

Ohio Heartland Community Action Commission

Strategic Plan 2017-2019

Appendix A: Workplans



Theme Reentry Services	Community/Agency/Family				Leader								
OUTCOME All offenders will be reintegrated into the Community successfully with reduced recidivism as they transition into the community and become self sufficient.													
GOAL (Destination) Provide services and support to individuals and their families to assist them in becoming self sufficient.					RATIONALE (Identifies the reason for the goal) There are many offenders reentering the communities whose families are served by the organization. These families need assistance in becoming self sufficient.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By July of 2019, OHCAC will assist in providing comprehensive case management services to at least 20 households who have a family member reentering the community to assist them in obtaining self sufficiency.													
Ohio Heartland Community Action Commission STRATEGIES/MILESTONES					2017				2018		2019		Done
					Jan. - March	April - June	July - Sept.	Oct. - Dec.	Jan. - June	July - Dec.	Jan. - June	July - Dec.	
OHCAC leaders will continue to actively participate with reentry coalitions, throughout the region, to assist in providing direction regarding reintegration through a social services organization.					X	X	X	X	X	X	X	x	
OHCAC will enter into MOU's with other organizations to provide services to the target population.					X	X	X	X	X	X	X	X	
Case Manager will assist in developing comprehensive pre and post planning initiatives and case management for offenders and their families and serve as a clearinghouse for resources and services to its customers.						X	X	X	X	X	X	X	

Theme Community Awareness	Community/Agency/Family				Leader								
OUTCOME Everyone knows of the services offered by OHCAC and how to access them.													
GOAL (Destination) To increase the awareness of services offered by OHCAC as well as other community resources to assist residents in reaching self sufficiency.					RATIONALE (Identifies the reason for the goal) Many individuals within the service region are unaware of services for which they might qualify for and how to access them. Residents are not aware that OHCAC provides these services.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By September of 2019, the OHCAC will have reached 1,500 Facebook likes and formally provided agency information at 12 community events to provide information of programs to work toward the elimination of 2 Generational Poverty.													
Ohio Heartland STRATEGIES/MILESTONES					2017				2018		2019	Done	
					Jan. - March	April - June	July - Sept.	Oct. - Dec.	Jan. - June	July - Dec.	Jan. - June	July - Dec.	
Promote the agency Facebook page to staff, board members and throughout the community to obtain additional likes in order that residents can receive information regarding agency services on an ongoing basis. (Connect Facebook pages between departments and other service providers).					X	X	X	X	X	X	X	X	
Each OHCAC department provides posts as needed for the agency Facebook page.					X	X	X	X	X	X	X	X	
Update agency website quarterly and more often as needed.					X	X	X	X	X	X	X	X	

Update Community Resource Directory and place a link on the agency website.					X				
Participate in a minimum of 5 "back to school" activities within the service area to promote the organization.			X			X		X	
Organizational staff is involved with at least 4 county-wide coalitions and are in attendance at 75% of all meetings held.			X	X	X	X	X	X	
Organizational staff contacts senior centers within the service territory yearly to update seniors on available services.			X	X	X	X	X	X	

Theme Drug & Alcohol Awareness/Prevention	Community/Agency/Family				Leader					
OUTCOME Alcohol and Drug Abuse no longer exists.										
GOAL (Destination) To increase awareness of alcohol/drug abuse services within the county and to collaborate with these organizations to assist customers.			RATIONALE (Identifies the reason for the goal) Alcohol and Drug Abuse is rampant within the country. Overdoses deaths are at an all time high. Individuals need to be aware of the dangers of abuse and have access to information, rehabilitation and support services.							
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) In January of 2018, all OHCAC staff will receive training regarding alcohol and drug abuse and will show 50% increased knowledge from a pre and post test.										
Ohio Heartland STRATEGIES/MILESTONES		2017				2018		2019		Done
		Jan. - March	April - June	July - Sept.	Oct. - Dec.	Jan. - June	July - Dec.	Jan.- June	July - Dec.	
OHCAC will participate on local alcohol/drug coalitions within each county.		X	X	X	X	X	X	X	X	
OHCAC will provide ongoing information to all customers regarding services available to assist them within the community.			X	X	X	X	X	X	X	
OHCAC will access programs such as PACT360 to educate employees and customers regarding drug abuse.					X	X				
OHCAC Early Childhood programs will provide a preschool drug/health/safety activity appropriate training to educate children regarding drugs.					X		X		X	

Theme Personal/Household Needs	Community/Family				Leader				
OUTCOME All residents will have education and access to products and services that will provide a positive living environment.									
GOAL (Destination) To assist households in addressing needs for personal care products and facing other issues within their residences.	RATIONALE (Identifies the reason for the goal) While there are numerous food pantries/food programs throughout the OHCAC service area, there are limited services which provide household goods such as soap, paper towels, hygiene products, diapers. Many homes are infested with beg bugs, roaches and other insects. There is limited, if any, funding to address such issues.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) In January of 2018, the organization will begin offering a personal needs pantry every other month in Marion and Morrow county providing personal care items to over 200 families through December of 2018.									
Ohio Heartland STRATEGIES/MILESTONES	2017				2018		2019		Done
	Jan. - March	April - June	July - Sept.	Oct. - Dec.	Jan. - June	July - Dec.	Jan. - June	July - Dec.	
The organization will evaluate current providers of food and other items within the county to determine need for specific items and distribution locations.		X							
Staff will participate in and conduct personal need drives throughout the community including contacting local hotels and manufacturers to determine if they have unused products which they are willing to donate.		X	X	X	X	X	X	X	
Determination of distribution locations for the year will be determined whether at OHCAC sites or other facilities.				X					
A brochure will be available regarding detection and prevention of unwanted insects, pests and rodents.			X	X	X	X	X	X	

Theme Community Awareness (Continued Previous Plan)	Community/Agency				Leader				
OUTCOME Everyone throughout the service region will know about Ohio Heartland and the programs offered.									
GOAL (Destination) Board Members will become more active in promoting programs and services to other members within the community through their networks.	RATIONALE (Identifies the reason for the goal) As funding begins to decrease and more organizations are vying for these limited resources, Board members can play a key role in promoting the agency.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By December 2019, Board Members will take an active role in promoting the agency, by becoming more aware of the various programs and promoting the organization services through their personal networks.									
Ohio Heartland STRATEGIES/MILESTONES	2017				2018		2019		Done
	Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan.- June	July - Dec.	
Revised talking points regarding agency programs will be developed for Board Members, distributed and reviewed.		X							
Inventory of Board Members will be taken to determine their respective roles in other community groups and organizations - through a Board Member Survey.			X						
Various Programs will be highlighted in brief overviews (approximately 10 minutes) at each Board meeting to update members on programs, acronyms, and services.	X	X	X	X	X	X	X	X	
Board Members will offer OHCAC presentations at other affiliate organizations which they are involved in.	X	X	X	X	X	X	X	X	

Theme Economic Development (Continued Previous Plan)	Community/Agency/Family				Leader							
OUTCOME Ohio Heartland will have sufficient funds to provide all services necessary to help residents reach self sufficiency.												
GOAL (Destination) OHCAC is involved in the operation of an economic development project that employs customers and is a financial benefit to the organization					RATIONALE (Identifies the reason for the goal) Due to limited increasing grant funding, OHCAC needs to establish ongoing stable flexible funding sources to sustain the organization							
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) To investigate, evaluate and possibly enter into a successful sustaining economic development project by June of 2019.												
Ohio Heartland STRATEGIES/MILESTONES				2017				2018		2019		Done
				Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan. - June	July - Dec.	
Investigate economic opportunity project opportunities.				X	X	X	X	X	X	X	X	
Continued participation and completion of the Festival Greene Tax Credit Project in Marion County				X	X	X	X	X	X	X	X	
Further consider resources, capital and experience available to initiate an additional housing/economic development project will assist the service area and provide unrestricted funding for the organization.								X	X	X	X	

Theme Facilities (Continued Previous Plan)	Community/Agency				Leader				
OUTCOME Ohio Heartland Community Action Commission has facilities which are state of the art and provide quality working environments for customers and staff.									
GOAL (Destination) The Quality of OHCAC facilities improve to better serve staff and customers in Marion, Morrow and Richland Counties	RATIONALE (Identifies the reason for the goal) While improvements have been made to OHCAC facilities, improvements and repairs are needed an ongoing basis to maintain an excellent working environment for staff to meet the changing needs of customers.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By December of 2019, facility updates will have occurred within all facilities operated by OHCAC. .									
Ohio Heartland STRATEGIES/MILESTONES	2017				2018		2019		Done
	Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan.- June	July - Dec.	
Continue to report to the Board regarding space and facility resources in all of the four counties served by OHCAC. - <i>Ongoing in Board meetings.</i>	X	X	X	X	X	X	X	X	
Continually to seek options to improve the infrastructure at Grace Street in Richland County.	X	X	X	X					
Utilize the plan previously developed for the expansion of office space at Marion Clark Center as needed.	X	X	X	X	X	X			
Bathroom renovation at Grace Street.	X	X	X	X					

Theme Early Childhood Step Up To Quality	Agency				Leader								
OUTCOME The OHCAC will obtain additional funding to provide programming in various target areas.													
GOAL (Destination) The quality and programming offered by the organization will increase through appropriate and formal certifications.					RATIONALE (Identifies the reason for the goal) It is essential that early childhood programs provide the best possible services to today's children by assuring that programs are continuously improved and evaluated.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) All Head Start Centers will be designated as 5 Star Step Up to Quality Centers by the end of the 2016/2017 Head Start Program year and will continue to maintain this designation through 2020.													
Ohio Heartland STRATEGIES/MILESTONES					2017				2018		2019	Done	
					Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan. - June	July - Dec.	
Complete professional development plans for all current and new staff.					X	X	X	X	X	X	X	X	
Continually update OPDN.					X	X	X	X	X	X	X	X	
Designated staff will receive 10 hours specialized training.					X	X	X	X					
ODJFS recognizes OHCAC Early Childhood Centers as 5-Star.					X	X	X	X	X	X	X	X	

Theme Early Head Start	Community/Agency/Family				Leader					
OUTCOME All children will have the opportunity to participate in the Early Head Start program.										
GOAL (Destination) Eligible children ages 0-3 and pregnant women will be provided quality services through the OHCAC which will benefit them physically and emotionally.					RATIONALE (Identifies the reason for the goal) The number of quality early childhood facilities in the OHCAC service area is limited. These programs assist families in moving toward self sufficiency.					
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By December of 2017, OHCAC will have implemented Early Head Start services for 120 infants, toddlers and pregnant women.										
Ohio Heartland STRATEGIES/MILESTONES		2017				2018		2019		Done
		Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan.- June	July - Dec.	
Funding will be applied for to switch part day Head Start slots to full day slots.		X								
Seek and obtain appropriate facilities to house required classrooms.		X								
OHCAC will continually work with multiple local school systems to assure school readiness.		X								
Staff buy in will be obtained through including all employees input during planning process.					X	X	X	X	X	
Community Assessment will be conducted to determine needs of customers and program options.					X	X	X	X		
Grant application will be completed and submitted as required by HHS.		X	X	X	X	X	X	X	X	

Theme	Head Start Full Day Services	Community/Agency	Leader						
OUTCOME All Head Start eligible children will have the opportunity to participate in full day services.									
GOAL (Destination) Ongoing transition of OHCAC Head Start programming in all 4 counties to full day programs as identified in the new Head Start Performance Standards.	RATIONALE (Identifies the reason for the goal) In order to meet the national Head Start Standards and to continue to improve the lives of children in the 4 county area while assuring school readiness, the organization must provide full day services.								
OBJECTIVE/PERFORMANCE TARGET (measurable, time specific and measure success) By December of 2019, OHCAC will provide full day services to over 500 children in its service area.									
Ohio Heartland STRATEGIES/MILESTONES	2017				2018		2019		Done
	Jan. - March	April - June	July - Sept.	Sept. - Dec.	Jan. - June	July - Dec.	Jan.- June	July - Dec.	
The organization will seek and obtain funding to switch part day slots to full day slots.			X	X	X	X	X	X	
OHCAC will seek and obtain appropriate facilities to be able to provide full day services.	X	X	X	X	X	X	X	X	
OHCAC will work with all local school systems to plan for kindergarten readiness.	X	X	X	X	X	X	X	X	
OHCAC will obtain 5-Star recognition for all new Centers.	X	X	X	X	X	X	X	X	

