

Mission: To advocate for, protect and advance the legal, human and service rights of people with disabilities.

Vision: People with disabilities are respected and equal members of an inclusive society.

HOW	DISABILITY RIGHTS TEXAS STRATEGY MAP	BOARD OBJECTIVES	BOARD MEASURES	1st Qtr. FY19	2nd Qtr. FY19	3rd Qtr. FY19	4th Qtr. FY19	SPOTLIGHT MEASURES		
Client / Stakeholder	<p>Staff and Volunteer Excellence DRTx is a sought after place to work where compensation, benefits, career advancement, organizational culture, communication, professional development and cultural humility support staff and volunteers in realizing their full potential and in delivering high quality services.</p> <p>Excellent Client Services DRTx applies practical and innovative strategies and inventions to provide timely, responsive, and quality services to our clients.</p> <p>Excellent Systemic Work DRTx uses its expertise and resources and network of community partners and stakeholders to advance rights, policies and laws in order to spearhead attitudinal and systemic change.</p> <p>Preparing Today for Tomorrow DRTx is future-focused, self-reflective, and ready to address the changing social, cultural, financial, political and legal climate in order to sustain the organization, support staff and volunteers, and maximize services for our clients.</p> <p>Improve Client Education, Information and Self- Advocacy</p> <p>Strengthen Alternative Service Delivery Methods</p> <p>Improve Community Connections and Systemic Change Collaborations</p> <p>Increase Awareness of DRTx Individual and Systemic Work</p> <p>Capture and Increase Client Satisfaction</p> <p>Increase Stakeholder Input and Participation</p>	(IOS1) Recruit and nominate a diverse team of DRTx Board members with the skill sets needed to support the agency's strategic goals by 09/30/2019	<p>a. Ensure diverse composition of the DRTx Board</p> <p>b. Ensure percentage of Board nominees satisfies DRTx mandate that Board is composed of a majority of people with disabilities or their family members</p> <p>c. Develop a suggested list of professionals skills, life experiences and perspectives needed to support the governance functions</p> <p>d. Review and update, if needed, Board policies related to the Nominations Committee</p>					1	<p>1. Green: Outstanding/Complete</p> <p>a. Agency/Board/Committee/Council</p> <p>i. Established objectives/measures have been met</p> <p>ii. The Agency/Board/Committee/Council successfully advanced DRTx' s mission since 85%-100% of established objectives across all four perspectives were met last year or over the 4 years which the agency scorecard was used.</p> <p>b. Individual</p> <p>i. Individual has completed established objectives/measures by committed deadline.</p> <p>ii. Individual is extremely effective at their job.</p>	
		(C2) Review client grievances in a timely manner	<p>a. Respond to grievances within 30 days</p> <p>b. Present an annual report to the Board summarizing the grievances reviewed during the year</p> <p>c. Review role of Grievance Committee</p> <p>d. Review and update, if needed, Board policies related to the Client Grievance Committee</p>					2	<p>2. Yellow: Satisfactory/Near Complete/Placeholder for projects that cannot be measured until the end of the fiscal year</p> <p>a. Agency/Board/Committee/Council</p> <p>i. The Agency/Board/Committee/Council is on track to deliver established objectives/measures by committed deadline.</p> <p>ii. The Agency/Board/Committee/Council 's productivity was moderately good but needs improvement which means that 75%-84% of established objectives across all four perspectives were met last year or over the 4 years which the agency scorecard was used.</p> <p>b. Individual</p> <p>i. Individual is on track to deliver committed objectives/measures by committed deadline.</p> <p>ii. Individual is effective at their job, but could be extremely effective with some improvements.</p>	
		(C1) Ensure that services are provided to DRTx clients and stakeholders that are identified in agency priorities	<p>a. Annually review existing priorities and recommend changes, if needed</p> <p>b. Review and recommend for adoption Agency Board BluePrint to Empower</p> <p>c. Review and recommend for adoption Board BluePrint to Empower</p> <p>d. Review and update, if needed, Board policies related to the Priorities/Strategic Planning Committee</p> <p>e. Review DRTx data and evaluation systems and provide recommendations on board use of data for decision making</p>							
		(C2) Ensure Board/Agency organizational and operational effectiveness								
		(F1) Strengthen DRTx ability to maintain financial sustainability throughout its 3 year budget commitment	<p>Strengthen Financial Sustainability</p>	<p>a. Review and recommend for adoption the annual budget</p> <p>b. Review 4 quarterly budget reports and make adjustments if needed</p> <p>c. Review & adopt annual A133 Independent Audit</p> <p>d. Review & adopt 401 K Audit</p> <p>e. Monitor investments and reserve, recommend changes if needed</p> <p>f. Review and update, if needed, Board policies related to the Finance Committee</p> <p>g. Review proposals submitted by potential audit firms and make a selection and thus a recommendation to the Board for approval</p>						3
Financial		(F2) Develop a strategy for increasing revenues and decreasing costs	<p>a. 100% of all DRTx board members make a financial contribution</p> <p>b. Initiate the development of a plan to fund a Development position</p> <p>c. Identify attorneys with interest in our mission to serve on the DRTx Board</p> <p>d. Participate in fund raising activities</p> <p>e. Review and update, if needed, Board policies to the Resource Development Committee</p>							
		(IP1) Improve effectiveness of articles & bylaws to guide DRTx board governance and activities	<p>a. Review and revise, as needed, the DRTx Bylaws</p> <p>b. Review and update, if needed, Board policies related to the Articles & Baylaws Committee</p> <p>c. Review and recommend revisions to the Board policies</p>						4	<p>4. Red: Performance is Poor/Unsatisfactory/Problematic</p> <p>a. Agency/Board/Committee/Council</p> <p>i. The Agency/Board/Committee/Council did not deliver established objectives/measures by committed deadline.</p> <p>ii. The Agency/Board/Committee/Council 's productivity was unacceptable because less than 50% of established objectives across all four perspectives were met last year or over the 4 years which the agency scorecard was used.</p> <p>b. Individual</p> <p>i. Individual did not deliver established objectives/measures by committed deadline.</p> <p>ii. Individual is not effective at their job and will not likely improve performance.</p>
Internal Process	<p>Strengthen Organizational Efficiency</p> <p>Optimize Intake Services</p>	(ES1 & LG1) Assure that the Executive Director is an effective leader for the Organization	<p>a. Complete Executive Director evaluation annually</p> <p>b. Review and approve the Executive Director's BluePrint to Empower</p> <p>c. Review, amend as needed and approve the succession planning process and transition plan for the Executive Director</p> <p>d. Review and update, if needed, Board policies related to the Personnel Committee</p>						5	<p>5. Purple: Mitigating Circumstances</p> <p>a. Agency/Board/Committee/Council</p> <p>i. Established objectives/measures will not be completed due to circumstances beyond the Agency/Board/Committee/Council's control.</p> <p>b. Individual</p> <p>i. Established objectives/measures will not be completed due to circumstances beyond the individual's control.</p>
		(LG2) Ensure smooth transition of Executive leadership	<p>a. Negotiate contract addendums as needed</p> <p>b. Respond to complaints or grievances as needed</p> <p>c. Review and update, if needed, Board policies related to the Labor Negotiations Committee</p>							
Staff and Volunteers	<p>Increase Volunteer Base, Training and Opportunities</p> <p>Strengthen Understanding of, Awareness of and Connection to our Work</p>	(ES 2 +QOS 1) Oversee compliance of the Collective Bargaining Agreement and settlement of disputes that come to the Board								

WHY