




THE ISSI ANNUAL PLAN 2015

FOCUS AS THE TEMPLATE FOR THE ANNUAL PLAN 2014-2015: MARCH 20 2014



Every year ISSI regenerates its Annual Strategic Plan. We begin to do this in March because *the Plan precedes the Budget* (which is only the costing of the Plan):

- We are led by Our Vision
- Structured by Standards (FOCUS)
- Informed by the Legislation (MCSS)
- Financed by our Budget

THE SEASONS OF THE ANNUAL PLANNING CYCLE



The Process begins in March and includes:

- Revealing
- Reviewing and,
- Refining.

March: Reveal the draft plan; Board

April and May: Review the plan including input from Stakeholders; service-users, families, staff and community partners. Report to the Board.

June: Refine the Annual Plan for the Annual Meeting

REVEALING | REVIEWING | REFINING | MARCH TO JUNE



To be fair – the process is somewhat “stalled.”

It needs to be:

- Re-located and,
- Re-Branded.

RE-LOCATION AND RE-BRANDING



The Re-Location:

To accomplish our Annual Plan we need to make the person we support the centre of the organization's work. The goals to accomplish accreditation need to begin with the person served and those in the organization closest to them. The planning process needs to begin with them. This is where are largest investment of time and energy is; *our critical mass*.

THE CENTRE OF THE WORK: THE PERSON



The Re-Branding:
We need to re-constitute and re-brand our
Working on Quality Group based on the newly
released FOCUS Accreditation Standards 2014 –
an ISSI/FOCUS.

FOCUS HAS NEW STANDARDS IN 2014



Our Goal in 2014:

How could we phrase this so it becomes the language and goal of the people we support?

“We want to reach or exceed all of the Standards...”

This means validation by FOCUS Accreditation.

WE WANT TO EXCEED ALL OF THE STANDARDS



Our FOCUS is on 4 P's

- Person
- People
- Practices
- Proof

WE SHOULD FOCUS ON THE 4 P'S



We need to plan with two perspectives in mind:

- The Simple
- The Complex

The Simple:

is the single page brochure format we have produced annually.

The Complex:

is the ISSI adaptation of 180 FOCUS Standards in 14 Domains applied to the organization. This is assisted by the FOCUS document entitled “Crosswalk” that bridges the work we have done previously to the 2014 Standards.

The background features a teal-to-blue gradient with several circular patterns. A large scale on the left side ranges from 140 to 260 in increments of 10. There are also smaller circular elements with arrows and dashed lines scattered across the page.

The Simple perspective has 5 Facets:

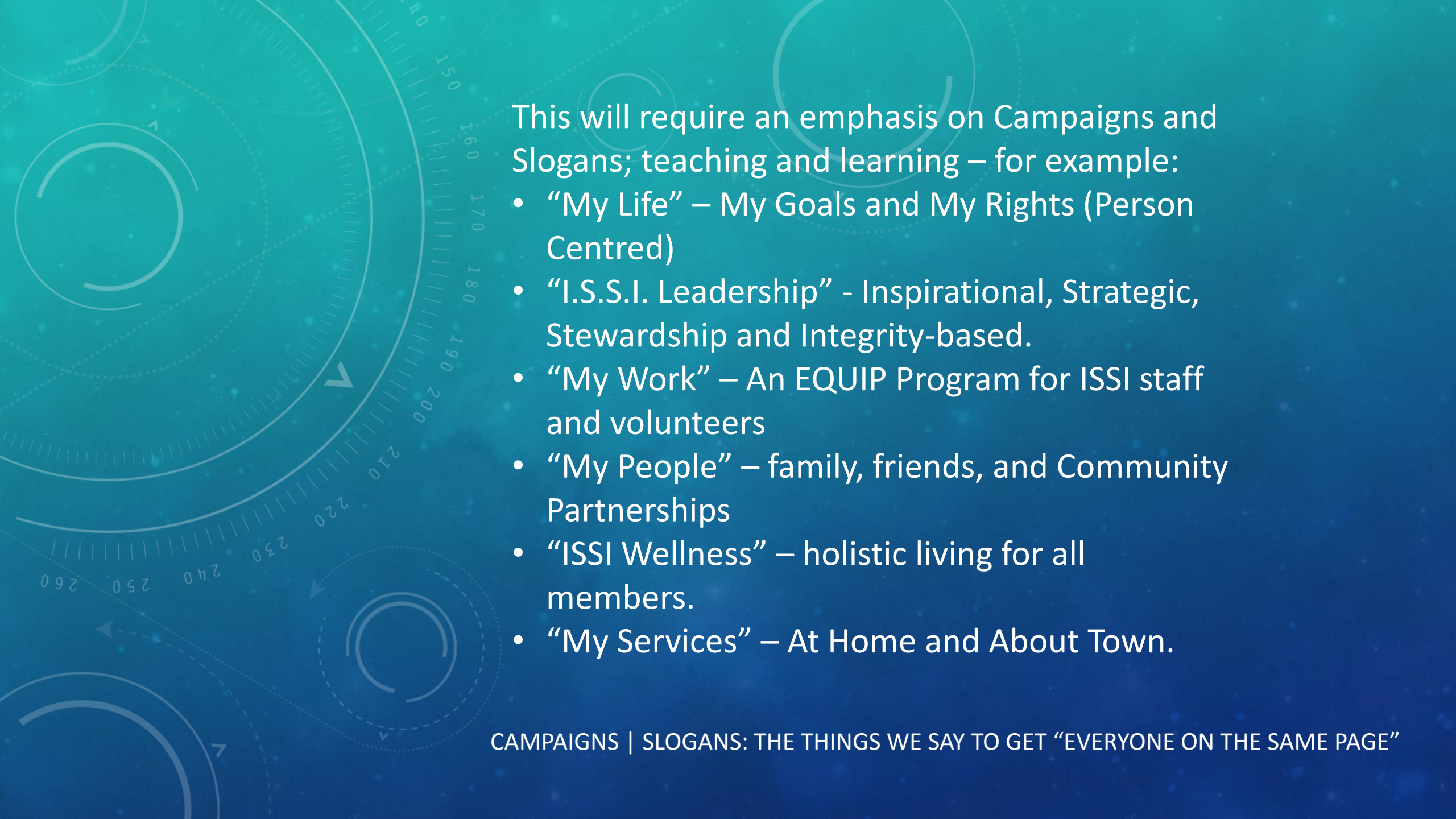
- Person Centred
- Visionary Leadership
- Continuous Learning
- Positive Design
- Responsive Services

Our Goals for each are:

- Person Centred: that people “become” – that they are growing
- Visionary Leadership: that leadership inspires us
- Continuous Learning: to EQUIP our members
- Positive Design: to produce “Wellness”
- Responsive Services: to achieve “excellence.”

The challenge is to make these measurable. This can be done by achieving the details in the 180 Standards and by inculcating a renewed culture across our organization and community. This is based on our traditional planning paradigm: the Person, the Agency, and the Community.

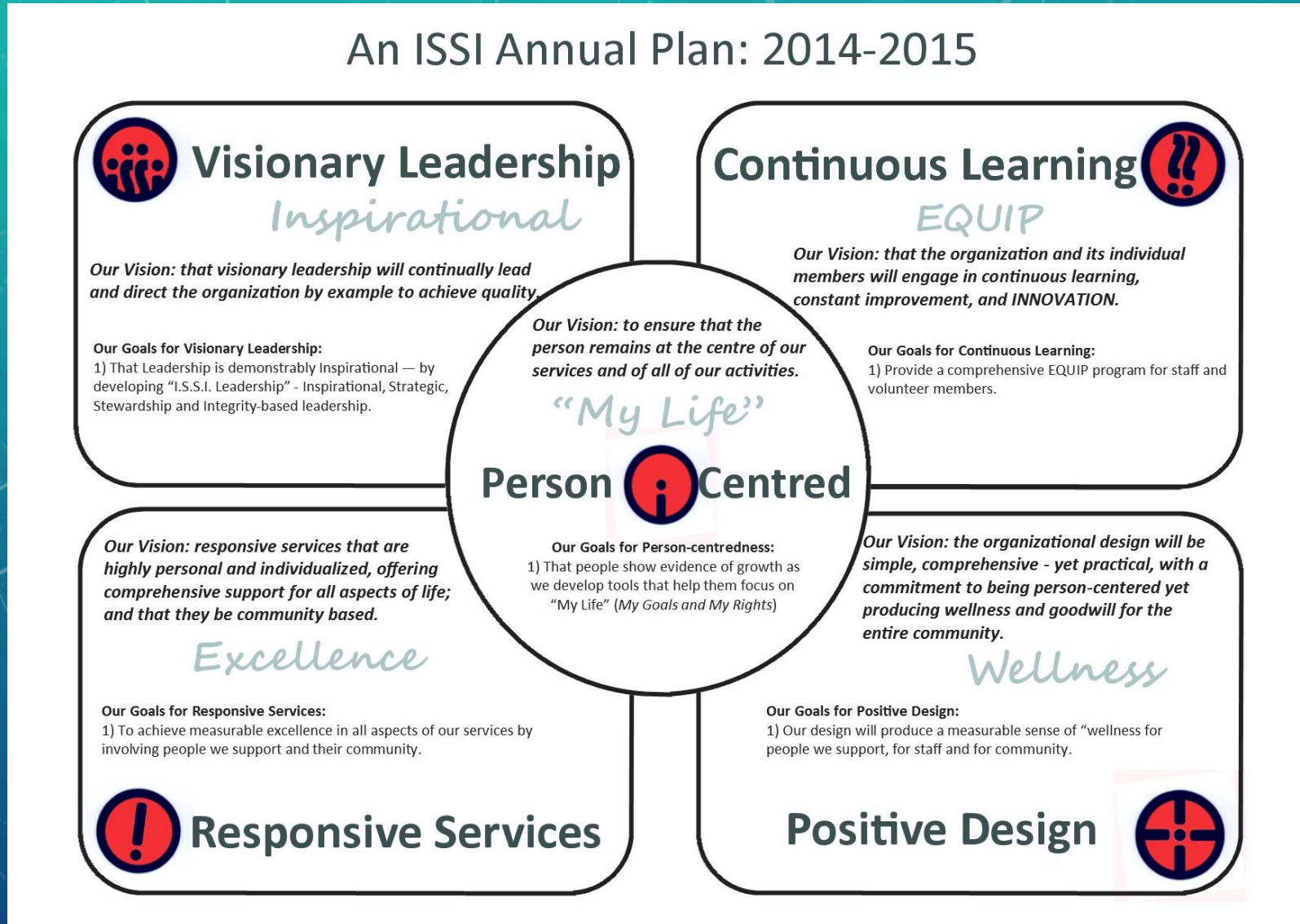
FIVE MEASURABLE GOALS



This will require an emphasis on Campaigns and Slogans; teaching and learning – for example:

- “My Life” – My Goals and My Rights (Person Centred)
- “I.S.S.I. Leadership” - Inspirational, Strategic, Stewardship and Integrity-based.
- “My Work” – An EQUIP Program for ISSI staff and volunteers
- “My People” – family, friends, and Community Partnerships
- “ISSI Wellness” – holistic living for all members.
- “My Services” – At Home and About Town.

This will take the Standard format of our brochure – Our Vision and Our Goals:





To Summarize:

Our Goal is Accreditation.

Our Method is cultural transformation through learning and teaching (Campaigns and Slogans..)

IN SUMMARY: A GOAL AND A METHOD