

**Autism Delaware
Strategic Plan**
Adopted October 22, 2013 – to be completed October 31, 2018

Section I. Mission and Vision

MISSION STATEMENT: Our mission is to help people and families affected by autism.

VISION STATEMENT: Our vision is that all people with autism have opportunities to learn, grow and live full lives as included and valued members of their communities.

- We will continue to expand creative and innovative services, resources and support to individuals and families, while using evidence-based methods to become a model for others.
- We will build capacity in the community by collaborating with other organizations, leading a group effort that will provide a wide array of person-centered, individualized services across the lifespan to meet the growing need.
- We will be the leading resource for expertise, advocacy and raising awareness of autism in Delaware.

Section II. Organizational Goals

A. Family Support

1. Continue to enhance and improve family support services including:

- a. Parent mentoring and guidance
 - i. Enhance information and referral; individual advocacy; personal support
 - ii. Increase the number of parent mentors statewide (volunteer/staff)
- b. Parent training
 - i. Provide seminars/workshops; Promote and sponsor community-based trainings offered by other organizations
- c. Social and recreational activities
 - i. Increase recreational opportunities independent of parents, including those for adults.
- d. Create active methods for data collection to determine priorities and assist in program development.

B. Vocational Services

1. Grow our adult vocational service program (POW&R) statewide

- a. Foster staff stability through longevity incentives, career incentives, financial incentives
- b. Increase staff flexibility through strengthening mid-level management, swing shifts, back-up staff

- c. Explore opportunities to use technology for both clients and staff
- d. Investigate mechanisms to create fee-for-service opportunities for private payers and implement as appropriate

C. Clinical Services

- 1. Upon successful completion of the clinical services pilot program, conduct a complete evaluation of the program to determine what is needed, what has worked well and how best to move forward**
 - a. Establish insurance reimbursement
 - b. Collect data about the need for clinical and mental health services in the autism community
 - c. Include support to existing Autism Delaware programs and services
 - d. Create and execute a business plan after evaluation

D. Residential Services

- 1. Explore and implement as appropriate person-centered, creative and flexible residential service options**
 - a. Hire a Services Coordinator
 - b. Initiate and oversee a best practice/feasibility study for residential services
 - c. Create a business plan based on results of study

E. Advocacy

- 1. Work with the autism community to identify needs and advocate on its behalf at the local, state and national levels**
 - a. Develop and support an active Advocacy Committee consisting of volunteers and staff
 - b. Develop criteria to help guide decision-making on advocacy actions including Advocacy Committee input and periodic surveys of the community
 - c. Actively participate in meetings and activities of the Interagency Autism Committee as formed by the statewide autism plan, including leadership roles in key initiatives as appropriate.
 - d. Foster increased capacity for family, grass roots and self-advocacy in the state.

F. Public Relations

- 1. Work to raise awareness of autism in Delaware, focusing on what autism is and how it affects the community, as well as strengths of people with autism**
 - a. Increase communications for families with young children and adults
 - b. Explore and follow up on ways to connect with economically

- challenged and culturally diverse populations
- c. Regularly review all potential target populations and assess efforts to reach these groups

2. Work to raise awareness of Autism Delaware

- a. Create a tracking system for key metrics in awareness, including total media coverage, website visits, social media engagement, overall responses, public and audience specific perceptions, etc.
- b. Create, update and maintain a concise case statement document that clarifies each key service and support
- c. Build new and maintain existing relationships with organizations and agencies that serve the autism community