



# SPIN Strategic Plan 2026-2029

## 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)
- Family Resources and Supports
- Psychological Services
- Residential Behavioral Health Program
- Integrated Clinical Services Team

## 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:

- Clinically Enhanced Provider
- 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
- National Alliance for Dually Diagnosed Accreditation
- Gold Level Equity in Early Childhood Education

“Be the change that you wish to see in the world.”  
- Mahatma Gandhi





# SPIN Thematic Goal & Action Plan 2026-2027

*Assure SPIN’s mission,  
relevance and sustainability now and for the future*

## Action Plan

### Growth

- Develop innovative programs and expand services based on needs of the community
- Build, promote and expand Career Pathing and learning and development opportunities
- Create new strategies to engage donors and increase donor revenue

### Relationships

- Strengthen family engagement
- Prioritize a people first experience
- Enhance teamwork and partnerships
- Promote and ensure SPIN’s hallmark presence

### Sustainability

- Strengthen organizational financial wellness
- Advocate to secure sustainable rate structure
- Remain Mission driven in all services and operations
- Increase operational efficiencies

### Quality

- Expand and utilize data to drive solution focused outcomes
- Recruit and retain a qualified, engaged workforce
- Demonstrate evidence-based practices in services and operations

### Wellness

- Foster a culture where respect, collaboration and belonging are demonstrated in all actions and interactions.
- Advance support to achieve holistic wellness
- Prioritize workplace and community safety







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

### Priorities: 2026-2029

- Assess sustainability to optimize capacity and growth opportunities
- Develop and implement innovative recruitment and retention strategies to deliver high quality services
- Continue to support families and individuals to maintain access to benefits and services
- Invest in the Learning and Development of SPIN workforce
- 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
- Promote and embed the values of SPIN United Coalition into every facet of the organization
- Strengthen culturally competent, trauma-informed practices
- Maximize health, safety, productivity and efficiency across all services and workplaces
- Invest in People-First and organizational technology

“No act of kindness, no matter how small, is ever wasted.”  
- *The Lion and the Mouse*, Aesop