

# Black Family Development, Inc. Strategic Plan

2011 - 2014  
Interim Update

BFDI is accredited by CARF (*The Commission on Accreditation of Rehabilitation Facilities*)

[www.blackfamilydevelopment.org](http://www.blackfamilydevelopment.org)

# Mission and Overarching Goal

## The Mission

- “To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, and vibrant homes and communities.”

## Overarching Goal

- “To promote wholesome family life and human growth via the development and implementation of a full range of social work services with a focus on improving outcomes for children and their families, and building community capacity.”

# 2011 – 2014 Strategic Plan Goals

To improve the well being of children and families who are consumers of BFDI services.

To improve the academic results of children and youth residing in Promise Neighborhoods communities and attending the seven schools partnering with BFDI.

To expand positive youth development opportunities for consumers and students attending local school partners of BFDI.

To improve support to families living in distressed communities in the city of Detroit.

Achieving the Promise Neighborhoods planned results in both Osborn and Southwest Detroit.

To improve the safety of three targeted communities through community police relations.

To build the community capacity in the neighborhoods of Osborn and Cody Rouge.

To continue the growth of the organization to ensure adequate resources to advance the mission as indicated by valid and reliable fiscal determinants.

The organization will maintain high levels of satisfaction service delivery and the business practices of the organization as indicated by satisfaction surveys that achieve at or above 80% scoring.

# Assessment Key

Assessment Symbol	Status
	Green: On target
	Yellow: On course to achieve target
	Red: Off target/further analysis required







# 2014 Target Assessment

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“ASPIRE to Excellence”<sup>©</sup>

*The Board of Directors and staff of BFDI are committed to excellence and this commitment has shaped the Strategic Plan focus. BFDI has wholeheartedly embraced the trademark of our international accrediting body CARF, which is “ASPIRE to Excellence”<sup>©</sup>.*





# Goal 1

Interim Report	Status
<b>GOAL 1: TO IMPROVE THE WELL BEING OF CHILDREN AND FAMILIES WHO ARE CONSUMERS OF BFDI SERVICES.</b>	
Objective 1.1: To increase the application of research: based prevention programs to improve the well: being of children and families.	
Objective 1.2: Improve law abiding/pro-social behavior among eligible juveniles in the CMO and reduce recidivism.	
Strategy: Risk-based use of resources resulting in reduced utilization of and duration in residential placements.	
Strategy: Reduce the length of stay trends in residential facilities by three months, as indicated by the Care Path protocol for specific youth.	
Strategy: Increase the availability of community-based, home-based alternatives to support youth and family needs, and quality of life issues.	
Strategy: Assist provider network in developing predetermined length of stay norms based on reliable outcome data.	
Strategy: Reinforce the provision of the least restrictive services.	

# Goal 1


Interim Report	Status
<b>GOAL 1: TO IMPROVE THE WELL BEING OF CHILDREN AND FAMILIES WHO ARE CONSUMERS OF BFDI SERVICES.</b>	
Objective 1.3: Increase the availability and access to afterschool programs for children and youth.	
Strategy: Identify the targeted neighborhoods in which a majority of BFDI consumers reside.	
Strategy: Identify the Skillman Good Neighborhoods in which the organization will expand its role.	
Strategy: Collect data from United Way, The Skillman Foundation, The Kellogg Foundation, City Year, and Detroit Public Schools on the afterschool programs operating in the schools and community-based organizations.	
Strategy: Provide information to consumers and participants in BFDI's bimonthly community meetings on the availability and access to afterschool programs.	
Strategy: Work with the Public Library and community based organizations to fill the gap when there is a need for more afterschool programs and homework help stations.	

# Goal 1





Interim Report	Status
<b>GOAL 1: TO IMPROVE THE WELL BEING OF CHILDREN AND FAMILIES WHO ARE CONSUMERS OF BFDI SERVICES.</b>	
Objective 1.4: Work in collaboration with the Kellogg-funded Food and Fitness Collaborative to improve the health and well-being of children and families.	
Strategy: Provide an annual health fair or participate with others to provide education and information on health and wellness.	
Strategy: Key staff of BFDI will participate on the Food and Fitness Collaborative Work Group.	
Strategy: BFDI's CEO will continue to Chair the Schools Work Group that focuses on access to fresh fruits and vegetables in the school, and physical fitness in schools.	
Strategy: Provide to the community during bi-monthly community meetings information on the health requirement standards for fresh fruits and vegetables.	




# Goal 1

Interim Report	Status
<b>GOAL 1: TO IMPROVE THE WELL BEING OF CHILDREN AND FAMILIES WHO ARE CONSUMERS OF BFDI SERVICES.</b>	
Objective 1.5: Provide training to families and the general community regarding brain research and the healthy growth and development of children.	





# Goal 2

Interim Report	Status
<p><b>GOAL 2: TO IMPROVE THE ACADEMIC RESULTS OF CHILDREN AND YOUTH RESIDING IN PROMISE NEIGHBORHOODS COMMUNITIES AND ATTENDING THE SEVEN SCHOOLS PARTNERING WITH BFDI.</b></p>	
<p>Objective 2.1: Provide a range of intervention, wraparound support and education, and training to improve academic results of individuals beginning from preschool to college.</p>	
<p>Strategy: Identify and work with early childhood providers to access quality programming to enhance the growth and development of children.</p>	
<p>Strategy: Educate families and the general community on the impact of health and wellness on academic results.</p>	
<p>Strategy: Educate parents and the general community on the importance of learning to read by 3<sup>rd</sup> grade: “From preschool to 3<sup>rd</sup> grade, a child learns to read; and from 3<sup>rd</sup> grade on, a child must read to learn”.</p>	
<p>Strategy: Provide families access to age appropriate reading material and information on core concepts in the science of early childhood.</p>	




# Goal 3

INTERIM REPORT	Status
<b>GOAL 3: TO EXPAND POSITIVE YOUTH DEVELOPMENT OPPORTUNITIES FOR CONSUMERS AND STUDENTS ATTENDING LOCAL SCHOOL PARTNERS OF BFDI.</b>	
Objective 3.1: To provide youth with positive youth development opportunities in their homes, school, and community that will support continued growth and development.	


# Goal 4

Interim Report	Status
<b>GOAL 4: TO IMPROVE SUPPORT TO FAMILIES LIVING IN DISTRESSED COMMUNITIES IN THE CITY OF DETROIT.</b>	
Objective 4.1: To provide the support families identify as needed to ensure the success of their children from cradle to career.	
Strategy: All BFDI program areas will continually assess the ongoing needs of families served and residing in distressed neighborhoods. In addition, provide the appropriate level of support to remove risk factors that may disrupt family preservation goals.	
Strategy: Program and services will be assessed to ensure that basic quality of life services such as food, shelter, clothing and all utility services are available to reduce the risk of child removal due to poverty or a lack of basic life sustaining resources.	
Strategy: Develop a parent education series utilizing the best practice Joyce Epstein model for parent support.	
Strategy: Facilitate bi-monthly communication celebrations.	









# Goal 5

Interim Report	Status
<b>GOAL 5: ACHIEVING THE PROMISE NEIGHBORHOODS PLANNED RESULTS IN BOTH OSBORN AND SOUTHWEST DETROIT.</b>	
Objective 5.1: To have in place a Memorandum of Understanding (MOU) among all stakeholders working to advance the Promise Neighborhoods vision.	
Objective 5.2: Develop a comprehensive educational plan for Promise Neighborhoods.	
Objectives 5.3: Design, establish, and implement a family and community support system comprised of MOU partners.	



# Goal 6

Interim Report	Status
<b>GOAL 6: TO IMPROVE THE SAFETY OF THREE TARGETED COMMUNITIES THROUGH COMMUNITY POLICE RELATIONS.</b>	
Objective 6.1: To improve safety and the perception of safety in the three (3) targeted neighborhoods through broad-based community engagement and community/police relations.	

# Goal 7

Interim Report	Status
<b>GOAL 7: TO BUILD THE COMMUNITY CAPACITY IN THE NEIGHBORHOODS OF OSBORN, CODY ROUGE AND SOUTHWEST DETROIT.</b>	
Objective 7.1: Engage the residents and other stakeholders in the communities of Osborn, zip code 48205, and Cody Rouge, zip code 48228, in place-based strategies to support the two neighborhood goals established as part of the Good Neighborhoods initiative.	
Strategy: Train residents on leadership skills.	
Strategy: Host weekly “Connecting the Blocks” meetings to engage residents in organizing efforts.	
Strategy: Develop 300 block clubs in Osborn and Cody Rouge with a strategic focus to ensure every club is connected to the neighborhood association and linked to youth development opportunities.	
Strategy: Develop new block clubs in high crime areas in Cody Rouge, as indicated by crime data maps.	
Strategy: Continue to work in collaboration with MAN Network to recruit, train, volunteer, patrol, and build community safety zones in Osborn.	
Strategy: Connect Cody Rouge residents with existing neighborhood patrols to link to trainings on safety and work to increase community stability.	
Strategy: Host bi-monthly community celebrations in recognition of progress.	

# Goal 8

Interim Report	Status
<b>GOAL 8: TO CONTINUE THE GROWTH OF THE ORGANIZATION TO ENSURE ADEQUATE RESOURCES TO ADVANCE THE MISSION AS INDICATED BY VALID AND RELIABLE FISCAL DETERMINANTS.</b>	
Objective 8.1: Monitor and assess ongoing financial data indicators to support a stable and sustainable financial planning climate and trajectory for all aspects of the organization.	
Objective 8.2: Monitor, assess and plan for ongoing adequate resources to recruit, maintain and train competent personnel to support all service delivery and business components of the organization.	



# Goal 9

Interim Report	Status
<b>GOAL 9: THE ORGANIZATION WILL MAINTAIN HIGH LEVELS OF SATISFACTION SERVICE DELIVERY AND THE BUSINESS PRACTICES OF THE ORGANIZATION AS INDICATED BY SATISFACTORY SURVEYS AND INDEPENDENT AUDITS THAT ACHIEVE AT OR ABOVE 80% SCORING.</b>	