

# Missouri Governor's Council on Disability

## Vision and Strategic Organizational Plan for 2017-2019

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### VISION

The Missouri Governor's Council on Disability will be recognized, statewide, as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

**Goal I: Advise all state agencies and non governmental organizations to advocate for policies and practices that impact Missouri citizens with disabilities.**

Champion: Staff / Programs Committee

**Strategy A: Develop proactive relationships with elected officials.**

Activities	Measurement	Target End Date	Responsible Entity
1 Provide disability information and resources to their constituents as requested	# of contacts	ongoing	Staff /Council
2 Coordinate the Legislative priorities poll report and send out to constituents	# receiving update	1-Oct	Staff
3 Distribute a report of the survey outcomes to elected officials and department entities	# surveys received	Mid January of each year	Staff/Council
4 Continue outreach to legislators	# of contacts	ongoing	Staff

**Strategy B: Collaborate with state entities and non governmental organizations regarding disability issues.**

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute GCD's legislative update as requested	#s provided	weekly during session	Staff/Council.
2 Partner with state entities on grants that impact people with disabilities' lives	#s of partnerships	ongoing	Staff/Council.
3 State liaisons attend the quarterly meeting and provide updates on initiatives that impact people with disabilities	# of contacts with state entities	ongoing	Staff

**Goal II: Encourage system changes and public policies that eliminate barriers to people with disabilities.**

Champion: Staff / Programs Committee

**Strategy A: Annually determine the Council's top priorities for public policy and system change.**

Activities	Measurement	Target End Date	Responsible Entity
1 Complete an annual GCD "legislative priorities poll" to determine priorities.	Surveys received	October	Staff/Council.
2 Conduct customer satisfaction survey on website	Surveys received	As requested	Staff
3 Document the types of "technical assistance" calls and highlight priorities.	Inquiry log	Quarterly	Staff
4 Gather information through networking with disability community.	Meetings attended	ongoing	Staff/Council/State Liaisons

**Strategy B: Continue to promote awareness on disability issues.**

Activities	Measurement	Target End Date	Responsible Entity
1 Distribute the Inclusion, Youth Leadership, and Website/IT award nomination to businesses, schools, disability organizations and state entities.	# of Inclusion and youth leadership awards application received	January	Staff/Council
2 Conduct presentations and interviews on disability topics to state entities and the public	# of people participating and information provided	As requested	Staff
3 Provide current information on the disability portal	# of hits visiting the site	Quarterly	Staff
4 Promote disability history in schools	# of schools participating	October each year	Staff
5 Support disability awareness training for first responders	# of trained individuals	ongoing	Staff/DD Council

**Goal III: Expand opportunities for independence for people with disabilities in all aspects of their lives.**

Champion: Staff / Programs Committee

**Strategy A: Promote alliance and supports to increase equal access**

Activities	Measurement	Target End Date	Responsible Entity
1 Participate in and lead coalition meetings in the area of education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff and Council Members
2 Continue supporting universal design and access in all education, employment, housing, and transportation, etc.	# of meetings attended	ongoing	Staff and Council Members

**Strategy B: Promote active citizenship for people with disabilities**

Activities	Measurement	Target End Date	Responsible Entity
1 Provide the Legislative Education Project	# participants	January-May	Staff/Council
2 Provide weekly "Legislative Update"	# distributed	January-May	Staff/Council
3 Attended meetings that promote active citizenship for all people with disabilities	# s attended	ongoing	Staff/Council
4 Collaborate with and offer leadership to coalitions and other groups on disability related issues.	#s of meetings attended	ongoing	Staff/Council
5 Support voting rights and minimize barriers.	Information provided	ongoing	Staff/Council
6 Continue to develop and promote position papers relevant to the disability community.	# of papers developed	ongoing	Staff/Council

**Strategy C: Support all employment initiatives that promotes hiring people with disabilities**

	Activities	Measurement	Target End Date	Responsible Entity
1	Continue to support the commitment of employers to be proactive in hiring people with disabilities	Dept. of Labor statistics	ongoing	Executive Director
2	Conduct educational seminars on disability employment issues	# of participants and organizations /businesses	ongoing	Executive Director/Council
3	Continue to support the Business Leadership networks	# of employers	ongoing	Executive Director
4	Collaborate with state entities to improve employment outcomes for people with disabilities	# of PWD obtaining employment	ongoing	Executive Director
5	Provide technical assistance to employers and employees as requested.	# of inquiries	ongoing	Staff

**Strategy D: Support Youth Programming based on national and state initiatives**

	Activities	Measurement	Target End Date	Responsible Entity
1	Exchange recruitment & other strategies with other States' YLF coordinators.	# youth in program/ # "selected"	ongoing	Staff
2	Develop a memorandum of understanding with a non profit entity to be the fiscal agent for the MO Youth Leadership Forum for the private donations.	funds obtained	ongoing	Staff
3	Develop annual recruitment plan to increase number of attendees	Increase in attendees	ongoing	Staff
4	Promote the outcomes of the MO Youth Leadership Forum	# of outcomes	ongoing	Staff
5	Promote disability history and culture in schools	# of activities	ongoing	Staff
6	Mobilize other leadership opportunities for youth with disabilities	# of activates	ongoing	Staff
7	Diversify funding for the Missouri Youth Leadership Forum	funds obtained	ongoing	Staff/Council/MO-YLF Planning Committee

**Strategy E: Encourage people with disabilities to participate in leadership opportunities**

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage YLF alumni as leaders in their communities.	# of alumni	ongoing	Staff
2	Provide information about the "Partners in Policy Making" program	# enrolled	ongoing	Staff
3	Actively obtain seats on boards, commissions and councils.	# of boards, etc actively held by people with disabilities	ongoing	Staff and Council
4	Actively develop opportunities to present at conferences	# of presentations	ongoing	Exec. Director, Council Members and Staff
5	Engage in outreach activities	# of presentations , activates , etc.	ongoing	Staff and Council

**Strategy F: Provide supports to disaster preparedness program for persons with disabilities**

	Activities	Measurement	Target End Date	Responsible Entity
1	Engage in emergency preparedness outreach activities	# of activities	ongoing	Staff
2	Update emergency preparedness information on the website	# of requests	ongoing	Staff
3	Engage in FEMA activities as needed.	# of meetings attended	ongoing	Executive Director

**Strategy G: Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives**

	Activities	Measurement	Target End Date	Responsible Entity
1	Respond with accurate information and resources in a timely manner	# requests	ongoing	Staff
2	Conduct presentations related to disability topics	# provided	ongoing	Staff
3	Continue to print and distribute "Parking Tickets" as requested	# provided	ongoing	Staff
4	Host exhibit booths at area conferences.	# of exhibits & visitors	ongoing	Staff and Council Members
5	Provide guest speakers on "hot topics" related to disability issues to Council Members and state liaisons.	# of presentations/ # different groups presenting	ongoing	Staff and Council Members
6	Continue to update resources on the Disability Web Portal	# of requests and usage of website	ongoing	Staff

**Goal IV: Gather input from the public on disabilities related issues and report the results of this information.**Champion: Staff / Advocacy  
Committee**Strategy A: Collect data on GCD activities to provide the Governor and state entities with a written report on key disability issues and solutions.**

	Activities	Measurement	Target End Date	Responsible Entity
1	Complete and distribute the annual report	# distributed	Annually by December 31	Staff
2	Share the results of the legislative priorities polls	Legislative Survey	October each year	Staff
3	Provide legislative updates on the final bills that were passed regarding disability issues.	Bills that were signed into law and have impact on PWD	June 1	Staff

**Strategy B: Document outcomes of the Council activities for inclusion in the annual report.**

	Activities	Measurement	Target End Date	Responsible Entity
1	Track all inquiries.	Inquiry Log	ongoing	Staff
2	Solicit feedback via website's customer satisfaction survey and outreach to the community.	# of hits and attendance of meetings	quarterly	Staff
3	Continue tracking impact of Missouri Youth Leadership Forum on alumni.	Survey all participants/alumni	Twice a year	Staff
4	Measure impact of Legislative Education Project.	Survey all participants	At end of each event	Staff

**Goal V: Develop, explore and implement strategies to increase resources for and the operating efficiency of the Council.**Champion: Staff / Advocacy  
Committee**Strategy A: Secure funding to expand existing programs.**

	Activities	Measurement	Target End Date	Responsible Entity	Comments
1	Continue funding partnerships for Missouri Youth Leadership Forum activities.	Fully funded program	Annually	Staff	
2	Develop comprehensive approach to securing funds to support Council activities.	Fully funded program	Annually	Executive Director	

**Strategy B: Annually review the by-laws and strategic plan.**

	Activities	Measurement	Target End Date	Responsible Entity
1	Executive Committee and director annually review by-laws.	Meeting minutes	Fall 2014-16	Executive Director/Council
2	Recommendations made to full Governors Council.	Meeting minutes	January of each year	GCD
3	Strategic plan reviewed every two years	Strategic Plan	August 2014-16	Executive Director/Council

**Strategy C: Council quarterly meetings are productive and maximize the talents of the Council Members.**

	Activities	Measurement	Target End Date	Responsible Entity
1	Provide orientation packets including copy of the Sunshine Act to new Council Members	Orientation packet & date	ongoing	Staff
2	GCD meetings will stay abreast on current topics.	Meetings minutes	ongoing	GCD Staff
3	Council receives outcome-based Staff reports regarding the strategic plan initiatives and activities one week prior to meetings.	Member reports	ongoing	Exec. Dir.
4	Meetings maximize Council Members time & expertise.	Council Members Questionnaire	Ongoing	Executive Director /Chair

**Strategy D: Promote the necessary personnel to achieve the activities of the Council.**

	Activities	Measurement	Target End Date	Responsible Entity
1	Review annual staffing levels and training to increase ability to achieve goals.	Performance Review	Spring	Executive Director
2	Continue to collaborate or partner to maximize Staffing resources.	#s of partnerships or collaborations	ongoing	Executive Director /Council
3	Annually review Executive Director performance.	Performance review	Spring	Exec. Dir/Personnel Committee