



Strategic Plan
2025-2026

Feedback Sources

Our new strategic plan is the result of a comprehensive and collaborative process, designed to align with the needs of our stakeholders and the vision of our board. Here's how we gathered feedback:

- **Board Retreats**
 - Two separate retreats with board members to explore strategic priorities, challenges, and opportunities.
- **Stakeholder Meetings**
 - Engaged key stakeholders, including providers, advocacy groups, families, and individuals with disabilities, to capture diverse perspectives on needs and goals.
- **Surveys & Direct Feedback**
 - Distributed surveys and facilitated direct conversations to gather insights from our membership and other community partners (i.e., County Board Provider Liaisons).
- **Industry & Sector Trends**
 - Reviewed emerging trends and best practices in the field to ensure the plan reflects both current realities and future opportunities.

This strategic plan represents the collective wisdom and shared vision of all those invested in our mission.

Vision & Mission

Vision

- All people with developmental disabilities who rely on services get them from great providers.

Mission

- To build and serve a community of great providers.

Guiding Principles

To be great:

1. Providers **must be trusted** to support people with developmental disabilities and run effective businesses.
2. Providers **must receive sufficient compensation** to deliver services that meet the needs of people they support in an ever-evolving society.
3. We **must recognize all services** across the spectrum as valuable and vital to every person we support.

Great Providers

1. **Deliver Person-Centered, Outcome-Focused Services:** Great providers prioritize the unique needs, preferences, and goals of each individual while ensuring positive service outcomes and client satisfaction.
2. **Invest in and Support Qualified Staff:** Great providers employ highly skilled, compassionate staff and continually invest in their professional growth and well-being to maintain high-quality service delivery.
3. **Cultivate Strong Leadership and Partnerships:** Great providers have exceptional leaders who inspire their teams and develop strong partnerships with families, community resources, and stakeholders to enhance service delivery.
4. **Establish Strong Operational Foundations:** Great providers establish and uphold comprehensive policies, procedures, and processes that ensure consistent, high-quality service delivery. They demonstrate proficiency in navigating the complex landscape of regulations and systems to deliver optimal care.
5. **Advocate and Innovate Continuously:** Great providers are committed to advocating for the rights and well-being of individuals, their organization, and the I/DD field, while also driving continuous improvement and innovation in service delivery.

Community

Expand the OPRA Community and Foster Member Engagement

- Develop Targeted Marketing & Outreach Plan
- Leverage Committees for Greater Engagement & Leadership Opportunities
- Expand Networking & Connection Opportunities through District-Level Engagement

Strengthen Trust and Collaboration Between OPRA Members and System Partners

- Facilitate Statewide Quality Conversations with Stakeholders and System Partners
- Host a Partnership Summit
- Collaborate with System Partners to Enhance Provider Support

Advocacy

Maximize OPRA's Advocacy Influence at State and Federal Levels

- Strengthen Coalitions at the State and National Levels
- Expand Influence by Partnering with Other States
- Develop a Proactive Strategy for Leadership Transitions

Build OPRA Members' Advocacy Capacity

- Develop and Promote Budget Tools and Resources
- Support Members in Arranging or Coordinating In-District Events
- Expand and Grow OPRA's Advocacy Army

Resources

Provide Trusted, Reliable, and Responsive Resources

- Build and Maintain a Comprehensive Catalogue of Resources
- Establish a Centralized Point of Contact
- Develop Targeted Tools and Resources Focused on the Business of Service Provision

Encourage Peer-to- Peer Support Among OPRA Members

- Develop a Mentor Network
- Implement a Pairing System for New Leaders
- Create or Enhance Mechanisms for Resource Sharing Between Members

Experiences

Enhance the Knowledge, Skills, and Abilities of OPRA Members

- Ensure Conference Content Supports Five Characteristics of a Great Provider
- Expand and Enhance ADVANCE and other Opportunities for Leadership Development
- Develop a Series of On-Demand Trainings that Meet Regulatory Requirements

Create and Deepen Connections Across the OPRA Community

- Facilitate Ongoing Peer Learning Collaboratives
- Organize and Promote Community Engagement & Outreach Activities
- Actively Participate in Events to Showcase the Achievements and Contributions of OPRA Members