

Alaska Association on Developmental Disabilities Strategic Plan 2016-2018

Core Purpose

Voice of Developmental Disability Providers

Core Values

Parity-Respect-Professionalism

Innovative-Adaptive

Individualized Community Based Services

Partnerships

Envisioned Future

AADD is a full partner with the State of Alaska and is proactive in addressing the needs of people with developmental disabilities.

Strategic Direction

Goal #1: Develop a comprehensive advocacy and communication strategy to maintain sustainability of our system

- a. Increase legislative presence with the intent of providing education and information regarding the business of providing services.
- b. Coordinate advocacy efforts with the Key Coalition, the Governor's Council and the Community Care Coalition.
- c. Expand the voice of Alaskan providers to national level.

Goal #2: Expand workforce capacity within the developmental disability system

- a. Support the development of emerging leaders and programs through peer mentoring, job shadowing and professional development events.
- b. Identify shared/collaborative training opportunities, regionally and statewide.
- c. Develop meaningful workforce support for rural and remote community providers.

Goal #3: Increase AADD's sustainability

- a. Strengthen board of directors through strategic recruitment and development activities.
- b. Increase membership including outreach to rural/remote Native communities and care coordination agencies.
- c. Research other association models.
- d. Explore revenue-generating opportunities such as publications or services.

2016 Priorities

Priority #1: Provide direction to state partners on sustainable system design.

Action Steps:

- a. Outreach to other state associations who have experienced fiscal crisis to gather info on lessons learned.
- b. Communicate provider issues with state including:
 1. Labor issues such as part-time workforce, Affordable Care Act, pending new exempt rules, and minimum wage increases
 2. Cost of compliance-related infrastructure and staffing
 3. Critical nature of training resources, especially for complex behavior and medical needs
- c. Continue to ensure representation in systems-related discussions, workgroups, etc.

Priority #2: Educate Legislators, Trustees and other key stakeholders regarding the business of providing developmental disability services.

Action Steps:

- a. Coordinate more closely with partners on legislative advocacy.
- b. Communicate impact of Xerox on the safety net and the current fragility of the system, including continuation of outstanding claims.
- c. Produce a report on the economic impact of our industry on Alaska.
- d. Emphasize the importance of shared resources such as the Complex Behavioral Collaborative and Alaska Training Cooperative.

Priority #3: Conduct outreach to Alaska Native/rural/remote communities

Action Steps:

- a. Develop a planning team that includes representatives from the remote communities to develop an action plan.
- b. Create informational materials that describe the available resources in a meaningful way.

Priority #4: Continue to build a support network for provider agencies

Action Steps:

- a. Facilitate peer mentoring, job shadowing between experienced and new providers/leaders.
- b. Initiate an annual educational and networking opportunity for provider network.
- c. Identify opportunities for creative, regional cost-effective staff training opportunities.
- d. Promote person-centered best practices throughout AADD-sponsored activities.

Priority #5: Facilitate long-term financial sustainability of AADD

Action Steps:

- a. Recruit new members based on current board needs.
- b. Identify potential new AADD members.
- c. Outreach letter to encourage new AADD members.
- d. Consult with other associations (Oregon, Oklahoma, ANCOR).
- e. Identify additional revenue producing activities.