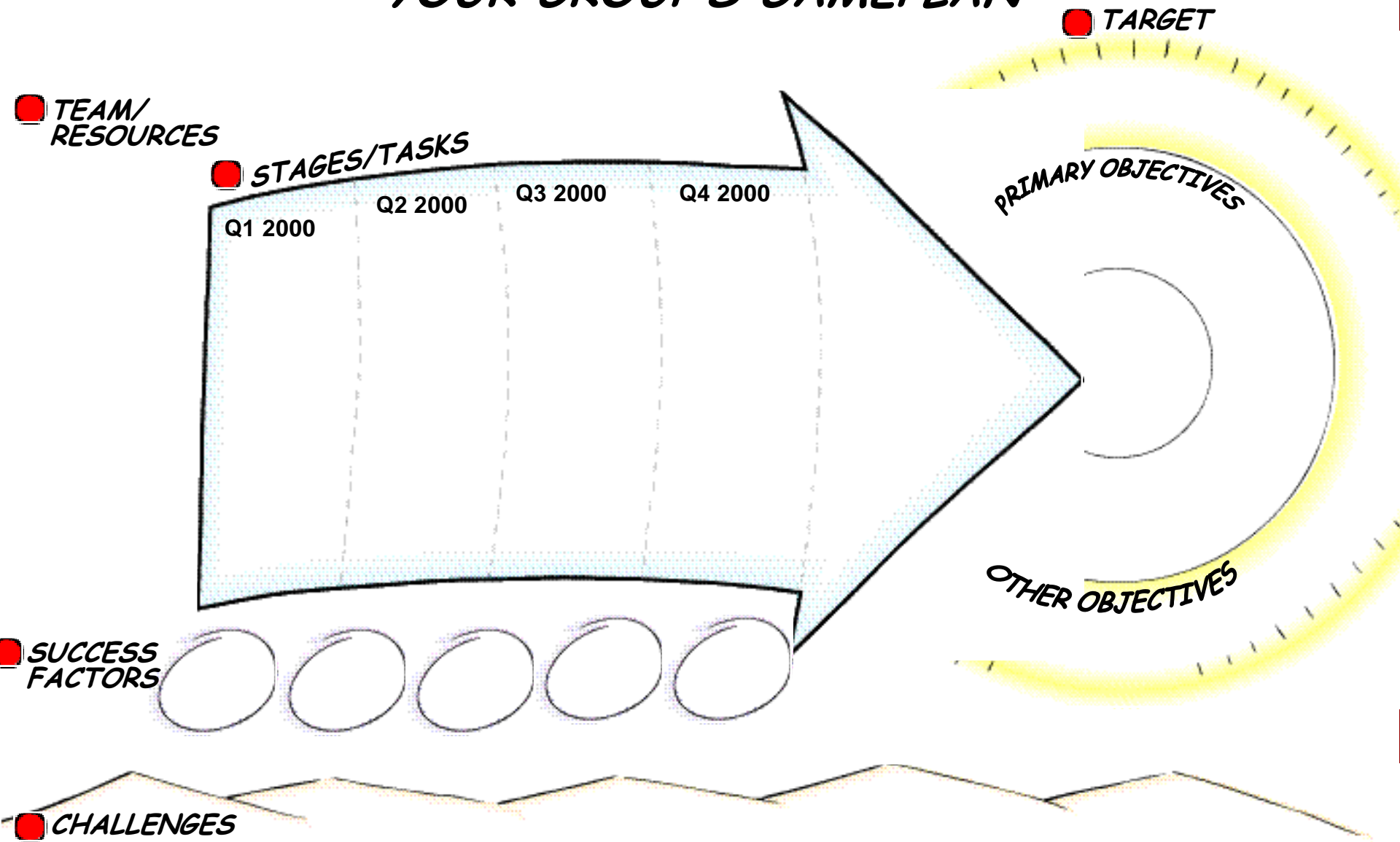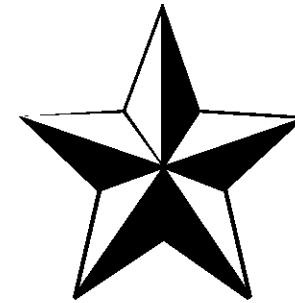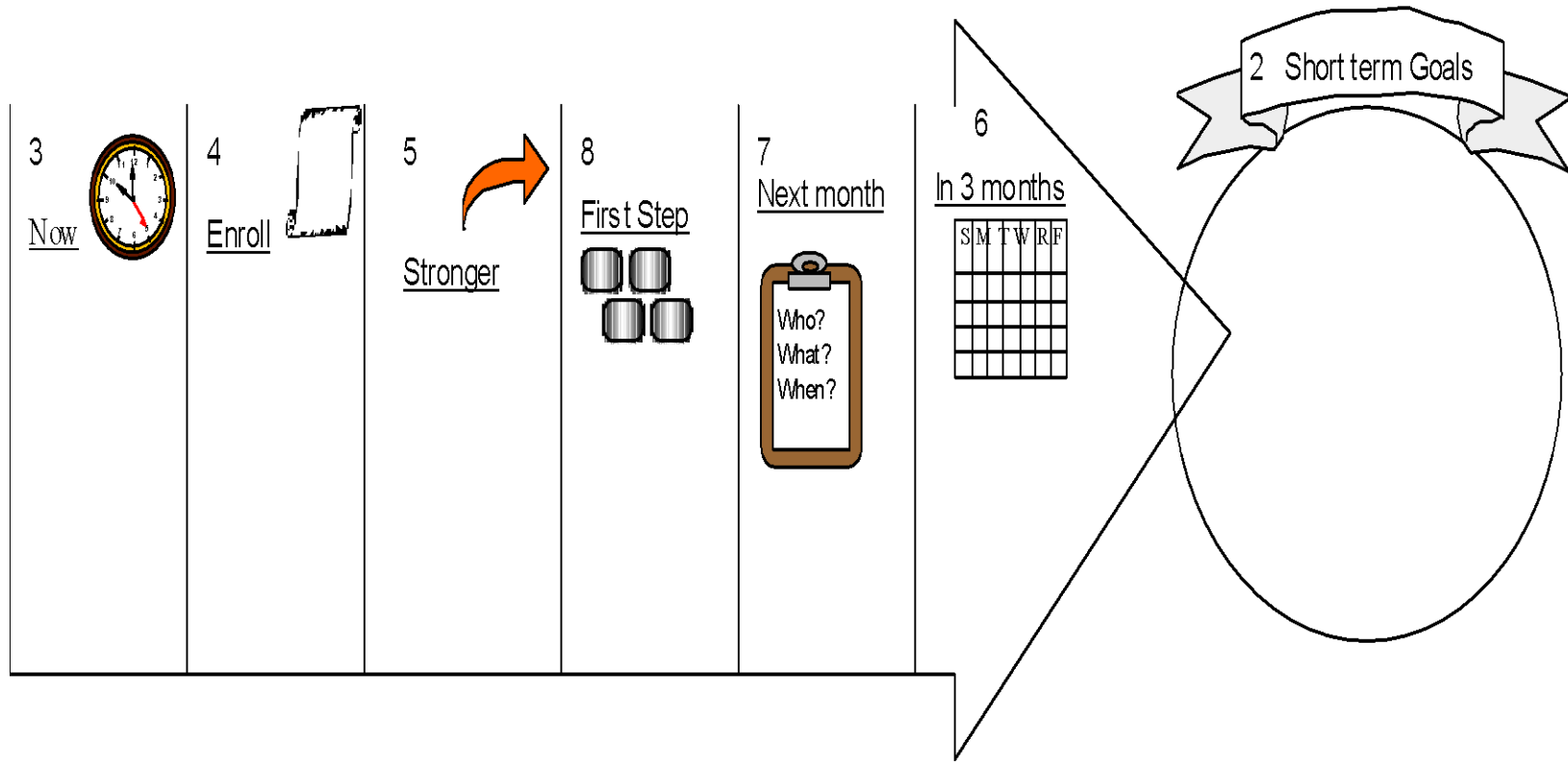
PATH PROCESS: Alternative Futures with Hope

PATH is a creative planning tool which starts in the future and works backwards to an outcome of first (beginning) steps that are possible and positive. It is excellent for team building. It has been used to mediate conflicts. It is loved by people who actually want to change the ways we currently work. (www.inclusion.com)

1. Long term Goal

Goal

2   Short term Goals

3
Now

4
Enroll

5
Stronger

8
First Step

7
Next month
Who?
What?
When?

6
In 3 months
S M T W R F

Eight Steps in a Values-Based Strategic Planning Process

1. Information Gathering and Analysis
2. Identification of Critical Issues (Strategic Drivers)
3. Development of a Statement of Core Values
4. Development of a Strategic Vision Statement That Sets Future Direction based on Core Values
5. Mission Statement Review/Revision
6. Development of Strategic Goals
7. Development of Strategies and Initiatives
8. Preparation of Operational Planning Based on the Strategic Plan

2001 Center for Strategic Planning (http://www.centerforstrategicplanning.org)
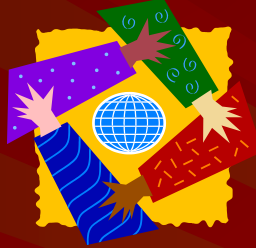
Values-Driven Vision

- *A good vision statement:*
  - Emerges from core values
  - Is grounded in mission
  - Paints a word picture of a desired future state
  - Is compelling
  - Is memorable
  - Is understandable
  - Inspires action

Mission + Core Values + Bold Dreams = Vision

Sharing Local Practices…

Show Me the Money…

Creative Funding Strategies

Ellen Cummings
Northeastern Educational Intermediate Unit

Show Me the Money!

Where to find it: Corporate Giving, Special Events, Fund Raising, Competitive Grants, Contracts, Foundations

How to find it: Environmental Inventory, Your circle of friends, Newspapers, Internet, Annual Reports, Library, Chamber of Commerce membership Lists, Local Charities, Philharmonic

How to access it: Moves Management- who knows who, who do I know that knows him / her? People give to people not causes…. Find a champion.

Can I write it? Swipe File, Ask to see successful grants, volunteer to read grants and score, if unsuccessful ask for the rating, ask the funder for suggestions. Meet with a successful grantwriter.

TIPS:
KISS: (Keep it short stupid)
NO JARGON
PLAIN AND SIMPLE

Activity #2
Show Me the Money: Step One

Before you can look for money, you need to have all of the answers to this simple ten step process.

1. **What is your purpose for the money?**

2. **What is the project's name?**

3. **What is the Mission and Vision of the project?**

4. **What are the objectives of the project?**

5. **Who else are you projecting to fund this project?**

Activity #2
Show Me the Money: Step One (cont'd)

6. Who will be involved and how many?

7. How will you evaluate your success and how often?

8. Who will supervise the project and what are their credentials?

9. Who will control the money? What are their credentials?

10. How will you sustain the project in the future?

Activity #3
Show Me the Money: Step Two

An Environmental Assessment of your Region

1. What are the top non profits in your region?

2. What are your largest Banks?

3. What Department Stores are in your region?

4. What Discount Stores are in your region?

5. Grocery Stores? Home Improvement Stores?

Activity #3
Show Me the Money: Step Two (cont'd)

6. Do you have a Chamber of Commerce? Who do you know that works there? Do any of your members belong?

7. Who is on your Workforce Investment Board?

8. What are the top ten charitable Foundations in your region?

9. Do you have an Economic Development Council in your community?

Local Transition Coordinating Councils and Team:
Vision to Action

What can we do???

Youth Outcome Data

Plan!

Strategic Visioning!

EXPAND YOUR MEMBERSHIP!

Collaborate!

Clarify roles!

THINK RESOURCES!

"Coming together is a beginning, staying together is progress, and working together is success."

Henry Ford

Presenter Information

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