**2022-2027 Strategic Plan Overview**

**Office of Recovery Services, VA DBHDS**

**Enduring Vision:** Hope....Above All Else!

**Mission:** The Office of Recovery Services is comprised of individuals in recovery. Leveraging our personal lived experience, we advocate for, train, and enhance the peer and family support workforce community. We empower individuals exploring and living in successful recovery, as well as their natural supports and family members, throughout the Commonwealth of Virginia.

**Values:** Compassion - Diversity and Inclusion - Collaboration - Excellence - Integrity - Equality - Justice

**Statewide Recovery Services Timeline**

**Era of**

**Advocacy**

(Past: Before 2015)

**Era of Development**

(Past: 2015-2019)

**Era of Transformative Growth and Virtual Services and Action**

(Present: 2020 – 2022)

**Era of Hybrid Work and Purposeful, Intentional Creation**

(Future: 2023 on)

**2027 Practical Vision (Outcome Goals):**

* Virginia has an elite, high impact, diverse and data-informed peer workforce that is renowned for its expertise and recovery and wellness-oriented framework.
* Peer supports are valued and endorsed as a well-known primary service of choice.
* Promotion and education mitigate the impact of barriers on the workforce and available funds comprehensively address the needs of the recovery community.
* Recovery and Wellness -Oriented Systems Transformation are implemented across Virginia.

**2022 Challenges:**

* Staff wellness and professional development,
* Valuing peer staff in clinical settings
* Stigma, racism, representation, and inclusion.

**2022 – 2024 Strategic Priorities:**

1. Empower ORS staff across all Regions.
2. Build a strong data foundation.
3. Elevate Virginia’s peer workforce.
4. Launch statewide Recovery education and advocacy.

**“Our Ideas For How We Work Together”**

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1. **-2024 Objectives for each of the 4 Strategic Priorities**

**Strategic Priority 1. Empower ORS staff across all Regions.**

**Objectives**

1.1: By 1/1/24, establish valued expertise for regional recovery and wellness-oriented services and supports.

1.2: By 1/1/24, foster collaboration for recovery and wellness-oriented services and supports throughout the Commonwealth.

**Strategic Priority 2. Build a strong data foundation.**

 **Objectives**

2.1: By 1/1/24, determine a methodology and access data to measure recovery outcomes. (CSBs, RCOs)

 2.2: By 1/1/24, measure the efficacy of state-funded community partners.

 2.3: By 1/1/24, use data to promote recovery decision-making and resource allocation.

**Strategic Priority 3. Elevate Virginia’s Peer Workforce.**

**Objectives**

 3.1: By 1/1/24, evaluate, promote, and provide affordable and accessible workforce training.

 3.2: By 1/1/24, promote improvements in the career ladder trajectory for peer workforce.

 3.3: By 1/1/24, reinforce peer workforce health and wellness.

**Strategic Priority 4. Launch Recovery education and advocacy statewide.**

 **Objectives**

 4.1: By 1/1/24, inform and advocate to remove stigma and other systemic barriers.

 4.2: By 1/1/24, develop and launch a comprehensive marketing plan to educate Virginia on ROSC framework.

 4.3: By 1/1/24, implement the ROSC Framework.

**Annual OKR Work Plans**

**Objectives, Key Results, Actions by Strategic Priority**

|  |  |
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| **Strategic Priority 1: Empower ORS staff across all Regions.** | Priority Oversight:  |
| **Annual Plan: Objectives, Key Results, and Actions***Objectives are revised each year; To be revised quarterly: Key Results = SMART outcome metrics to be achieved; Actions = Who does what actions by when; Resource Needs = $, materials, equipment, people, training etc.* |
| **Annual Objective 1.1: By 1/1/24, ORS establishes valued expertise for regional recovery and wellness-oriented services and supports.** |
| **Oversight: Alethea & Regional Coordinators** |
| **8/2022** | **Key Results** * 100% staff trained on participatory facilitation methods. COMPLETED
 | **Actions** * Train staff on participatory facilitation methods (by 9/2022). COMPLETED
 | **Resource Needs** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) ***Notes from first strategic planning session:**** 4 Regions have at least one ToP Facilitation Methods (ToP) class
* RCs featured on website
* **Provide at least one free training in each region every quarter.**
 | **Actions to Achieve Q1 Key Results*****Notes from first strategic planning session:**** Staff facilitate participatory methods (ToP) in Regions (Dec 2022)
* Update Website to feature RC’s ToT capabilities (Dec 2022)
* **Identified ToP Focused Conversation Questions**
* Dates for regional sessions identified
* List all ToT training competencies
 | **Resource Needs*****Notes from first strategic planning session:**** Regional Facilitation ($\_)
* Excel document for trainings in Teams
 |
| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*) Notes from first strategic planning session:* 4 development plans (regional)
* Provided training in TOT domains
* Regions 5 & 2 in person sessions
* Trainings delivered in each region.

**Jan 2023 Retreat*** Meet with SFA RCO Partners
* Develop marketing materials(rack cards)
* Educate EDs on peer support (ongoing)
* Host regional quarterly check-in/event (ongoing)
* Provide regular contract updates (ongoing)
* Continue RCO support/regional collaborations/outreach (ongoing)
 | **Actions to Achieve Q2 Key Results*** Identified dates for regional sessions
* Identified sessions as in-person
* List of training in each region for this quarter identifed.
* Staff facilitate participatory methods (ToP) in Regions (Feb 9)
 | **Resource Needs*** Sites in each region to host sessions
* Materials for ToPs style meeting.
* Update document in Teams to reflect regional trainings in quarter
 |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) * Region 1 & 3 sessions

**Jan 2023 Retreat*** Identify/Recruit/Empower Regional Peer Ambassadors-Partners
* Educate EDs on peer support (ongoing)
* Host regional quarterly check-in/event (ongoing)
* Provide regular contract updates (ongoing)
* Continue RCO support/regional collaborations/outreach (ongoing)
 | **Actions to Achieve Q3 Key Results*** Identified dates for regional sessions
* Identified sessions as in-person
 | **Resource Needs*** Sites in each region to host sessions
* Materials for ToPs style meeting.
* OMNI create development plans ($\_)
 |
| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) **Jan 2023 Retreat****Develop Peer mentorship program** | **Actions to Achieve Q4 Key Results** | **Resource Needs** |
| **Oversight: Mary/Workforce Development** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*)  | **Actions to Achieve Q1 Key Results** | **Resource Needs***
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| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*) * Complete PRS Manual Review
* Develop the workforce through training
* Ready training materials
* Continue to grow Recovery Blast/ORS Flash
 | **Actions to Achieve Q2 Key Results*** Have manual reviewed by Stakeholders Roundtable group
* Update quizzes/final exam
* COAPS ToT
* Virtual PRS ToT
* Try to set up a master training calendar
* PAR, LGBTQIA+, Group Facilitation
 | **Resource Needs***
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| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) * Develop the workforce through training
* Work with GMU for badges
* Ready training materials
* Continue to grow Recovery Blast/ORS Flash
* PRS Exam Prep
 | **Actions to Achieve Q3 Key Results*** Peer Activated Resilience (PAR)
* Virtual PRS ToT
* IFPRS, COAPS, Crisis, others?
* Working with IC&RC representative
 | **Resource Needs***
 |
| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) * Develop the workforce through training
 | **Actions to Achieve Q4 Key Results*** PAR
* COAPS Basic and ToT
* Advanced Directives?? Who has oversight for this?
 | **Resource Needs***
 |
| **Oversight: Don/Problem Gambling** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * Provide 4 trainings to peer recovery specialists introducing peer support for individuals with P/G Completed
* Stakeholders steering committee Completed
* Obtain CEs for P/G training
* Training for Veterans and P/G
* Peer recovery network focused on P/G
* Training for warm handoffs, continued peer support, and referrals for P/G
 | **Actions to Achieve Q1 Key Results*** Develop presentations Completed
* Collaborate with Regional coordinators to identify organizations in their area that maybe interested
* Use RSLC for presentations Completed
* During presentations ask who may be interested in being on committee Completed
* Collaborate with Mary McQuown, ORS on process to obtain CEs for trainings Completed
* Collaborate with Veteran Peer to present P/G and Veterans
* Obtain education on Veterans and P/G
* Collaborate with the followingagencies
* (CSB, RCOs, MHAV, Alive RVA, SAARA etc) to develop network and implement
* Collaborate with VCU on warm handoff, continued peer support, and referral training for P/G
* Use Omni portal
 | **Resource Needs*** Power point
* Continued education on P/G
* Honorarium for committee members
* Veteran P/G training
* Director of ORS, Mark Blackwell’s involvement
* Additional funds
* VCU Collaboration
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| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*) * Training for PRS P/G recovery network
* Day long workshop on P/G for PRS
* Treatment provider network within local communities and Peer recovery network focused on problem gambling operating effectively (Continuum of Treatment Services)
 | **Actions to Achieve Q2 Key Results*** Evaluate present P/G training for PRS and determine if additional info needs to be developed
* Evaluate trainings associated with VCU and determine which are appropriate for PRS
* Utilize stakeholders steering committee and others to develop an all-day training for Problem Gambling for National Problem gambling Month
* Collaboration with VCU
* Data reports from 1- 888 Problem Gambling number
* Ghost call 2x month
 | **Resource Needs*** VCU Collaboration
* Funds for workshop
* Data reports form 1-888 P/G number
 |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) * Endorsement for P/G
* Website with all available treatment resources for Virginia residents
* All DBHDS licensed BH facilities/agencies ask Gambling questions/Assess for P/G
* Determine Peer workforce interest in P/G endorsement
 | **Actions to Achieve Q3 Key Results*** Collaborate with VCU to develop a VPGGS website with all available treatment/support resources for Virginia residents.
* Research what other states and the International Gambling-Certification Board (IGCB) offers for endorsement/certification with ability to have seamless interface with IGCB
* Collaborate with DBHDS licensing to implement P/G questions- P/G screen
* Meet with Mary McQuown, Mark Blackwell, and other ORS Staff as needed regarding ORS and PRS endorsement /certification for P/G
* Send out questionnaire to PRS regrading interest in /P/G endorsement
 | **Resource Needs*** Recovery Blast
* VCU Collaboration
* Mary McQuown, and Mark Blackwell contribution
* Collaboration with DBHDS licensing
 |
| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) * TOT for P/G
* Additional P/G trainings for specific populations as needed.
* Attend National Council on Problem Gambling Conference
 | **Actions to Achieve Q4 Key Results*** Meet with Mary McQuown, Mark Blackwell, and other ORS Staff as needed regarding ORS TOT for P/G
* Research other states and their TOT for P/G
* Training for TOT on P/G
* Research specific populations and the potential nuances for P/G
* Contact NCPG for information on P/G and specific populations needs and nuances
* Register for attendance National Council on Problem Gambling Conference
 | **Resource Needs*** Training
* NCPG involvement
* Funding for conference
 |
| **Annual Objective 1.2: By 1/1/24, ORS fosters collaboration for recovery and wellness-oriented services and supports throughout Commonwealth.**  |
| **Oversight: All** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * A schedule of trainings is identified (Master Calendar)
* Stronger relationships exist
* Coordinators are seen as partners and contacted regularly for expertise and collaboration (# and type of contacts, successes)
 | **Actions to Achieve Q1 Key Results*** Master Training Plan developed
* 4 Free training provided (Coord)
* Monthly meeting with EDs (Kristine)
* Outreach in community – support visits, and other to CSBs, RCOs etc. (Coord)
* Lunch & Learn in each region for discussion/feedback (integrating all ORS initiatives) \*
* Monthly Peer meeting for troubleshooting & mentorship\*
 | **Resource Needs*** Marketing materials to invite *voluntary* participation in lunch & learns and monthly peer meetings\*
* Continuing opportunities for ORS staff for education and networking
* Develop Endorsement process
 |
| **Q2** | **Anticipated Key Results for Q2** (*Jan-Mar 2023*) * #TOTs TBD
* # Reached TBD
* Stronger relationships
* Coordinators are seen as partners and contacted regularly for expertise and collaboration (# and type of contacts, successes)
 | **Actions to Achieve Q2 Key Results** * ORS Training calendar posted on portal; partner with other organizations to promote widely
* TOTs are provided
* 4 Free training provided (Coord)
* Monthly meeting with EDs (Kristine)
* Outreach in community – site visits, and other to CSBs, RCOs etc. (Coord)
* Lunch & Learn in each region for discussion/feedback\*
* Monthly Peer meeting for troubleshooting & mentorship\*
 | **Resource Needs*** Continuing opportunities for ORS staff for education and networking
* Funding is adequate
 |
| **Q3** | **Anticipated Key Results for Q3** (*Apr-Jun 2022*)  | **Actions to Achieve Q3 Key Results** | **Resources Needs** |
| **Q4** | **Anticipated Key Results for Q4** (*Jul-Sept 2023*)  | **Actions to Achieve Q4 Key Results** | **Resources Needs** |

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| **Strategic Priority 2: Build a strong data foundation.** | Priority Oversight: Kristine, Mark, Mary, Alethea |
| **Annual Plan: Objectives, Key Results, and Actions***Objectives are revised each year; To be revised quarterly: Key Results = SMART outcome metrics to be achieved; Actions = Who does what actions by when; Resource Needs = $, materials, equipment, people, training etc.* |
| **Annual Objective 2.1: By 1/1/24, ORS determines a methodology and access data to *measure recovery* outcomes.**  |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * Met with data management team and identified data analysis for CCS3
* Developed a method with CCS3 to be able to track certification within 15 moths and certifications in 18 months
* Identify 8-Dimensions of Wellness to measure recovery wellness outcomes (ongoing)
 | **Actions to Achieve Q1 Key Results*****Notes from first strategic planning session:**** Identify valuable data from Consumer Survey & CCS3 (July 2023)
* Identify additional metrics that measure recovery outcomes (July 2023)
* Implement (July 2024)
* RCOs begin to report on new data metrics (Jan 2024)
* Communicate with RCOs (July 2023\_
* Develop a template to report data
* ACHARA/VRI/ROSC recovery movement data
 | **Resource Needs***
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| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*) **Jan 2023 Retreat*** Use Forms to begin capturing data
* Develop a recovery screening
* Use DBHDS Consumer Survey Outcomes
* Track all peer taking PRS Training & identify candidates for certification
* Educate on the 8-Dimensions of Wellness (ongoing)
 | **Actions to Achieve Q2 Key Results**  * Identify valuable data from Consumer Survey & CCS3 (July 2023)
* Implement (July 2024)
* RCOs begin to report on new data metrics (Jan 2024)
* Communicate with RCOs (July 2023\_
* Develop a template to report data
* ACHARA/VRI/ROSC recovery movement data
 | **Resource Needs***
 |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) **Jan 2023 Retreat*** Track all trainings of ToTs and # trained
* Track hiring status of peer trained
* Determine # of peer providers in each region (ongoing)
* Track regional planning session outcomes
* Educate on the 8-Dimensions of Wellness (ongoing)
 | **Actions to Achieve Q3 Key Results** | **Resource Needs***
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| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) **Jan 2023 Retreat*** Use data driven approach to meet training needs in each region
 | **Actions to Achieve Q4 Key Results** | **Resource Needs***
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| **Annual Objective 2.2: By 1/1/24, ORS measures the efficacy of state-funded community partners.** *(are services addressing needs?)* |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * RCO RFPs
* Identified number of CPRS in state funded RCOs
 | **Actions to Achieve Q1 Key Results*** Asked RCOs to provide the numbers of CPRS organization wide
 | **Resource Needs***
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| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*)  | **Actions to Achieve Q2 Key Results** | **Resource Needs***
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| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*)  | **Actions to Achieve Q3 Key Results** | **Resource Needs***

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| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*)  | **Actions to Achieve Q4 Key Results** | **Resource Needs***
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| **Annual Objective 2.3: By 1/1/24, ORS uses data to promote recovery decision-making and resource allocation.**  |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * ORS has determined the 8-Dimensions of Wellness will be our vision for measuring recovery outcomes.
 | **Actions to Achieve Q1 Key Results*** Work with Ernst & Young to develop recovery platform for CSB interface (Kristine, Alethea, Mary, Mark)
 | **Resource Needs***
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| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*)  | **Actions to Achieve Q2 Key Results**  * Make CCS3 Data Element mandatory for PRS credential (CCS3 is the data platform ORS uses to exchange info with the CSBs)
 | **Resource Needs***
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| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*)  | **Actions to Achieve Q3 Key Results** | **Resource Needs***
 |
| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) * 10% increase in peer workforce by Dec. 2023 and 5% annual increase.
 | **Actions to Achieve Q4 Key Results** | **Resource Needs***
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| **Strategic Priority 3: Elevate Virginia’s Peer Workforce.** | Priority Oversight:  |
| **Annual Plan: Objectives, Key Results, and Actions***Objectives are revised each year; To be revised quarterly: Key Results = SMART outcome metrics to be achieved; Actions = Who does what actions by when; Resource Needs = $, materials, equipment, people, training etc.* |
| **Annual Objective 3.1: By 1/1/24, ORS evaluates, promotes, and provides affordable and accessible workforce training.***(Developing master training schedule as well as develop/provide needs-based training)* |
| **Oversight: Workforce Development (Mary)** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) ***Notes from first strategic planning session:**** TOT Class done
* Manual published
* All trainers have been trained
* CPRS Test Prep Class launched
 | **Actions to Achieve Q1 Key Results*****Notes from first strategic planning session:**** Revise all workforce training materials and create needed new materials.
* COAPS ToT (Jul/Aug 2022)
* M.A.R.S. (Aug 2022)
* iFPRS ToT (Sep/Oct 2022)
* Finalize and publish Manual (Oct2022) (Mary, Roundtable)
* Familiarize trainers with Manual (Dec 2022) (Mary, ROSCs)
* CPRS Test prep class materials reviewed and revised (Dec 2022)
 | **Resource Needs*****Notes from first strategic planning session:**** Existing funding
* Time, stakeholder input
* Staff time, Zoom
* Create slide deck; Practice test reviewed
* Platform to provide training, compiling info. resources
 |
| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*) * Supervisor Training materials done
* Training on Peer Role Materials complete and ready to launch; make mandatory to receive ORS funds?

**Jan. 2023 Retreat*** Wide use of OMNI Training Evalution
* Incorporate evaluations in all trainings (ongoing)
 | **Actions to Achieve Q2 Key Results** | **Resource Needs**  |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*)**Jan. 2023 Retreat*** Make training available to all CSB staff
* Create CSB ToTs (ongoing)
* Continue to offer regional trainings (ongoing)
* Continue providing free trainings esp. Ethics (ongoing)
* Regional Coordinators attend VACSB
* Survey peer workforce training needs and develop training
* Develop wellness trainings
* Develop workforce initiative for continued exposure for DEI-J (Diversity, Equity, Inclusion, and Justice)
 | **Actions to Achieve Q3 Key Results*** Supervisor Training 102 (April 2023) (Mary, Kim, Renee)
 | **Resource Needs*** Platform to provide training, compiling info. resources
* Review present materials

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| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*)  | **Actions to Achieve Q4 Key Results*** Training on Peer Role (Fall 2023)
 | **Resource Needs*** Platform to provide training, compiling info. resources
* Review present materials
 |
| **Annual Objective 3.2: By 1/1/24, ORS promote improvements in the career ladder trajectory for peer workforce.**  |
| **Oversight: Workforce Development (Mary); RLA (Mary, Mark, Alethea, Kristine)** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*)  | **Actions to Achieve Q1 Key Results** | **Resource Needs***
 |
| **Q2** | **Anticipated Key Results for Q2** (Jan-Mar *2023*)**Jan. 2023 Retreat*** Create CSB ToTs (ongoing)
* Advocate for PRS roles i.e. Lead PRS, PRS Supervisor, PRS II, PRS Team Lead
 | **Actions to Achieve Q2 Key Results** | **Resource Needs***
 |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*)**Jan. 2023 Retreat*** GMU Badges
* Survey for peer career ladder trajectory needs
* Create/build natural peer support for peer supporters
 | **Actions to Achieve Q3 Key Results** | **Resource Needs***
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| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*)* Graduate 18 people from RLA (Annually)
 | **Actions to Achieve Q4 Key Results** | **Resource Needs** |
| **Annual Objective 3.3: By 1/1/24, ORS reinforces peer workforce health and wellness.**  |
| **Oversight: ALL** |
| **Q1** | **Anticipated Key Results for Q1** (Oct-Dec *2022*) * Contracted with Michael Gillette
* Identified the 8-Dimensions of Wellness
 | **Actions to Achieve Q1 Key Results*** Develop a policy or position statement on “return to use” (Mark)
* Check with data support people re value/opportunity for point-in-time survey (Alethea & Mark)
* Review/assess use of BARC-10 (Brief Assessment of Recovery Capital) and other validated tools that are already created (Alethea & Mark)
 | **Resource Needs*** Education re self-care practices/mindfulness
* Dr. Gillette (sp)
 |
| **Q2** | **Anticipated Key Results for Q2** (*Jan-Mar 2023*) * # Reached through self-care and self-wellness series
* # Wellness segments for RB created
* #s reached through Recovery Blast etc.

**Jan. 2023 Retreat** | **Actions to Achieve Q2 Key Results*** Launch self-care and self-wellness series for peers (Learning Collaborative)
* Add wellness segment to Recovery Blast (Mary)
* Promote the APPR (Action Planning for Prevention and Recovery)
 | **Resource Needs***
 |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) * # People who have been through a training to create an action plan

**Jan. 2023 Retreat*** Promote self-care groups/ education
 | **Actions to Achieve Q3 Key Results*** Continue self-care and self-wellness series for peers (Learning Collaborative)
* Add wellness segment to Recovery Blast (Mary)
* Promote the APPR (Action Planning for Prevention and Recovery)
 | **Resource Needs***
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| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) | **Actions to Achieve Q4 Key Results** | **Resource Needs***
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| **Strategic Priority 4: Launch statewide Recovery education and advocacy.** | Priority Oversight:  |
| **Annual Plan: Objectives, Key Results, and Actions***Objectives are revised each year; To be revised quarterly: Key Results = SMART outcome metrics to be achieved; Actions = Who does what actions by when; Resource Needs = $, materials, equipment, people, training etc.* |
| **Annual Objective 4.1: By 1/1/24, inform and advocate to remove stigma and other systemic barriers. (ALL)** |
| **Q1** | **Anticipated Key Results for Q1** (*Oct-Dec 2022*) * More individuals with barriers to employment become employed in behavioral health field (and other areas)
* Dr. Vilsaint presented at NARR conference, DBHDS SLT, Region 5 Opioid Summit
* LGBTQIA training was provided
* Work with HR to transition screening process and education out of ORS
 | **Actions to Achieve Q1 Key Results*** Train/educate on reducing stigma in the use of language, MAT, Harm reduction (ongoing)
* Presentation on Efficacy of Recovery Support to Division (Dr. Vilsaint)
* Launch LGBTQIA training
* Implement agency & governor’s position
* Educate providers to become screeners
* Work with HR to transition screening process and education out of ORS
* Provide education to community to reduce stigma surrounding recovery residences (ongoing)
 | **Resource Needs*** Buy-in from DBHDS and state leadership
 |
| **Q2** | **Anticipated Key Results for Q2** (*Jan-Mar 2023*) * Improvements in knowledge, attitudes re stigma (pre and post training)
* More recovery residences started in a broader range of locations

**Jan. 2023 Retreat*** Continue to spread the power and importance of language and anti-stigma campaigns (ongoing)
* Training to employers on peer role (ongoing)
* Educate clinical providers on improving peer integration (ongoing)
* Offer reduced stigma trainings (ongoing)
 | **Actions to Achieve Q2 Key Results*** Train/educate on reducing stigma in the use of language, MAT, Harm reduction (ongoing)
* Develop and launch a DEI-J training
* Educate providers to become screeners
* Provide education to community to reduce stigma surrounding recovery residences (ongoing)
 | **Resource Needs** |
| **Q3** | **Anticipated Key Results for Q3** (Apr-Jun *2023*) * #DEI-J TOTs
* Improvements in knowledge, attitudes re stigma (pre and post training)
* More recovery residences started in a broader range of locations

**Jan. 2023 Retreat*** Identify legal “workarounds” for people with barrier crimes that work in CSBs (Admin, DOC, Jails, RCOs)
 | **Actions to Achieve Q3 Key Results*** Train/educate on reducing stigma in the use of language, MAT, Harm reduction (ongoing)
* Implement trainings (LGBTQIA, DEI-J)
* Educate providers to become screeners
* Provide education to community to reduce stigma surrounding recovery residences (ongoing)
 | **Resource Needs** |
| **Q4** | **Anticipated Key Results for Q4** (Jul-Sept *2023*) * #DEI-J TOTs
* Improvements in knowledge, attitudes re stigma (pre and post training)
* More recovery residences started in a broader range of locations

**Jan. 2023 Retreat*** Attend advocacy day to advocate for barrier crimes bill
 | **Actions to Achieve Q4 Key Results*** Train/educate on reducing stigma in the use of language, MAT, Harm reduction (ongoing)
* Implement trainings (LGBTQIA, DEI-J)
* Educate providers to become screeners
* Provide education to community to reduce stigma surrounding recovery residences (ongoing)
 | **Resource Needs** |
| **Annual Objective 4.2: By 1/1/24, develop and launch a comprehensive marketing plan to educate Virginia on ROSC framework.** **Oversight: Alethea, VRI, Jalna, Don** |
| **Q1** | **Key Results for Q1** (*Oct-Dec 2022*)* Each region has rolled out sessions (town halls, RCO’s, CSB community centers, schools
* Identified the educational needs for bi-ends in Virginia.
 | **Actions *(What) (by When) (Who):**** Create internal meeting schedule
* Identify focus audience (Public/Private Providers – Peer Workforce – Stakeholder/Allies – PG)
* Invite more experienced voices to the table (Anne- Mark – Billy - Sherea)

COMPLETED | **Resources Needs*** Data from listening sessions
* PG stakeholder group, VOCAL, VCU etc.
* Peer survey, PRS class participants, staff & survey, RCO surveys
* Data from listening sessions
* PG stakeholder group, VOCAL, VCU etc.
* Peer survey, PRS class participants, staff & survey, RCO surveys
 |
| **Q2** | **Key Results for Q2** (*Jan-Mar 2023*) * Functional ORS website

**Jan. 2023 Retreat*** Meet with EDs and educate (ongoing)
 | **Actions *(What) (by When) (Who):**** Continue meeting as scheduled
* Marketing campaign components identified.
* Create ORS Brochure – Tabling Material – Banners – ORS Swag
 | **Resources Needs***
 |
| **Q3** | **Key Results for Q3** (*Apr-Jun 2023*) * Town Hall
* ORS NewsLetter

**Jan. 2023 Retreat*** Weave recovery/peer services into North Star & Right Help, Right Now.
* DBHDS Launch & Learn webcast presentations on recovery and wellness-oriented system transformation framework
* ORS ecosystem illustration
 | **Actions *(What) (by When) (Who):**** Go on tour (campaign trail) with education on ORS, ROSC, Peer Recovery, MH, Problem Gambling (PG), SUD
* Identify regional locations to host networking event.
* Continue meeting as scheduled
 | **Resources Needs***
 |
| **Q4** | **Key Results for Q4** (*Jul-Sept 2023*) * Multi-media package deliverables (TV, radio, etc.)
* On boarding package for new PRS’
 | **Actions *(What) (by When) (Who):**** Continue meeting as scheduled
 | **Resources Needs***
 |
| **Annual Objective 4.3: By 1/1/24, implement the ROSC Framework. (Alethea, Mark)** |
| **Q1** | **Key Results for Q1 (***Oct-Dec 2022***)** * Solidify contract with Achara/ACSB for VA initiative
* Achara will engage the VRI
 | **Actions *(What) (by When) (Who):**** Explore options for fairly treating employees who “return to use” vs abstinence only…
 | **Resources Needs** |
| **Q2** | **Key Results for Q2** (*Jan-Mar 2023*) * VRI will be fully engaged by Achara and education of wellness framework rolled out
 | **Actions *(What) (by When) (Who):****
 | **Resources Needs***
 |
| **Q3** | **Key Results for Q3** (*Apr-Jun 2023*) * Achara will lead the VRI-Engage high level system influencers
* Meet regularly with ACSB/ORS leads
 | **Actions *(What) (by When) (Who):****
 | **Resources Needs***
 |
| **Q4** | **Key Results for Q4** (*Jul-Sept 2023* ) * Achara will visit VA in-person for statewide tour(s) and familiarity with BH/Recovery system in VA
* Ijeoma will Keynote YOTP Conference(s)
 | **Actions *(What) (by When) (Who):****
 | **Resources Needs***
 |

**Documentation from April 14-15, 2022 Strategic Planning Retreat**

***Refer to document: ORS 2022-2025 Strategic Plan Retreat Documentation rev. 050422***

Need to include:

1. 10% increase in peer workforce by Dec. 2023 and 5% annual increase.

2. Recovery Corps

3. PRS apprenticeship with the Dept of Labor

4. CSB RFPs

5. RCO RFPs

6. Test Prep

7. Quarterly Trainings in each region.

8. Virtual PRS ToT

9. Mentorship training through certification

10.

11.