



Missouri Girls Town Foundation, Inc. 2009-2010 Annual Plan

A. Mission Statement

Missouri Girls Town Foundation Inc.'s mission is to create a loving and stable environment for the care and treatment of our clients, so that each young woman may gain a new start in life.

B. Statement of Values

It is Missouri Girls Town Foundation's core belief that every client should be given the opportunity to overcome their past challenges. Every client is intrinsically valuable and worthy of dignity and respect. Each client should be treated with consideration and dignity. Finally and most importantly, every client deserves to live in a safe and nurturing environment; one that focuses on the client's individual strengths.

C. Goals for Fiscal Year 2010

All goals set coincide with Missouri Girls Town's Strategic Plan.

- Missouri Girls Town will hire a Development and Public Relations Coordinator.
- The Development and Public Relations Coordinator will undergo 40 hours of training each year. Of those 40 hours of training, 20 hours will be focused fund raising and/or public relations.
- The action items of the Development and Public Relations Plan will be followed within the given time-lines.
- The Public Relations Goals of the Development and Public Relations Plan will be met.
- Staff and Board will become more active in local, state, and federal organizations.
- The number of staff and board involved in local, state, and national organizations will increase by 5%.
- The Financial Goals of the Development and Public Relations Plan will be met.
- The occupancy rate will equal 90% or better for beds available.
- All Medicaid billing will be tracked and evaluated on a quarterly basis to assure accuracy, proper utilization and timely reimbursements from Medicaid.

- A capital improvement budget will be submitted to the board for its approval.
- The capital fund raising goals listed in the Development and Public Relations plan for the 2010 fiscal year will be met.
- The endowment goals listed in the Development/Public Relations Plan will be met.
- An annual review of all endowments and investment owned by Missouri Girls Town will be completed.
- A capital improvement needs list will be developed and updated.
- The Board of Director's Building Committee will present the Board of Directors with an annual capital improvement budget for its approval.
- The Board of Directors will approve a capital improvement budget.
- Missouri Girls Town will complete its Self Study by the established deadline.
- Missouri Girls Town will successfully complete all requirements required by the COA on-site visit.
- A Capital Campaign to replace the Group Home in Auxvasse, Missouri will be developed.
- The board succession plan will be approved by the board by the end of the fiscal year.
- The Board will approve the evaluation procedures developed for the Board and all Board Members by the end of the fiscal year.
- All new Board Members will undergo a one-day, on-site, training session.
- Current Board members will participate in on-going board training
- Each Board meeting will include an update on a program or operational area associated with Missouri Girls Town.
- All staff will meet the 40 hours of training requirement.
- New employees on staff less than a year will receive 10 hours of training for every quarter of employment.
- A Culture of Care Trainer will be established and certified.
- One Culture of Care Training Class will be given each quarter.
- Sixty percent of all Direct Care Staff will be Certified Youth Care Specialists.
- All Direct Care Staff employed more than one year with Missouri Girls Town will be certified in First Aid and CPR.
- Seventy percent of all Direct Care Staff Employed more than a year with Missouri Girls Town will be Med. Certified.

- All employees will be re-certified before their First Aid, CPR, or Med. Certification expires.
- Starting in fiscal year 2010, Missouri Girls Town will retain only those employees that meet the screening requirements set forth for licensure certification.
- One-hundred percent of all Missouri Girls Town employees driving company vehicles will have their Class E. driving license. In addition, the Executive Director will remove driving privileges if the employee has been determined to be an unsafe driver.
- One hundred percent of all staff employed with Missouri Girls Town for over one year will be trained in verbal de-escalation.
- Seventy percent of all staff employed with Missouri Girls Town for over one year will be trained in both verbal de-escalation and physical restraint.
- Only Social Workers /Counseling Staff with a Masters Degree or higher will be hired.
- Within one year of employment Social Workers/Counseling Staff without their LCSW will receive their provisional license.
- Social Workers/Counseling Staff with their LCSW will maintain their license.
- All Social Workers/Counseling Staff will receive the continuing education credits necessary to renew their license before it expires.