

**WEB VERSION 1.0**

JANUARY 2021



Colorado  
**Bluesky**  
ENTERPRISES, INC.

DRAFT

**STRATEGIC PLAN**

2021 THROUGH 2024



## MISSION

**We believe that all persons have the right to live, learn, and work in the community with the same hope, dignity, choices, opportunities, and responsibilities accorded to all citizens.**

## VISION

**We Teach. We Support. We Inspire.**

---

➤ **GOAL #1** *A HUMAN RESOURCES DEPARTMENT THAT INCORPORATES PERSON-CENTERED VALUES, MOTIVATION, AND EMPOWERING TOOLS FOR STAFF.*

### Objectives

---

- **Update positions and job descriptions to incorporate technology**
  - **Develop a salary schedule that is commensurate with Pueblo-area market averages**
  - **Increase staff retention and job satisfaction**
  - **Identify positions that can transition to permanent remote work**
  - **Develop an HR department that meets the needs of the agency by 2022**
  - **Establish clear HIPAA compliance protocols for remote workers**
-

➤ **GOAL #2: A TRANSPARENT AND EMPOWERING BUDGET TO EFFICIENTLY SERVE THE PUEBLO COMMUNITY.**

**Objectives**

- Organize the CBE annual budget to fully itemize department-specific allocations
- Establish a new budget line item(s) for technology in the CBE annual budget

➤ **GOAL #3: SEPARATE THRIVING AGENCIES THAT SUPPORT THE PUEBLO COMMUNITY.**

**Objectives**

- Create a communications plan about changes and transitions
- Set a timeline of separation between Case Management and Direct Care services
- Determine if CBE will become a PASA or CMA

➤ **GOAL #4: CBE WILL BE THE CASE MANAGEMENT AGENCY OF CHOICE IN OUR CATCHMENT AREA.**

**Objectives**

- Understand the State's changes to the Early Intervention program
- Submit a proposal to become the local provider for all Case Management services for IDD and other disability waiver programs
- Increase customer satisfaction in CSM
- Identify what Early Intervention services we could expand
- Identify what Case Management services we could expand

---

➤ **GOAL #5: BASS WILL BE THE PASA OF CHOICE IN SOUTHERN COLORADO.**

**Objectives**

---

- **Rebuild the BASS Day Program**
  - **Evaluate all programs for financial viability**
  - **Open an additional residential home**
  - **Explore and expand new service opportunities for direct care**
- 

DRAFT