

Highland County Board of Developmental Disabilities Strategic Plan

2023-2025

Debra Buccilla, Superintendent



Our Mission

- Ensuring effective systems are available to assist people in achieving their life goals.

Our Vision

- Enhancing the quality of life in our community – one person at a time.

Goals

Goal #1 Consumer Perspective
Vision: To support those we serve by developing a broader network of community opportunities.

Goal #2 Financial Perspective
Vision: Assure fiscal integrity and accountability through best practice policy.

Goal #3 Employee Perspective
Vision: Create an agency which mirrors a best place to work model.

Goal #4 Communication/Public Relations
Vision: Partner with a well-informed community who understand the mission of the agency.

Goal #5 Information Technology Services
Vision: To ensure and improve cyber security to protect all systems and information.

Goal #1 – Consumer Perspective

Vision – To support those we serve by developing a broader network of community opportunities.

- Objective #1 – Create county wide social opportunities in which those served may participate.
- Objective #2 – Partner with the community to promote learning experiences.
- Objective #3 – Promote a healthy and safe atmosphere for people served and employees to feel safe and thrive.
- Objective #4 – Enhance community work opportunities for youth and adults.

Goal #2 – Financial Perspective

Vision – Assure fiscal integrity and accountability through best practice policy.

- Objective #1 – Manage operational overhead in accordance with the established annual budgets.
- Objective #2 – Enhance revenue streams as opportunities become available.

Goal #3 – Employee Perspective

Vision – Create an agency which mirrors a best place to work model.

- Objective #1 – Initiate a wellness atmosphere to promote healthy lifestyles.
- Objective #2 – Promote educational opportunities to enhance professional development.
- Objective #3 – Initiate a salary and benefit study to determine fair market value.
- Objective #4 – Promote team building opportunities and enhance employee recognition programs.

Goal #4 – Communication/Public Relations

Vision – Partner with a well-informed community who understand the mission of the agency.

- Objective #1 – Enhance internal communication to promote team building and assure consistent messaging.
- Objective #2 – Increase utilization of public relations platforms to share our story.

Goal #5 – Information Technology Services

Vision – To ensure and improve cyber security to protect all systems and information.

- Objective #1 – Improve cyber security throughout the agency.