

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

Area	Goal #	Action Plan	Team	Start	Projected completion	Status	Recommendation
Admin Support	1(a)	Conduct analysis on the cost benefit of "hot spot" usage with Christine/Patrick test case	Kiera,	Jan-16	March-16	hot spots are currently utilized by program supervisors	Goal Met
	1(b)	Explore the use of I-Pads to help management staff to use their time more efficiently. Need to asses the cost/benefit analysis for each program.	Kiera, Tamy, Program Directors	March-16	June-16	I Pads are utilized by Supported Living Supervisors. We plan to expand to other programs in 2018	Goal Met

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

Area	Goal #	Action Plan	Team	Start	Projected completion	Status	Recommendation
	1(c)	Develop 2 year technology budget addressing the needs of each department	Kiera, Nicole, Tamy, Program Directors	June-16	June-16	Budget developed	Goal Met
	1(d)	Assess overall Computer and data systems the agency is currently using to reduce redundancy and increase efficiency (i.e. can we streamline systems)	Kiera, Masoud, Lee Ann, Tamy	Sep-16	December-16	Analysis completed. Systems combined or eliminated	Goal Met

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

	1(e)	Put employment application online and have it feed into a database so we can track a variety of things like: referral source, ad source, inclusion of diversity, etc.)	Erin, Lee Ann, Kimberley	March-16	March-16	Application is not online. It can be emailed to applicants and applications do not flow into a database	Goal Not Met
	1(f)	Explore creating a Technology specialist position to help build capacity and depth to our technology capabilities	Kiera, Tamy	16-Dec	March-16	IT Manager position created	Goal Met
Area	Goal #	Action Plan	Team	Start	Projected completion	Status	Recommendation

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

Housing and Community Living	2(a)	Explore recruiting an intern to develop a housing database that would track for each consumer, the waiting lists they are on, preferences for housing and roommates.	Serom, Linda, Lee Ann	#####	March-17	Housing database completed	Goal Met
	2(b)	Hold consumer and family workshops on how to access affordable housing as well as how to impact State and local priorities for housing.	Linda, Tom	#####	July-17	Held several workshops in the Tri Valley and one in Oakland over the past two years	Goal Met
	2(c)	Provide at least an annual affordable housing training for EBI staff.	Tom, Tamy	March-16	ongoing	Tom and Tamy provide annual training to staff	Goal Met

## East Bay Innovations Strategic Plan January 2016 to December 2018 (Update 7/1/17)

Area	Goal #	Action Plan	Team	Start	Projected completion	Status	Recommendation
	2(d)	Increase the number of affordable housing units available to EBI clients (CCT,SLS,ILS)	Tom, Tamy, Serom	#####	ongoing	EBI has partnered with Meta Housing, Eden and EPMI on set aside affordable units (57 units in all) over the last 2 years	Goal Met
Recruiting, Retention and Diversity	3(a)	Increase awareness of staff and donors of the lack of funding through newsletters, eblasts, social media strategies.	Tom, Linda, Carole	#####	ongoing	EBI took a leadership role in advocating for legislation to increase funding in 2016. This led to a significant raise in staff wages	Goal Met

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

	3(b)	Connect with non-traditional sources for workers such as retirement communities, churches, ethnic communities. Develop pre-employment training for potential new workers funded by the One Stops	Tom, Kim Dick Stein, Tamy	#####	ongoing	Provide new worker training in Oakland to workers interested in the field.	Goal Partially Met
	3(c)	Establish mentorship program utilizing senior DSP staff to support new staff	Erin	16-Dec	June-16	creating a mentoring program. EBI held a Career Academy Training Program for high performing DSP staff	Goal Met
	3(d)	Create online community for staff					Goal not met

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

	3(e)	Create mission statement and goals for diversity committee	Diversity Committee	Mar-16	ongoing	Created Diversity committee that meets quarterly. Conducted diversity survey to staff.	Goal Met
	3(f)	Develop online job description that would collect data on applicants	Erin	Jun-16	ongoing		Goal Not Met
	3(g)	Consider develop a legislative advocacy committee of the Board	Board and Tom ?				Goal Not Met

**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

Employment Services	4(a)	Increase the employment sectors we place people into	Lori, Tom, Kelly	Jun-16	ongoing	We have clients engaged in internships in State Jobs, BART and in training for homecare sector.	Goal Met
	3(b)	Evaluate the number of people and the length of time people are on our waiting list	?				
	3(c)	Increase the number of Project SEARCH Internship Sites to 30	?			We discontinued the Project SEARCH program at Children's Hospital Oakland. In January 2018 we will start a PS program at Claremont	Goal Not Met



**East Bay Innovations Strategic Plan  
January 2016 to December 2018 (Update 7/1/17)**

	3(d)	Increase quality and staff satisfaction by hiring an additional SE Coordinator, PS Job Coach and Lead Training Specialist	?			We did not create a Lead Training Specialist Position, we did hire an additional Asst Director	Goal Partially Met