



# SPIN Strategic Plan 2025-2028

## 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
- Employment Services
- Community Participation Supports
- Recreation Services
- Outpatient Clinical Services for Children & Families
- Applied Behavior Analysis (*ABA Services*)
- Psychological Services
- Residential Behavioral Health Program

## Where We Serve

We serve the following Counties in Pennsylvania:

- Philadelphia
- Lehigh
- Montgomery
- Delaware
- Bucks
- Northampton

## Vision

**A world that values,  
respects and  
includes everyone**

## SPIN Pillars

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

## Hallmarks of Excellence

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
- Cultural Excellence Award

*“For there is always light, if only we’re brave enough to see it.  
If only we’re brave enough to be it.”*

- Amanda Gorman, [The Hill We Climb: An Inaugural Poem for the Country](#)



# SPIN Thematic Goal & Action Plan 2024-2025

## *A Caring and Growing Organization Where People Thrive*

### Action Plan

#### Wellness

- Create a culture where everyone belongs and feels safe and valued
- Support people to live a healthy lifestyle
- Engage and partner to strengthen organizational financial wellness

#### Quality

- Prepare for and implement Performance Based Contracting and Values Based Payments
- Recruit, retain, and develop a qualified, engaged workforce
- Implement a Learning and Development framework and invest in career path opportunities

#### Relationships

- Create new strategies to engage donors and increase donor revenue
- Promote and ensure SPIN's hallmark presence
- Nurture family relationships across all services
- Invite open professional communication and a solution focused environment

#### Growth

- Increase delivery of all core services
- Advocate for access and needed resources to provide quality services across the lifespan
- Advocate for a living wage





## *Lead with a People & Family-First Focus to Achieve our 3-Year Priorities*

### Priorities: 2025-2028

- Increase capacity and delivery of all core services
- Recruit, retain, and develop an engaged workforce dedicated to delivering high quality services
- Prepare for and implement value-based payment systems
- Build future high-performing leaders at all levels
- Increase revenue and resources to grow and strengthen service provision and quality
- Embed diversity, equity, inclusion, and belonging into every facet of the organization
- Strengthen culturally competent, trauma-informed practices
- Maximize health, safety, and productivity across all services and workplaces
- Invest in People-First and organizational technology

*“Kindness is the golden chain by which society is bound together.”*

- Johann Wolfgang von Goethe