

VISION

Building a healthier, more informed, and inclusive community through innovation and collaboration.

VALUES

**Diversity
Development
Excellence
Integrity**

MISSION

To be a leader in integrated health care, inspiring hope and wellness in partnership with individuals, families, and the community.

Goal 1: Be a leader in integrated health care

Pursue innovative and collaborative models for health care reform to position for a successful future

1. Certified Community Behavioral Health Clinic (CCBHC)
2. State Innovation Model (SIM)
3. System of Care (SOC) for children and families
4. Health Home Accreditation (Patient Centered Medical Home)
5. Mobile Response and Stabilization
6. Health Plan Integration Pilot
7. Expand evidence-based treatment modalities in areas of mental health, substance use and I/DD

Goal 2: Inspire hope and wellness in partnership with individuals, families and the community

Collaborate with staff, consumers, families and community partners to create a more recovery-oriented and trauma informed community

1. Improve focus on self care and wellness of staff
2. Community education and outreach
3. Psychological First Aid
4. ACE survey trauma informed training and consultation
5. Suicide prevention efforts including Suicide Safe Care Model
6. Family Psycho Education (FPE)
7. Wellness Recovery Action Planning (WRAP)
8. Peer support models
9. Consumer recognition and volunteer program

Goal 3: Utilize agency values as a compass for decision making and organizational excellence

Diversity

1. Increase staff knowledge in the areas of diversity, inclusion and bias through training and education
2. Ensure agency policies, practices, and allocated resources are culturally competent
3. Increase community outreach and employee recruitment to more diverse groups and locations
4. Increase staff competency in serving minority populations

Development

1. Hold quarterly all-supervisor meetings to increase support and education for supervisors
2. Implementation of TBD Solutions management practices and staff mentoring program
3. Utilize improved annual evaluation and development plan for all staff
4. Increase support and resources for staff to help with self care and wellness

Excellence

1. Implement internal and external communications plans
2. Re-structure teams and fill key positions
3. Offer increased training in evidence-based practices
4. Gather, analyze, and meaningfully apply data
5. Electronic Health Record (EHR) implementation
6. Utilize the CANS/ANSA assessment tool and process
7. Revamp access process, utilization management, QI department and mobile stabilization

Integrity

1. Transparency in hiring practices
2. Transparency in decision making
3. Transparency in internal communications
4. Commitment to community needs