

2025

STRATEGIC PLAN PRIORITIES

MOVE AS ONE

ONE MISSION | ONE TEAM | ONE COMMUNITY

INDEPENDENCE

Establish practices to support people through transitional phases of life, focusing on skill development that will lead to greater independence in the future.

Priority Leaders: Workgroup

Facilitate learning opportunities for individuals and families supported by introducing topics such as financial literacy, legal rights, accessing resources, and navigating the transition from a system-centered life to a community-centered life.

Priority Leaders: Workgroup

Deliver innovative early childhood (birth-3) and childhood (3-21) educational services within integrated settings and in ways that support student growth, development, and independence.

Priority Leaders: Executive Leadership, Forest Rose School Team, Early Intervention Team

COLLABORATION

Collaborate with the Fairfield County Educational Service Center (ESC) and local school districts to support students with significant challenges so they can be educated and supported in Fairfield County.

Priority Leaders: Superintendent, Executive Leadership, Forest Rose School Leadership

Create and organize educational materials that address a range of services, financial support, and external community and provider resources.

Priority Leaders: Workgroup

Support families in developing respite opportunities within the community.

Priority Leaders: Workgroup

Ensure the community is equipped with accurate and comprehensive information about the agency to make an informed decision on the requested renewal levy in 2025.

Priority Leaders: Superintendent and All Fairfield DD Team Members

BELONGING

Equip and empower people to engage in inclusive community opportunities that match their interests.

Priority Leaders: Workgroup

Analyze funding opportunities focused on projects that enhance physical/developmental accessibility, adaptive technology, and inclusive service practices.

Priority Leaders: Fiscal Department, IT Department, Assistive Tech Team

Support people's employment goals through individualized support and increase the number of working-age adults employed in the community by 10% per year.

Priority Leaders: SSA Department, Provider and Community Resources Dept

Launch an online resource hub featuring toolkits, best practices, case studies, and links to relevant training materials for families, providers, agencies, and the community. Promote the resource hub through Fairfield DD's newsletters and social media.

Priority Leaders: Communications and Outreach Department

ENGAGED WORKFORCE

Reduce complexity in our internal procedures with a focus on people rather than processes.

Priority Leaders: Workgroup

Continue to refine our merit-based pay system by implementing quarterly check-ins between supervisors and team members to discuss goal setting and attainment, professional development, and review performance.

Priority Leaders: Superintendent, Assistant Superintendent, Employee Relations Specialist, Executive Leadership

Refine the onboarding process for new hires by soliciting feedback and making changes where needed.

Priority Leaders: HR Department, Communications and Outreach Department

Promote financial stability and sustainability with team members through intentional organizational planning and purposeful investment in services and supports.

Priority Leaders: Fairfield DD Board, Superintendent, Executive Leadership, SSA Department, Fiscal Department

Our mission is to bring about a vibrant community where people lead lives of greater independence and make meaningful contributions.

