



# SPIN Strategic Plan 2021-2024

## Why We Exist

We believe  
all people deserve  
*A Life of Possibilities*

## Our Core Business

Lifespan services for families and their loved ones

- Early Intervention
- Early Childhood Education
- Transition Services
- Residential Services
- Lifesharing Services
- Autism Services
- Employment Services
- Behavioral Health Services
- Community Participation Supports
- Recreation Services

## Hallmarks

Accredited and Acclaimed:

- Autism Center of Excellence
- STAR 4 Early Childhood Education
- Residential Behavioral Health Program
- Top Workplace
- Employer of Choice
- Healthy Workplace
- Top Training Organization

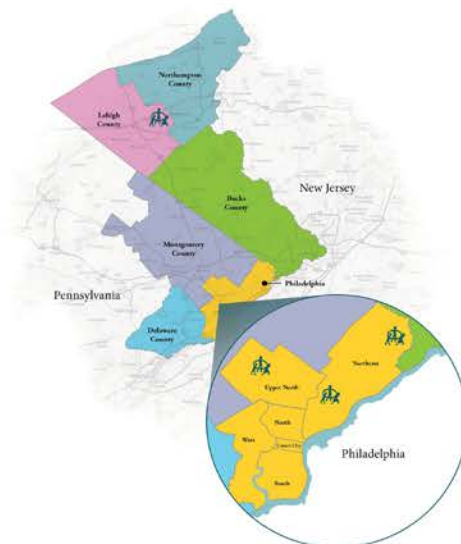
## Vision

A world that values,  
respects and  
includes everyone

## SPIN Brand Promise

- People & Family First Services
- Professionalism always
- Performance excellence
- Highly engaged, productive employees

## Where We Serve



*“Without courage we cannot practice any other virtue with consistency.  
We can’t be kind, true, merciful, generous, or honest.”*

- Maya Angelou

# SPIN Celebrating 50 Years

## Thematic Goal & Action Plan 2020-2021

### Recover from the Coronavirus Pandemic

#### Action Plan

- 1. Establish and Achieve Health & Safety Quality Standards that Secure Stakeholder Confidence**
  - a.* Develop a comprehensive Health & Safety Plan
  - b.* Train all employees on the plan
  - c.* Communicate the plan to all stakeholders
- 2. Assess and Reimagine People-First Opportunities**
  - a.* Develop a framework for evaluation
  - b.* Reimagine Person-Centered plans
- 3. Remain an Employer People are Proud to Work for**
  - a.* Listen, see, learn and change to address racial injustice
  - b.* Create a Workforce Development Plan
  - c.* Align recruitment, engagement, compensation & performance evaluation with an outward mindset that assures diversity & inclusion
- 4. Strengthen Financial Stability and Sustainability**
  - a.* Maximize efficiencies
  - b.* Maximize revenues
- 5. Unite and Connect People through the Universal Use of Technology**
  - a.* Develop data-warehouse and mobile analytics reports
  - b.* Leverage mobile-friendly technology to improve the lives of people
- 6. Develop and Implement a Comprehensive Communication Plan**
  - a.* Create a Communication Plan that addresses all stakeholders
  - b.* Optimize internal and external resources to execute the communication plan







## SPIN Three Year Priorities

### Priorities: 2021-2024

1. Achieve excellence in all core services and operations
2. Cultivate a high quality, engaged workforce
3. Participate in changing the service system to be more person centered
4. Embed racial justice into every facet of our organization
5. Become a trauma informed organization
6. Expand access and use of technology resources to increase independence and connection



Moving forward... together

*"It is not our differences that divide us.  
It is our inability to recognize, accept, and celebrate those differences."*

- Audre Lorde