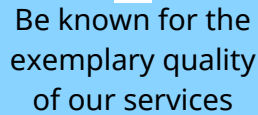
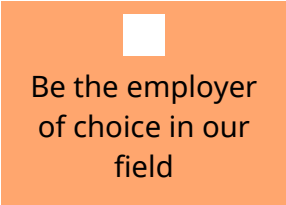


St. Coletta Strategic Plan FY 2025-2027

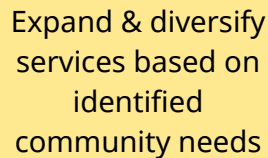
Strategies for Success




Be known for the exemplary quality of our services




Be the employer of choice in our field



Expand & diversify services based on identified community needs

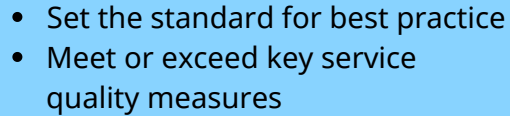


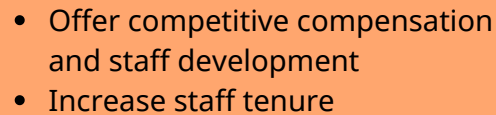
Achieve national recognition as a leader in our field

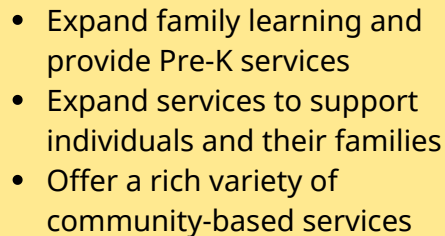


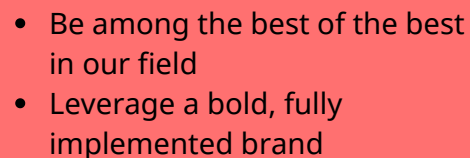
Build infrastructure needed to be the best of the best

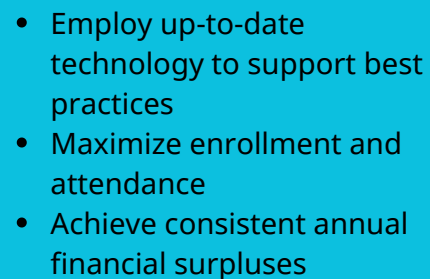
FY 2027 Goals

- 
- Set the standard for best practice
 - Meet or exceed key service quality measures

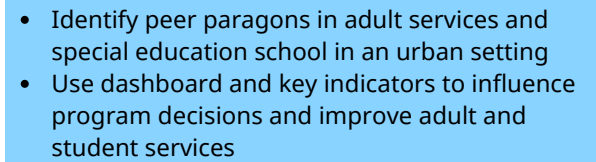
- 
- Offer competitive compensation and staff development
 - Increase staff tenure

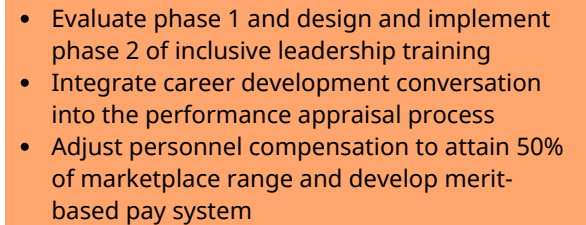
- 
- Expand family learning and provide Pre-K services
 - Expand services to support individuals and their families
 - Offer a rich variety of community-based services

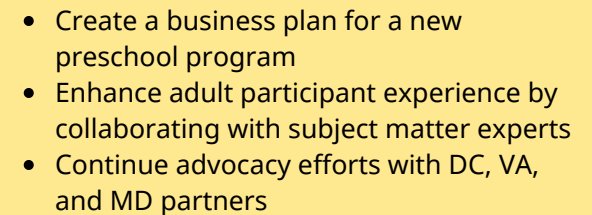
- 
- Be among the best of the best in our field
 - Leverage a bold, fully implemented brand

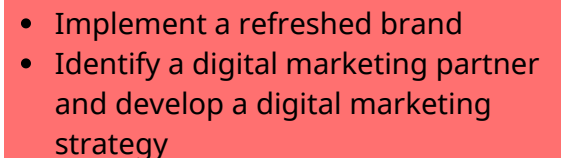
- 
- Employ up-to-date technology to support best practices
 - Maximize enrollment and attendance
 - Achieve consistent annual financial surpluses

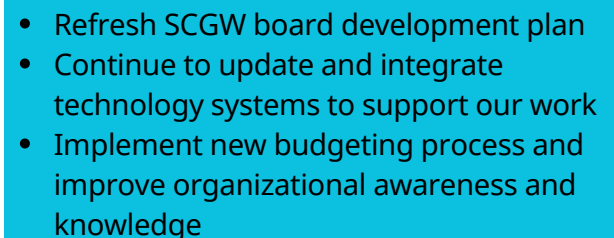
FY 2025 Objectives

- 
- Identify peer paragons in adult services and special education school in an urban setting
 - Use dashboard and key indicators to influence program decisions and improve adult and student services

- 
- Evaluate phase 1 and design and implement phase 2 of inclusive leadership training
 - Integrate career development conversation into the performance appraisal process
 - Adjust personnel compensation to attain 50% of marketplace range and develop merit-based pay system

- 
- Create a business plan for a new preschool program
 - Enhance adult participant experience by collaborating with subject matter experts
 - Continue advocacy efforts with DC, VA, and MD partners

- 
- Implement a refreshed brand
 - Identify a digital marketing partner and develop a digital marketing strategy

- 
- Refresh SCGW board development plan
 - Continue to update and integrate technology systems to support our work
 - Implement new budgeting process and improve organizational awareness and knowledge



Mission

We empower children and adults with intellectual disabilities to discover their full potential