

WEB VERSION 1.0

JANUARY 2021



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.

A Human Resources department that incorporates person-centered values, motivation, and empowering tools for staff.

STRATEGIC GOAL #1

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

A transparent and empowering budget to efficiently serve the Pueblo community.

STRATEGIC GOAL #2

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

Separate thriving agencies that support the Pueblo Community.

STRATEGIC GOAL #3

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

CBE will be the case management agency of choice in our catchment area.

STRATEGIC GOAL #4

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

BASS will be the PASA of choice in southern Colorado.

STRATEGIC GOAL #5

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
