

FRC Strategic Plan 2011 - 2014

Mission The FRC is committed to increasing employment, enhancing independence, and improving the quality of life for Floridians with disabilities.

Vision Partnering to create opportunities to employ all people with disabilities (PWD) in competitive jobs of their choice.

Goal 1: To enhance VR Support and Service Systems

Objective

- 1.1 Review, analyze and advise VR strategic and operational planning processes to ensure best practices within Support and Service Systems.
- 1.2 Review and analyze efforts to implement, recognize and expand the use of best practices within the VR Support and Service Systems.
- 1.3 Review and analyze available data to coordinate with and advise VR on the needs and satisfaction of Support and Service Systems for customers, staff and other stakeholders to ensure quality and the increasing use of best practices.
- 1.4 FRC will identify best practices to highlight and encourage quality within VR.

Measure

- 1.1a As measured by analyzing 80% of identified documents in 2012; 2013 – 85%; and 90% by 2014 (see tracking forms.)
- 1.1b As measured by the tracking of FRC engagement and advisement on RSA required partnership activities (State Plan, Needs Assessment, VR Strategic Planning, etc.) A qualitative report summarizing strengths, weaknesses, opportunities, and threats. Goal is evidence of strong partnership collaboration.
- 1.2 As measured by the count and review of various sources of information analyzed with action items to follow as appropriate; 2012 – 80% of sources, 2013 – 85%; and by 2014 – analyzing 90% of sources.
- 1.3 Measured on a regular basis, as evidenced by beneficial levels of various indicators reviewed in 2012, 2013, 2014 (see tracking form.)
- 1.4 As evidenced by an increasing number of methods and sources considered, reviewed, and if appropriate, applied in 2012, 2013, 2014 (counting number of sources reviewed and considered - such as 36thIRI document, TACE and RSA trainings).

Goal 2: To establish & strengthen collaborative strategic partnerships

Objective

- **2.1** Encourage and exemplify a strong partnership with VR.
- **2.2** FRC will identify opportunities to engage in public outreach to listen, inquire and educate consumers and the public.
- **2.3** Outreach to and educate mandated strategic partners /identify training opportunities
- **2.4** Track and review partner reports as presented at quarterly to ensure updated information is made available to the FRC.
- **2.5** Identify and engage new strategic partners to increase public awareness and provide evidence of FRC collaborative efforts.
- **2.6** Create list serves and identify sources for inclusion into an employment database of strategic partners to enhance employment resources for VR Support and Service Systems and outreach for FRC.

Measure

- **2.1** Track ongoing communications and areas of strategic partnership from FRC and VR's perspective. Consider brief year-end review by both entities to ensure strength of partnership and areas for future enhancement.
- **2.2** Track FRC staff, Council, and member participation in outreach efforts to engage consumers and the public sector. As evidenced by an increasing number of staff and events attended throughout the years, in 2012, 2013, 2014. (Includes state plan, forums, conferences, capital events, local visits.)
- **2.3** Track coordination contacts, individual entity efforts, engage and identify ways to enhance similar strategic goals and to identify opportunities to collaborate and strengthen services to people with disabilities (measurement tool to be developed in 2012 with FRC Coordination an Evaluation committees).
- **2.4** Track quarterly agendas and review partner reports for any needed FRC action items, and opportunities for collaboration or training with, on an ongoing basis during the years of 2012, 2013, 2014.
- **2.5** Measure the increasing number of new FRC partners and the initiation of dialogue in 2012, 2013, and 2014 (based on 2011 state fiscal year end FRC partners already engaged.)
- **2.6** Track action steps in 2012 to initiate development, use, maintenance and the consideration of multiple focused databases (i.e., vendors, employers, strategic partners, sister agencies). Consider engaging other partners in expansion of list serve (i.e., VR, Able Trust.)

Goal 3: To advocate for employment of persons with disabilities.

Objective

- **3.1** Communicate and educate government (local, state, and national) on the positive impact of employing PWD
- **3.2** Communicate and educate public groups on the positive impact of employing PWD.
- **3.3** Communicate and educate employers (work force and economic organization) on the positive impact of employing PWD.
- **3.4** Communicate, inquire and, if appropriate, educate K-12 schools, post secondary education, and vocational (goal 2?) on the topic of employing and preparing PWD.

Measure

- **3.1** Track count of contacts made, information provided and outcome of legislative sessions across years 2012, 2013, 2014 (based on 2011 state fiscal year end FRC partners already engaged.)
- **3.2** Track count of contacts made, information provided and outcome of actions across years 2012, 2013, 2014 (based on 2011 state fiscal year end FRC partners already engaged.)
- **3.3** Track count of contacts made, information provided and outcome of actions across years 2012, 2013, 2014 (based on 2011 state fiscal year end FRC partners already engaged.)
- **3.4** Track count of contacts made, information provided and outcome of actions across years 2012, 2013, 2014 (based on 2011 state fiscal year end FRC partners already engaged.)

Goal 4: To strengthen the management of FRC internal operations.

Objective

- **4.1** Track, manage, review and enhance FRC business processes and performance.
- **4.2** Identify and establish a systematic way to develop and enhance staff and Member understanding of the topics FRC encompasses. Also to be considered and introduced are cost-efficient and effective

Measure

- **4.1** Track, review, and enhance business processes, performance, actions and outcomes as beneficial for target issue, across years 2012, 2013, and 2014 (see worksheet.)
- **4.2** As evidenced by an increasing number of topics, methods, quality and sources considered, and if appropriate, utilized by staff and members in 2012, 2013, 2014.

learning opportunities.

- **4.3** Increase review of best practices on effectiveness and efficiency of staff utilization and council membership.
- **4.4** Maintain membership and work with Governor's appointment office to meet the current needs and guideline.
- **4.5** Identify and increase opportunities for staff and members to mentor.

- **4.3** As evidenced by an increasing number of methods and sources considered, reviewed, and if appropriate, applied in 2012, 2013, 2014.
- **4.4** Maintain, track, and review communications, requirements and status of member appointments as beneficial for target issue, across years 2012, 2013, and 2014.
- **4.5** As evidenced by an increasing number of opportunities accomplished across years 2012, 2013, and 2014.