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| **LEGEND**(Please note: Several Strategic Objectives contain multiple initiatives. All Strategic Objectives are multi-year unless noted) |
| On track (70% or more of initiatives complete) |  | Additional action required (50% or more of initiatives complete) |  | Action required/Not on track (less than 50% of initiatives complete) |  | N/A for fiscal year |  |
| Strategic Objectives - Key Considerations for Success - | *Committee Assignment* *(if applicable)* | *Total # of initiatives* | *FY**2019/**2020* | *FY**2020/**2021* | *FY**2021/**2022* | *Overall**Status/Notes* |
| a Continue to build and sustain the DeafBlind  Ontario Services Culture | Finance / GovernanceGovernment Relations | 4 | 2 | 1 | 1 |  |
| b Empower employees at all levels |  | 3 | 3 |  |  |  |
| c Foster external collaboration (Provincial,  National, International) | Government RelationsClient ServicesFinance / Governance | 7 | 3 | 2 | 2 |  |
| d Continue evolution and growth of DeafBlind  Ontario Services |  | 6 | 2 | 2 |  |  |
| 2 |
| e Review governance of DeafBlind Ontario  Services | Governance/Governance Review Sub-Committee | 1 | 1 | 1 |  |  |
| f Be the Intervenor Services provider of choice for Ontario | Client ServicesGovernment Relations | 6 | 2 | 2 | 2 | Flexibility in scope of Service Model will carry over to 2023-2026 plan (approved by Board Mar 9, 2021) |
| g Explore development of a Northern Ontario Strategy to support and serve Ontarians who are living with deafblindness | Client Services | 1 | 1 | 1 | 1 | Initiative will carry over to 2023-2026 plan (approved by Board Mar 9, 2021) |
| h Continue a leadership role in development and implementation of accreditation for agencies and organizations that support people who are living with deafblindness |  | 2 |  |  |  | Objective removed from the current strategic plan, as well as future plans. DBOS will continue its commitment to its internal QA measures, and will stay informed with respect to accreditation (approved by Board Mar 9, 2021) |
| i Continue to evolve and implement a Government Relations Strategy | Government Relations | 1 | 1 | 1 |  |  |
| j Continue to develop and implement a Communication and Engagement Strategy | Government Relations | 4 | 4 |  |  |  |
| k Optimize benefits of employing technology |  | 4 |  |  | 4 | Initiatives will carry over to 2023-2026 plan (approved by Board Oct 26, 2021) |

Reviewed by the Board: December 7, 2021