

Western Michigan University

CENTER FOR DISABILITY

SERVICES STRATEGIC PLAN Calendar

Year 2021 - 2023

Strategic Plan disrupted due to pandemic.



WESTERN MICHIGAN UNIVERSITY

College of Health and Human Services

MISSION

Our mission is to **help people** who because of age, illness or disability need assistance to **live life fully**.

Through our community living, care coordination, skill building and aging services, our goal is to support a person's intellectual and physical functioning and independence by minimizing the negative impact of age or disability on their life, and assisting them to remain living at home and participating in their community.

VISION

Our vision is to provide high quality supports and services and to help all people be active members of their community and achieve the highest quality of life possible.

Western Michigan University (WMU) is ranked among the top 100 national universities by *Washington Monthly*, a respected Washington, DC, magazine. The list is based on three factors the publication characterizes as college qualities that are good for the nation: producing cutting-edge research and new PhDs; **encouraging students to give back to the nation through service**; and promoting social mobility by recruiting and graduating low-income students.

The College of Health and Human Services (CHHS) has a mission to **educate professionals to provide exemplary health care, rehabilitation, and social services**; promote innovation in advancing knowledge; and build mutually enriching local and global partnerships – all **focused on enhancing human health and well-being**.

LINKS TO WMU AND COLLEGE OF HEALTH & HUMAN SERVICES STRATEGIC PLANS

This strategic plan for the CDS and CHHS is built upon the WMU strategic plan, approved by the Board of Trustees, March 23, 2016. This plan focuses on the three pillars of the University; **Learner Centered, Discovery Driven, and Globally Engaged**.

VALUES

All people are valued members of society.

All people have the right to make choices affecting their lives.

People who receive our services are unique individuals who should be cherished, treated with sincere understanding and respect, and provided with lifelong learning opportunities.

<http://wmich.edu/sites/default/files/attachments/u656/2016/The%20Gold%20Standard%202020.pdf>

The CHHS plan addresses the University goals with strategic actions and outcome measures specific to the College.

The CDS plan builds on the direction outlined by both plans.



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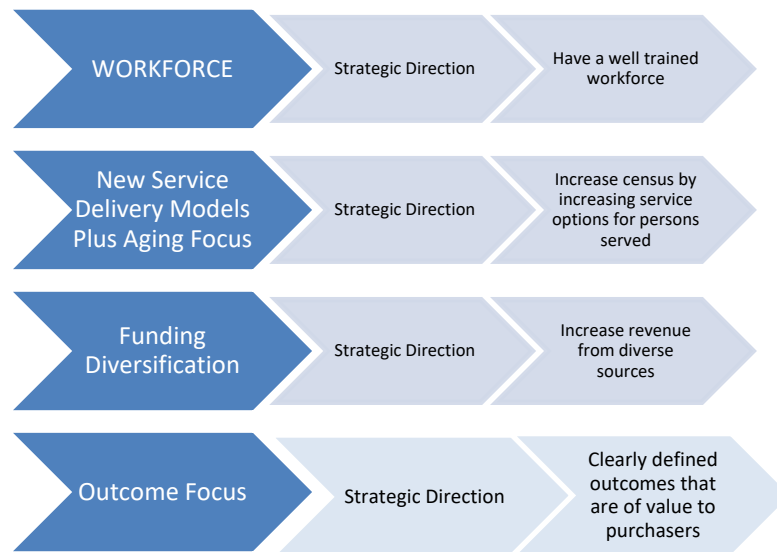
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CDS Strategic Planning Framework: 2021-23

STRATEGIC FOCUS AREAS



NEXT AREAS OF FOCUS

WORKFORCE COMPETENCY

Emphasis on Training, Recruitment, Elearning

- ★ Organize a Taskforce
 - Recruitment Incentive
 - Structured Approach – Consider OBM
 - Assistantship
- ★ Create Levels of Staff
 - Higher Pay for Different Levels of Staff
 - Must possess/pass competency expectations for higher level
- ★ Supervisory Training
 - Define role of supervisor

OUTCOMES/CLINICAL COMPETENCE – BECOMING MORE DATA DRIVEN

HIRE DATA ANALYST
New Professional Positions
Adoption of Evidence Based Practices
Value Based Purchasing
Outcome Analysis

Aging Services

Caregiver Support Services/Program – Social Work Position

- ★ Adult Wellness Programs

New Service Delivery Models/Focus

Reimagine Day Activity EWB Services
Health Focus
What other domains to focus on? What is “valued” by funders?

- ★ Technology – Create Task Force
 - Consider home monitoring
 - Consider Smart Home Expertise
- Caregiver Services

★ Funding Diversification/Marketing

Healthplans
Medicare Advantage Plans
Grow Private Pay
Families with Children Living at Home

WHAT ARE THE PRIMARY GOALS OF CDS

1. Student learning
2. Community services for people with an intellectual disability and other developmental disabilities
3. Community services for elderly people with Alzheimer's and other dementias
4. Services to WMU community, Kalamazoo community
5. Research incubator for faculty

WHAT MUST WE DO IN ORDER TO REMAIN VIABLE

1. Maintain financial solvency
2. Maintain student educational focus
3. Maintain IDD focus
4. Increase aging focus
5. Increase campus and community awareness
6. Diversify business to eliminate dependency on one payer source