



**Mount Aloysius  
CORP**

**STRATEGIC PLAN  
GOALS & OBJECTIVES  
2024 – 2026**

# **Strategic Plan Goals & Objectives**

## **Goal 1**

### **Services and Supports for Individuals Served**

Ensure the individuals we serve at Mount Aloysius have the opportunity to live their very best lives.

#### **Objective 1**

Conduct an evaluation of the current services provided by Mount Aloysius in relation to the need of our individuals served. Determine the effectiveness of existing services and assess the feasibility of incorporating additional services. Ensure that adequate funding is available to support our proposed new services.

#### **Objective 2**

Assess both the service and financial feasibility of extending our services to include expanded populations, including females, in a non-ICF format. Expand the range of services offered and explore the impact upon the fundraising opportunities for Mount Aloysius.

# **Strategic Plan Goals & Objectives**

## **Goal 2**

### **Communication**

Deliver transparent, consistent, and punctual communication from Mount Aloysius to both internal and external stakeholders.

#### **Objective 1**

Create an external communications initiative encompassing brand refinement or enhancement and messaging strategies to promote and strengthen the mission and identity of Mount Aloysius.

Our aim is to effectively communicate with all stakeholders, including individuals served, families/caregivers, staff members, community members, and partners, providing them with regular updates and showcasing Mount Aloysius' achievements and contributions to the community.

#### **Objective 2**

Implement standardized internal communication practices and encourage compliance among all administrators and staff members. The strategy includes establishing, distributing, and reinforcing specific expectations and protocols for internal communication, providing clear guidelines for communication and professionalism, and offering training and support to all staff members. The internal communication will also intentionally connect staff members with the mission of Mount Aloysius.

# **Strategic Plan Goals & Objectives**

## **Goal 3**

### **Staff Recruitment, Retention, and Development**

Maintain and enhance the exceptional standards at Mount Aloysius by attracting, hiring, retaining, and nurturing a high-caliber staff.

#### **Objective 1**

Sustain a continued process for employee recruitment and retention. Implement communication strategies integrated into the developed external and internal communication plans aimed at attracting and retaining top-tier employees.

#### **Objective 2**

Establish a comprehensive staff training and professional development program at Mount Aloysius, offering a wide range of educational opportunities, workshops, and resources, with the objective of enriching the knowledge, skills, and competencies of our organization's staff members.

#### **Objective 3**

Foster and strengthen a two-way communication system within Mount Aloysius, nurturing a culture of open dialogue that actively embraces employee perspectives and promotes a sense of value and inclusivity. This will lead to heightened employee engagement, enhanced collaboration, and improved overall organizational effectiveness.

# **Strategic Plan Goals & Objectives**

## **Goal 4**

### **Climate, Culture, and Wellness**

Enhance a positive culture and climate to provide the best possible living environment for those we serve and the best possible working environment for those we employ.

#### **Objective 1**

Launch an initiative centered around enhancing employee morale and cultivating a 'Culture of Appreciation' across all organizational levels. Create a deliberate approach to consistently express gratitude to staff and integrate these practices into the daily work environment.

#### **Objective 2**

Establish the "Mount Aloysius Way" as a clear set of behavioral guidelines and expectations for staff, management, and board members.

# **Strategic Plan Goals & Objectives**

## **Goal 5**

### **Community Engagement**

Persist in establishing meaningful connections with community partners and stakeholders, with the dual purpose of creating opportunities for those under Mount Aloysius' care and increasing community members' exposure to individuals with developmental disabilities.

#### **Objective 1**

Further our commitment to community engagement by extending invitations to more community members to visit our unique campus. Additionally, continue nurturing and expanding our relationships with the community and collaborating with stakeholder groups to generate meaningful opportunities for individuals under our care.

#### **Objective 2**

Persist in encouraging and facilitating the inclusion of the individuals under our care within the community, enabling them to actively and meaningfully participate in their communities.

# **Strategic Plan Goals & Objectives**

## **Goal 6**

### **Business Operations and Finance**

Optimize business operations and financial sustainability to ensure the long-term success and mission fulfillment of Mount Aloysius.

#### **Objective 1**

Conduct a thorough review, make revisions, and establish any required policies and procedures to guarantee the effective and uniform operations of Mount Aloysius.

#### **Objective 2**

Manage processes to ensure compliance with all state and federal mandates.

#### **Objective 3**

Develop accountability charts for Mount Aloysius, ensure clean delineation of roles, responsibilities, and performance indicators to empower each team member to contribute effectively to the organization's overall success.

#### **Objective 4**

Create a comprehensive fundraising and revenue generation plan that outlines strategic initiatives, diverse funding streams, and targeted campaigns to ensure a sustainable and diversified financial base for Mount Aloysius' operations and programs.

The plan will incorporate the four-phase fundraising donor relations concept of: 1) Identify 2) Cultivate 3) Secure 4) Honor.

#### **Objective 5**

Provide a responsible and accountable stewardship of Mount Aloysius' financial resources.

#### **Objective 6**

Establish a structured Board development process that focuses on enhancing the skill sets of current board members, identifying prospective members with expertise to advance the Board, and the establishment of a Board Succession Plan to ensure the continuity of future leadership.

# **Strategic Plan Goals & Objectives**

## **Goal 7**

### **Facilities and Technology**

Provide efficient administration and supervision of Mount Aloysius' operations, facilities, and technology, all in alignment with the successful achievement of its mission.

#### **Objective 1**

Continue to execute strategies for optimizing our grounds and facilities to further advance the overarching mission of Mount Aloysius.

#### **Objective 2**

Ensure the continuous development and maintenance of facilities, grounds, and infrastructure that provide for the needs of present and future individuals served in alignment with the strategic priorities of Mount Aloysius.

#### **Objective 3**

Sustain and, when required, enhance our technology and system-wide technology infrastructure to improve the experience of individuals we serve and facilitate effective caregiving practices for our staff.

#### **Objective 4**

Conduct a comprehensive assessment of physical security measures at all facilities and events, recommending policy adjustments and adoption of best practices when necessary. Our primary goal is to ensure the utmost safety of the individuals we serve, staff, and the broader community.

#### **Objective 5**

Conduct a thorough evaluation of cybersecurity measures at Mount Aloysius, offering policy revisions and the implementation of best practice strategies as required. Establish and enforce consistent security protocols and procedures throughout Mount Aloysius.