

ATTLEBORO ENTERPRISES, INCORPORATED

STRATEGIC PLAN FY 21

1. BOARD OF DIRECTORS
  - A. NEW MEMBERS
  - B. SUCCESSION
2. FACILITIES: MANSFIELD
3. CBDS VOCATIONAL COMPONENT
4. IN-HOME DAY PROGRAMMING
5. VIRTUAL PROGRAMMING
6. SCHOOLS
  - A. FISHER COLLEGE COLLABORATIVE
  - B. LIFE SKILLS ACQUISITION NORTON HIGH SCHOOL AND WHEATON COLLEGE
7. COMMUNITY COLLABORATION



BOARD OF DIRECTORS: SUCCESSION							
<u>OBJECTIVES</u>	<u>ACTION STEPS</u>	<u>PERSON RESPONSIBLE</u>	<u>TIMELINE</u>	<u>INDICATOR OF ACCOMPLISHMENT</u>	<u>FINANCIAL RESOURCES</u>	<u>COMPLETION DATE</u>	<u>NOTES</u>
1	STEP BY STEP PROCESS FOR HIRING NEW CEO FORMALIZED FOR FUTURE USE	CHAIRMAN OF BOARD	August 1, 2021	FORMAL WRITTEN PLAN APPROVED BY BOARD	\$5,000 FOR POSSIBLE CONSULTANT		
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FACILITIES						
OBJECTIVES	ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	INDICATOR OF ACCOMPLISHMENT	FINANCIAL RESOURCES	COMPLETION DATE
1	ATTEMPT TO DETERMINE FUTURE OF REDEMPTION CENTERS/FISCAL VIABILITY	CEO, CFO, DDS REGIONAL DIRECTOR, DDS AREA DIRECTOR	December 31, 2021	DDS COMMITMENT TO MAINTAINING REDMPTION CENTERS INTO FUTURE DETERMINED	N/A	
2	UPON DETERMINING REDEMPTION CENTERS FUTURE EXPLORE OPTIONS FOR MANSFIELD:	VICE CHAIRMAN CHARBONEAU CEO, BUILDING COMMITTEE	March 31, 2022	BOARD FINALIZES PLAN FOR MANSFIELD FACILITY, DAY HABILITATION PROGRAM	N/A	
	A. RENOVATE EXISTING BUILDING IF REDEMPTION CENTERS CLOSE	VICE CHAIRMAN CHARBONEAU CEO, BUILDING COMMITTEE	December 31, 2022	PLAN SHOULD INCLUDE POTENTIAL CBDS PROGRAM	\$500,000	
	B: ADD NEW FACILITY SPACE TO MANSFIELD IF REDEMPTION CENTERS REMAIN OPEN	VICE CHAIRMAN CHARBONEAU CEO, BUILDING COMMITTEE	December 31, 2022	PLAN SHOULD INCLUDE POTENTIAL CBDS PROGRAM	\$1,500,000	
	C: EXPLORE MOVING DAY HABILITATION PROGRAM TO NEW FACILITY IF REDEMPTION CENTERS REMAIN OPEN	VICE CHAIRMAN CHARBONEAU CEO, BUILDING COMMITTEE	30-Jun-22	PLAN SHOULD INCLUDE POTENTIAL CBDS PROGRAM	\$96,000/LEASE \$2,500,000 TO PURCHASE AND RENOVATE	
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<b>CBDS VOCATIONAL COMPONENT</b>						
<b>OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>PERSON RESPONSIBLE</b>	<b>TIMELINE</b>	<b>INDICATOR OF ACCOMPLISHMENT</b>	<b>FINANCIAL RESOURCES</b>	<b>COMPLETION DATE</b>
1						
BUILD A STRONGER VOCATIONAL COMPONENT FOR COMMUNITY BASED DAY SUPPORTS PROGRAM	REVIEW ALL MRC CURRICULA AND VIRTUAL EMPLOYMENT TRAINING AND PLACEMENT RESOURCES FOR USE IN THE CBDS PROGRAM	CEO, NORTH ATTLEBORO DAY PROGRAMS DIRECTOR, DIRECTOR OF EMPLOYMENT SERVICES, PRE-ETS MANAGER, EMPLOYMENT MANAGER	December 31, 2021	REVIEW OF MATERIALS COMPLETED	N/A USE EXISTING RESOURCES	
2						
DESIGN CBDS EMPLOYMENT CURRICULUM	ORGANIZE MRC CURRICULA INTO EMPLOYMENT COMPONENT: JOB CLUB VIRTUAL JOB SHADOW COMMUNICATION SKILLS ACTIVITY CARDS	CEO, NORTH ATTLEBORO DAY PROGRAMS DIRECTOR, DIRECTOR OF EMPLOYMENT SERVICES, PRE-ETS MANAGER, EMPLOYMENT MANAGER	March 31, 2022	FORMAL CURRICULUM CODIFIED IN WRITING	N/A	
3						
CBDS STAFF TRAINED IN CONDUCTING CURRICULUM	MRC JOB DEVELOPMENT TEAM PROVIDES PROFESSIONAL TRAINING TO CBDS STAFF	DIRECTOR OF EMPLOYMENT EMPLOYMENT MANAGER PRE-ETS MANAGER	April 30, 2022	TRAINING COMPLETED	N/A	
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<b>IN-HOME DAY PROGRAMMING</b>						
<b>OBJECTIVES</b>	<b>ACTION STEPS</b>	<b>PERSON RESPONSIBLE</b>	<b>TIMELINE</b>	<b>INDICATOR OF ACCOMPLISHMENT</b>	<b>FINANCIAL RESOURCES</b>	<b>COMPLETION DATE</b>
1						
RESPOND TO MASSHEALTH AND DDS INITIATIVES ON IN-HOME PROGRAMMING	ATTEND MASSHEALTH AND DDS VIRTUAL AND IN-PERSON MEETINGS ON NEW DAY PROGRAM INITIATIVES	CEO	June 30, 2021	MASSHEALTH AND DDS GUIDELINES ON IN-HOME DAY PROGRAMS ISSUED	N/A	
DESIGN IN-HOME DAY PROGRAM BASED ON NEW MASSHEALTH AND DDS REIMBURSEMENT RATES	RECEIVE NEW MASSHEALTH AND DDS RATES OF REIMBURSEMENT, DESIGN IN HOME PROGRAMMING BASED ON RATES	CEO, CFO, NORTH ATTLEBORO DAY PROGRAMS DIRECTOR MANSFIELD DAY HAB DIRECTOR	June 30, 2021	PROGRAM DESIGN AND BUDGET COMPLETED	N/A	
SURVEY PROGRAM PARTICIPANTS TO DETERMINE WHO PREFERS IN-HOME PROGRAMMING AND ON WHAT SCHEDULE INITIATE PROGRAM	SURVEY ALL DAY PROGRAM PARTICIPANTS AND FAMILIES/CARETAKERS TO DETERMINE WHO OPTS FOR IN HOME PROGRAMMING, AND ON WHAT SCHEDULE	CEO, CFO, NORTH ATTLEBORO DAY PROGRAMS DIRECTOR MANSFIELD DAY HAB DIRECTOR	June 30, 2021	IN-HOME PROGRAMMING SCHEDULE COMPLETED, STAFF HIRED	\$40,000 TO \$100,000 DEPENDING ON RESPONSE TO SURVEY	
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VIRTUAL PROGRAMMING						
<u>OBJECTIVES</u>	<u>ACTION STEPS</u>	<u>PERSON RESPONSIBLE</u>	<u>TIMELINE</u>	<u>INDICATOR OF ACCOMPLISHMENT</u>	<u>FINANCIAL RESOURCES</u>	<u>COMPLETION DATE</u>
1						
IDENTIFY USE OF VIRTUAL PROGRAMMING WHEN PANDEMIC RESTRICTIONS ARE REMOVED AND FACILITIES RETURN TO FULL IN PERSON SERVICES	ESTABLISH CURRICULUM AND TARGETED USE OF VIRTUAL PROGRAMMING AS COMPLEMENT TO IN PERSON REGULARLY SCHEDULED ACTIVITIES: INCLUDING BUT NOT LIMITED TO: MORNING EXERCISE RELATIONSHIPS AND SEXUALITY EDUCATIONAL COMPONENTS CIRCLES FUN NIGHT SPECIAL INTEREST GROUPS	CEO, DIRECTOR OF DAY PROGRAMS NORTH ATTLEBORO, DIRECTOR OF DAY HABILITATION MANSFIELD, DIRECTOR OF DEVELOPMENT	October 1, 2021	FORMAL CURRICULUM FOR VIRTUAL PROGRAMMING AND SCHEDULE ESTABLISHED	N/A	
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SCHOOLS						
OBJECTIVES	ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	INDICATOR OF ACCOMPLISHMENT	FINANCIAL RESOURCES	COMPLETION DATE
1						
REOPEN LIFE SKILLS PROGRAM FOR REGIONAL HIGH SCHOOL SPECIAL EDUCATION PROGRAMS	CONTACT RICK POTTER AT FISHER COLLEGE TO CONFIRM USE OF FOUR CLASSROOMS AND CAFETERIA AT THE SCHOOL'S NORTH ATTLEBORO FACILITY	DIRECTOR OF DEVELOPMENT	June 30, 2021	RICK POTTER CONTACTED CONFIRMATION OF USE OF FACILITY	N/A	
	CONTACT REGIONAL SCHOOLS TO DETERMINE WHETHER OF NOT STUDENTS CAN BE TRANSPORTED TO AND PARTICIPATE IN PROGRAM AT FISHER COLLEGE: SEEKONK, DIGHTON-REHOBETH, ATTLEBORO, NORTH ATTLEBORO, MANSFIELD, NORTON, SHARON, CANTON HIGH SCHOOLS	DIRECTOR OF DEVELOPMENT	SEPTEMBER 30, 2021	SCHOOLS CONTACTED PARTICIPATION CONFIRMED	N/A	
	SET UP LIFE SKILLS CURRICULUM WITH SPECIAL EDUCATION DIRECTORS	DIRECTOR OF DEVELOPMENT	January 1, 2022	CURRICULUM IN PLACE	N/A	
	OPEN PROGRAM	DIRECTOR OF DEVELOPMENT	February 1, 2022	PROGRAM OPENS	N/A	
2						
SET UP VIRTUAL DELIVERY OF LIFE SKILLS PROGRAM FOR STUDENTS UNABLE TO ATTEND IN PERSON AT FISHER COLLEGE	IDENTIFY STUDENTS UNABLE TO ATTEND PROGRAM IN PERSON THROUGH SPECIAL EDUCATION DIRECTORS	DIRECTOR OF DEVELOPMENT	September 30, 2021	LIST OF STUDENTS UNABLE TO ATTEND PROGRAM IDENTIFIED	N/A	
	IDENTIFY RESOURCES AT HIGH SCHOOLS AND AT FISHER COLLEGE CLASSROOMS AVAILABLE FOR VIRTUAL PROGRAMMING, PURCHASE TECHNOLOGY IF NEEDED	DIRECTOR OF DEVELOPMENT CEO	November 1, 2021	TECHNOLOGY NEEDS IDENTIFIED AND PURCHASED AS NECESSARY	\$3,000	
	INITIATE VIRTUAL PROGRAMMING WITH START UP OF THE FISHER PROGRAM	DIRECTOR OF DEVELOPMENT	February 1, 2022	VIRTUAL PROGRAMMING OPERATIONAL	N/Q	
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SCHOOLS						
OBJECTIVES	ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	INDICATOR OF ACCOMPLISHMENT	FINANCIAL RESOURCES	COMPLETION DATE
1						
RE-INITIATE LIFE SKILLS ACQUISITION PROGRAM FOR STUDENTS ABLE TO PASS MCAS WHO ARE ON THE AUTISM SPECTRUM	CONTACT DR. BEATA AT NORTON HIGH SCHOOL AND SECONDARY EDUCATION CHAIR AT WHEATON COLLEGE	DIRECTOR OF DEVELOPMENT AND CEO	September 1, 2021	BOTH SCHOOLS CONTACTED AND WILLINGNESS TO PARTICIPATE CONFIRMED	N/A	
	MEET WITH STUDENT AFFAIRS OFFICE AT WHEATON COLLEGE TO CONFIRM FEDERAL EMPLOYMENT PROGRAM FOR WHEATON STUDENTS STILL OPERATIONAL	DIRECTOR OF DEVELOPMENT AND CEO	October 30, 2021	CONTACT COMPLETED	N/A	
	IDENTIFY NORTON HIGH SCHOOL STUDENTS WHO WILL PARTICIPATE IN PROGRAM THROUGH SPECIAL EDUCATION DIRECTOR	DIRECTOR OF DEVELOPMENT	January 1, 2022	NORTON HIGH SCHOOL STUDENTS IDENTIFIED	N/A	
	IDENTIFY WHEATON COLLEGE STUDENTS WHO WILL PARTICIPATE IN PROGRAM THROUGH SECONDARY EDUCATION CHAIR	DIRECTOR OF DEVELOPMENT AND CEO	January 1, 2022	WHEATON COLLEGE STUDENTS IDENTIFIED	N/A	
	DEVELOP CURRICULUM WITH NORTON HIGH SCHOOL SPECIAL EDUCATION DEPARTMENT AND WHEATON COLLEGE STUDENTS	DIRECTOR OF DEVELOPMENT AND CEO	April 1, 2022	CURRICULUM ESTABLISHED	N/A	
	INITIATE PROGRAM WITH NORTON HIGH SCHOOL STUDENTS MENTORED BY WHEATON COLLEGE STUDENTS, WHEATON STUDENTS ON PAYROLL	DIRECTOR OF DEVELOPMENT AND CEO	May 1, 2022	PROGRAM STARTED	\$5,000	
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COMMUNITY COLLABORATION						
OBJECTIVES	ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	INDICATOR OF ACCOMPLISHMENT	FINANCIAL RESOURCES	COMPLETION DATE
1						
EXPLORE POTENTIAL COLLABORATION WITH LOCAL COMMUNITY ORGANIZATIONS, COMMON INTERESTS AND NEEDS	ATTEND SELF SUFFICIENCY COALITION MEETINGS AS WELL AS SIMILAR GROUPS OF NON-PROFIT ORGANIZATIONS	CEO AND DIRECTOR OF DEVELOPMENT	January 1, 2022	MEETINGS ATTENDED	N/A	
	MEET 1:1 WITH CEO'S, EXECUTIVE DIRECTORS OF COMMUNITY ORGANIZATIONS TO DISCUSS COMMON INTERESTS, GOALS, NEEDS	CEO AND DIRECTOR OF DEVELOPMENT, OTHER MANAGEMENT STAFF AS APPROPRIATE	January 1, 2023	FACE TO FACE MEETINGS ATTENDED	N/A	
	DEVELOP ACTION PLANS TO ADDRESS MUTUALLY BENEFICIAL COLLABORATIONS WITH OTHER ORGANIZATIONS	CEO, OTHER MANAGEMENT STAFF AS APPROPRIATE	1-Jun-23	MEMORANDUMS OF UNDERSTANDING DEVELOPED, NEW COLLABORATIONS INITIATED	\$1 TO \$150,000	
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