

## STRATEGIC PLAN PROGRESS REPORT

July 2013 – February 2014

### Strategic Plan Staff Information Sessions

- Held three separate informative one hour sessions for all staff detailing the Strategic Plan on November 19, 2013 and November 22, 2013 at the Center for Families and Children
- Invited all staff to sign up for potential workgroups

### Organizational Improvement - Leadership Series Seminar

- Announced to all staff December 20, 2013. Encouraged all staff members to apply for one of 50 seminar openings. Application sent; also posted on agency intranet
- Information session held January 17, 2014
- Applications accepted until January 22, 2014
- Final selections made and notifications sent out on February 12, 2014
- Leadership Series Seminar “Kick-off” to start February 27 and 28

### St. Luke’s Grant – Strengthening Workers, Strengthening Families

- Received \$75,000 planning grant from St. Luke’s Foundation for the “Strengthening Workers, Strengthening Families” project
- Consultant will be hired to help DCFS determine new strategies for recruitment, retention and leadership
- RFP 1<sup>st</sup> draft and vendor list completed
- Proposed release date April 13, 2014

### Culture and Climate Brainstorming Session

- Held January 9, 2014
- Asked staff who signed up for Culture and Climate workgroups to participate
- Divided into smaller workgroups to address six areas of Culture and Climate:
  - Stable Competent Workforce
  - Leadership
  - Recognition
  - Visibly Welcoming
  - Communication
  - Secondary Trauma (Access/Coping)
- Created detailed “Culture and Climate” roll-up spreadsheets for each subgroup based on group discussions
  - Sent spreadsheet to group members for feedback on January 30, 2014

### Strategic Plan Co-Chairs Meeting

- Held February 7, 2014
- Discussion with potential co-chairs about whether additional workgroups are needed for each of the SP goals
- Identified current workgroups and initiatives that are already handling similar work to avoid duplication of efforts

### Strategic Plan Integration Committee Meeting

- Held Thursday, February 6, 2014
- Members met to discuss expectations and explore database
- Members will act as liaisons to groups working on SP goals
- Follow-up meeting scheduled for February 24, 2014. Plan to make liaison assignments to current strategic planning workgroups

## NEXT STEPS

Finalize workgroup list. Note that some may not be slated to begin work yet particularly around some of the culture/climate issues. Awaiting hiring of the Outreach Coordinator and more definitive planning regarding the role the Training Unit will play in improving workforce recruitment, retention, and development.