

ELIADA HOMES

Mission

Helping Children Succeed

Vision

Creating an optimal learning environment that empowers children and their families to succeed

Core Values

Faith, Hope & Love

Eliada was founded on the principles of Christian faith, honoring the intrinsic value and dignity of each person. We offer an environment of unconditional love and respect to encourage the development of spiritual growth and personal confidence as a foundation for achieving ones potential

Integrity

Eliada is guided by inherent honesty, ethics and accountability

Teamwork

Eliada is a dedicated and diverse team of professionals who support one another in achieving the agency's mission

Excellence

Eliada is committed to excellence in a solution-focused environment

STUDENT SUCCESS STRATEGIES

**G
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Develop the optimal clinical environment and treatment modalities that assist students and families to achieve mental and emotional stability.

**G
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Develop the optimal environment that assist students to achieve long term academic and vocational success.

Short Term Strategies (01/01/07 to 12/31/10)

**S
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Develop, budget and implement enhanced services for : Foster Care Support Groups, Advanced Foster Parent Training, Independent Living Training, Day Care and After School parent training.

**T
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Development of effective tools for outcome measurements. Implement and report results to administration and Board of Trustees.

**S
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Integration and implementation of Dialectical Behavior Therapy into Psychiatric Residential Treatment Facility and other services/units as applicable.

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Feasibility study, grant development and implementation of full-time chaplain to provide an opportunity for faith development of students, families and staff.

**S
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Feasibility study on vocational programs: Auto Mechanics, Landscaping, Culinary Arts, Clerical Services and Childcare. Implement approved programs with necessary funding and resources.

**T
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Develop a system for students to pursue a G.E.D. when advisable under their academic plan.

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Develop and implement program that will assist students to identify career choices and gain admission into college or trade school.

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Feasibility study on the expansion of Eliada Academy for additional day students. Develop an operational plan and market analysis.

Long Term Strategies (01/01/07 to 12/31/14)

L O N G T E R M S T R A T E G I C A C T I O N S	Feasibility study of substance abuse programs for students and parents; implement if feasibility warrants.
	Feasibility study of expansion of outpatient services for community based clients; implement if feasibility warrants.
	Publish and present outcome results on Eliada programs. Conduct academic peer review of methodology and results.

L O N G T E R M S T R A T E G I C A C T I O N S	Expand funding stream to assist students with college tuition and expenses.
	Development of a Capital Campaign for the construction of a new building(s) for Eliada Academy.
	Feasibility study of an Outdoor Education/Recreation Program for students and families on Eliada's Campus; implement if feasibility warrants.
	Feasibility study of separate classrooms for locked facilities; implement if feasibility warrants.

ENABLING STRATEGIES

G O A L	Program Growth and Proper Mix and Types of Services
	Determine the optimum growth rate, size and viability of Eliada's services. Create the optimal process for new program development.

G O A L	Work Force Development & Processes
	Develop the optimal environment that provides successful staff recruitment, training and retention. Develop an optimal process flow for all direct and support services.

G O A L	Facility and Land Use
	Develop an optimal plan for facility and land utilization, improvements and maintenance.

Short Term Strategies (01/01/07 to 12/31/10)

S H O R T T E R M S T R A T E G I C A C T I O N S	All current programs will be placed on the Boston Matrix Grid and determinations made on proper mix, size and viability.
	Develop and implement marketing strategies to strengthen referral base for identified services.
	Eliada Institute will develop a standardized process of evaluating proposed new programs, services and expansions. Development of return on investment criteria. Areas for initial consideration: Independent Living Programs, Regional Day Care.

S H O R T T E R M S T R A T E G I C A C T I O N S	Development of Eliada Institute utilizing middle management in the task of process improvements. Conduct management training and exposure to emerging management theory and practices. Train and prepare candidates for succession to top leadership positions.
	Develop highly effective interview, hiring, orientation and training process that communicates Eliada's mission, vision and core values.
	Develop recruitment system that identifies and communicates with candidates who have the highest probability of success in the Eliada organization.

S H O R T T E R M S T R A T E G I C A C T I O N S	Eliada Institute will develop a standardized process for evaluating facility, land and equipment improvements, acquisition, usage and maintenance.
	Areas of Consideration: Renovation of stable, kitchen and dining room. Improvements of phone, video monitoring, generator and lighting systems. Creation of golf driving range and expansion of livestock.

Short Term Strategies (01/01/07 to 12/31/10)

S H O R T T E R M S T R A T E G I C A C T I O N S	Develop a system to evaluate and track causes for turnover; determine cost-per-hire. Reduce turnover by 10% for three consecutive years.
	Develop a comprehensive job classification grid and uniformed job descriptions system.
	Evaluate optimum compensation and benefit package utilizing market factors, employment responsibilities and the goal to retain and recruit top performers. Present findings and feasibility study to Board of Trustees.
	Develop and implement an array of professional development trainings for staff.
	Increase Eliada's ability to provide quality internship programs on campus.

Long Term Strategies (01/01/07 to 12/31/14)

L O N G T E R M S T R A T E G I C A C T I O N S	Attainment of Foundation goal of \$10 million endowment by 2010.
	Foundation support of operational services no higher than 6.5% of operational budget.
	Long-term Program Development: <ul style="list-style-type: none"> a) Child Development specializing in early intervention services b) Expansion of Teen/Middle school program for after school and summer camp programs.
	Integrate program evaluation data into CQI model. Use data to direct/guide decision process.

L O N G T E R M S T R A T E G I C A C T I O N S	Feasibility study of a Pre-doctoral Internship program at Eliada; implement if feasibility warrants.
	Staff attendance in national conferences as presenters and participants.
	Feasibility study of a BS/MS program in conjunction with local University at Eliada's campus; implement if feasibility warrants.

L O N G T E R M S T R A T E G I C A C T I O N S	Utilize Capital Budget for 2007 to 2011 to monitor and direct improvements to physical plant.
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