

AEI 2016 STRATEGIC PLAN OUTLINE

1. BOARD OF DIRECTORS

The Board of Directors has three objectives:

- a. **Identifying desired areas of expertise and recruiting new members that meet these needs.**
- b. Initiating a major contributor campaign.
- c. **Establishing a succession plan for AEI administration.**

2. Website

Redesign website, and establish system which updates website on a regular basis. A website committee has been established, the committee has completed a redesign of the site and forwarded it to our Website Designer. The redesign will allow AEI to internally update website information, etc.. Mary Pacheco has chaired the committee and will oversee its completion and updating.

3. Family Services Program

AEI has recently been approved by DDS to provide an array of family related services, and will be submitting a proposal to become a Shared Living provider. The impact to AEI as DDS begins to contract for these services will be to transition our Residential Program from a group home based service system (which we will maintain) to a family supports service system. The family services AEI has been approved to provide are:

- Site based respite services;
- Respite services in the home of a provider;
- Respite services in an individual's home or a family's home;
- Individualized home supports;
- Companion supports;
- **Agency With Choice (AWC) by which individuals receiving services will co-manage the staff providing them support.**
- Shared Living (once proposal is approved).

4. Extended Day Program

The Extended Day Program began operating on May 23rd as an extension of our Community Based Day Supports Program, and provides structured activities to individuals up to 5:30 pm Monday through Thursday so individuals are not transported home while parent/s are still working.

5. Positive Behavioral Supports (PBS)

AEI Clinician Rick Angus has been hired full time. Rick will take the lead in transitioning AEI's behavioral modality of support from a positive/negative reinforcement model to one in which individuals are supported in positive environments that pre-empt and eliminate behaviors they are known to engage in. Rick will be providing training to all staff on PBS.

6. Community Rule

Federal regulations governing how states access Medicare/Medicaid funding have changed, promoting community involvement of the individuals we serve as well as expanding their rights.

The Department of Developmental Services has changed their Licensing procedures to ensure providers such as AEI are compliant with the Federal regulations. Again, Clinician Kerri Kell

will be taking a lead in training staff on the Community Rule implications and participate in management to ensure we initiate systems meeting these regulations.

7. Autism

Our close collaboration with local school systems (Transitions Program), and our new Pre Employment Transition Services (PETS) serving ten southeast Massachusetts school systems has confirmed the overwhelming number of students on the autism spectrum who will be turning twenty-two (22) in the coming years. To ensure AEI is taking a proactive approach to supporting this population, we will be taking a two-prong approach.

a. The Autism Waiver

The Autism Waiver through DDS is providing funding for services to individuals with autism that were previously unfunded through 688. These individuals can now reapply for funding through DDS at the Regional level. Our successful performance in placing MRC referrals with autism uniquely positions us to identify referrals and offer services this population requires through the Waiver.

b. Our presence in the ten PETS Program school systems, again uniquely positions us to identify the needs of students with autism prior to their transition at age twenty-two (22). Whether these students qualify for DDS services under 688 or the Waiver, we will be able to plan ahead with DDS to ensure the services they need are in place before they leave school.

8. Facilities

The growth AEI has experienced since expanding/renovating our North Attleboro facility six years ago has exceeded expectations. Should this growth continue, particularly with the autism population, our current facilities will need to be further renovated and expanded. Under this Strategic Plan, management and the Board will continually evaluate facility needs and plan accordingly.

9. Marketing/Public Relations

AEI will establish a plan which identifies each of the constituencies we want to communicate/market with. The plan will determine the communication vehicles that best communicate with each and every one of these constituencies, and initiate these methodologies. AEI will also maintain and expand its relationships with a wide array of community partners. The Strategic Plan also calls for the establishment of a "signature" public event that AEI will run annually.