Options of Linn County
Strategic Plan for 2016 to 2020

**Strategy One**: Be Fiscally Responsible

Demonstrate sound fiscal practices.

**GOALS:**

A. Identify transition funding to bridge cash flow or revenue concerns.
B. Make sound fiscal purchasing decisions.
C. Analyze costs and identify efficiencies to lower costs.
D. Adapt fiscal and programming strategies to reflect changes in legislature and funding.

**Strategy Two**: Utilize Infrastructure Efficiently

Ensure infrastructure meets the needs of funders, consumers, and staff.

**GOALS:**

A. Utilize resources to meet the changing needs of consumers and staff.
B. Optimize technology to improve efficiency and accuracy.

**Strategy Three**: Provide Innovative Services

Enhance lives of people through our services.

**GOALS:**

A. Enhance skill-building programs to support consumer successes.
B. Enhance programs to meet changing needs of consumers.
C. Develop key performance indicators to measure program successes or outcomes.
D. Evaluate continuation of employment opportunities for consumers earning minimum wage.

**Strategy Four**: Foster a Culture of Professionalism

Maintain a professional internal culture consistent with Options mission.

**GOALS:**

A. Hire qualified and energetic people within guidelines of the union agreement.
B. Provide effective and relevant employee training.
C. Create and maintain respectful working relationships.
D. Improve accountability for meeting job expectations.

**Strategy Five**: Build Partnerships

Engage in meaningful partnerships.

**GOALS:**
A. Recruit, maintain, and enhance partnerships with families, professionals and community organizations.
B. Develop and maintain relationships with funders and professional associations.
C. Enhance relationships with county support services (HR, IT, Facilities, LIFTS, Risk Management).

**Strategy Six: Communicate Effectively**

Provide clear and concise communication to internal and external audiences.

**GOALS:**

A. Obtain and incorporate feedback on service quality.
B. Identify and share timely and relevant information.
C. Develop, implement, and share Options’ Communication Plan.