

# URS Strategic Plan 2024-2026

This strategic plan outlines our roadmap for enhancing services across all departments. We focus on growth, quality improvement, and financial sustainability.

Our comprehensive approach addresses the needs of youth, adults, employment services, therapy, and organizational development.





## Youth Services Goals



### Enhance Program Quality

Improve individualized planning with dedicated time slots for Lead Teachers. Maintain SUTQ Gold rating through best practices.



### Retain Qualified Staff

Focus on core training and team building during department meetings. Establish bi-weekly teacher meetings to improve transitions.



### Expand Services

Incorporate quarterly therapist training. Advocate for PPEC program. Begin ACES Assessment for all children.



### Support Families

Share counseling resources. Reintroduce Parent Support Group. Add half-day preschool classroom by 2025.

# Finance & Business Objectives



## Ensure Continuity

Cross-train staff on critical billing processes

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## Streamline Processes

Create training manuals and documentation

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## Modernize Systems

Convert to automated payments and paperless environment

The Finance Department will maximize revenue by evaluating vendor relationships, monitoring government funding, and ensuring efficient fee collection.

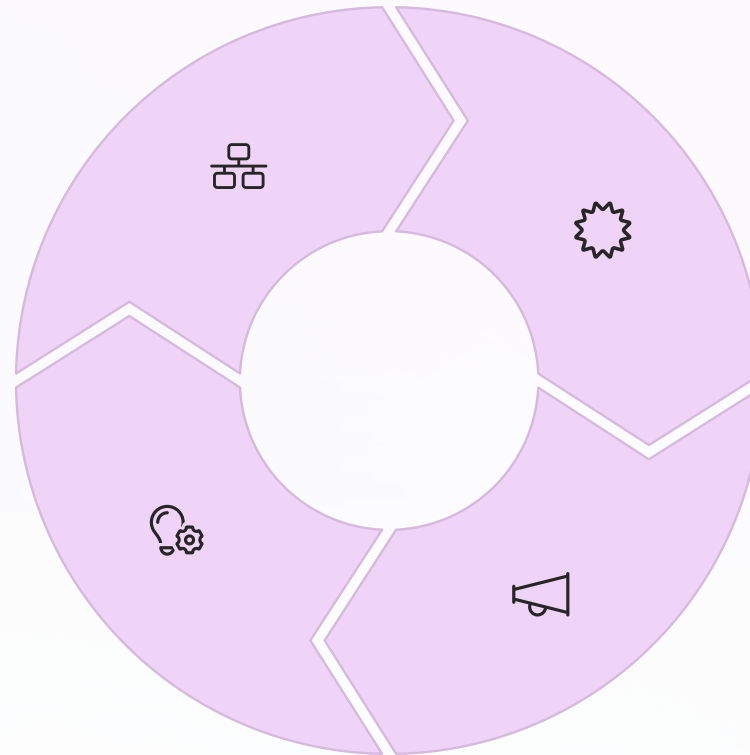
# Employment Services Strategy

## Build Relationships

Network with advocacy groups and gather quarterly stakeholder feedback.

## Improve Efficiency

Expand employer contacts by 20% and implement alternative software systems.



## Develop Staff

Create consistent training and ensure CESP certification for all Job Developers.

## Increase Awareness

Establish regular social media posts and participate in employment events.



# Adult Services Expansion



## Increase Enrollment

Implement comprehensive marketing plan with monthly SSA contact. Distribute updates to clients and partners.



## Expand Programming

Deliver person-centered curriculum. Offer evening and weekend community integration outings.



## Enhance Offerings

Implement Health Matters curriculum. Create podcasts and technology programs. Develop arts and STEAM activities.



## Ensure Quality

Launch quality assurance program. Implement specialized training in crisis prevention and transportation.

# Therapy Services Growth



## Specialized Training

Therapists completing Universal Exercise Unit and Therasuit courses in 2024

Therapy Services will also pursue grant funding for Health & Wellness programs and establish PRN relationships with therapists to ensure continuity of care.

## New Services

Launching Intensive Neuro-Functional Strengthening Therapy by 2025

## Target Markets

Reaching Pediatricians, Children's Hospitals, WPAFB, and Parent Groups (3+)

# Development Strategic Plan



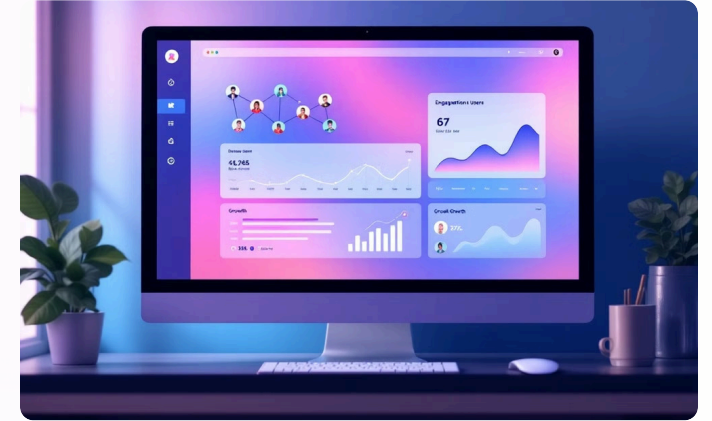
## Financial Stability

- Increase endowment fund
- Promote planned giving
- Grow Annual Circle membership
- Expand grant funding



## Brand Enhancement

- Create marketing plan
- Increase visibility
- Enhance website



## Data Management

- Streamline database systems
- Automated reporting tools
- Improve donor tracking