

Strategic Plan

Board Approved March 12, 2024

PRIORITY FOCUS AREAS

Priority 1 – Improve/promote/advance the objective of increasing the availability of quality Head Start and child care slots in the areas we serve:

Strategies	Performance Measures	Responsibility	Resources	Timeline
1) Adjust Head Start staff compensation to market levels	Positions will be filled, turnover will be reduced.	Head Start.	State and Federal Grants. Head Start staff.	May 2025.
2) Develop family and center based resources in area.	Quality child care slots provided by area providers will increase.	Child Care Aware.	NW MN Foundation, First Children's Finance. Potentially state grants. Staff.	October 2025.
3) Develop Early Childhood Workforce.	Number of qualified staff will increase.	Head Start, Child Care Aware.	State, Federal, and foundation funding. Staff.	October 2025.

Priority 2 – Improve/promote/advance the objective of keeping seniors in their homes and avoiding premature nursing home placement:

Strategies	Performance Measures	Responsibility	Resources	Timeline
1) Engage with partners on regional elder care options.	Resource mapping, coordination of advocacy.	Senior Programs Director	Senior Programs staff, grants.	October 2025.
2) Increase Foster Grandparent volunteers in ND.	Number of volunteers will increase by 50%	Senior Programs Director	Senior Programs staff	October 2025.

Priority 3 – Improve/promote/advance housing options in the service area:

Strategies	Performance Measures	Responsibility	Resources	Timeline
1) Increase the number of housing programs available to meet area needs.	Funding will increase. Clients served will increase. Program options will increase.	Community Services Director.	Community Services staff.	March 2025.
2) Add 1 FTE to Community Services Team.	New position focused on stable housing will be created.	Community Services Director.	CEO, Community Services Director.	October 2024.