

# Strategic Plan 2022-2026 Easy to Read

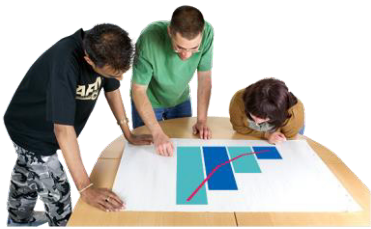


Your Life, Your Rights, Your Choices  
Towards a Rights - Based Model of Service



**St. Michael's House**  
*services for people with disabilities*

# What is this book about?



This book is about a plan for St. Michael's House.  
This plan is called the Strategic Plan.



It is a plan for the next five years.



Before we wrote the plan, we talked to people that use our services.  
This was very important.



We asked what you think should be in the plan.  
We asked what you want for the future.



Families, staff and managers also said what they wanted in the plan.



The plan might not give you everything that you want.



We have to think about what people in St. Michael's House want now.  
We have to think what new people might want in the future.



We have to stick to the budget that the Government give us.  
We have to follow the laws.

# Vision, Mission and Values



A very important part of the plan is called the Vision, Mission and Values.



Vision is how St Michael's House sees our future.



Mission is what St Michael's House is doing for us.



Values are what is important to us.



Our Plan has four goals.

These are the things that St. Michael's House wants to achieve.

# Goal 1 - Rights



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All rights are very important and will be respected.

St. Michael's House have chosen some rights to focus on.



- Where you live and want to live



- What you do every day and want to do every day



- Making it easier for you to get to places and activities you choose



- Giving you extra communication supports if you need them



- Listening to you more and hearing what your choices are



- Supporting you to live independently and be part of the community



- Making sure you have good health





- Supporting you to learn, get training and have a job.



We will make our Person Centred Planning better.

We will support you to plan for all parts of your life.



We will make our day services better so you can enjoy going more.

You will be able to do more activities you want to do.



We will make our services to children better.

# Goal 2 – Taking Part



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Taking part means you have a say about things that are important to you.



We want you to take part more in decisions that are made in St. Michael's House.



We will set up ways for you to take part in planning and decision-making.



We will work with you to give you the tools and skills you need to take part.

# Goal 3 – Valuing our Staff



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Valuing a person means knowing they have good skills and are important.



We want to make sure that staff know they are valued in St. Michaels' House.



We want to keep getting excellent staff.



We will have ways for staff to tell us what they think.

They will be able to tell us if they think something needs to be better.



We will make sure our staff have the right training and skills to do a good job.



We will support staff who are not doing the best job so they can be better.



We will make sure that staff know what is going on in St. Michael's House.  
They can ask questions and get answers.

# Goal 4 – Learning and Sharing



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We will talk to other organisations and the Government.  
We will find out what they are doing to give excellent services.



We will share what we learn so that others can learn from us.



We will listen to good ideas if they will help to make our services better.



We will work with the people that give us money.  
We will spend the money we get in the right way.





At times, we will ask for more money for services.



We will do research to make our services better.

# The Organisation



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We know there are things we must improve if we are going to do an excellent job:



- Manage and spend our money from the Government well.  
Show how and where we spend it



- Make sure we have enough staff and managers in the right place



- Get extra money for services from fund-raising



- Make sure we have safe and comfortable homes for you to live in



- Plan for people that are getting older and want to retire or live in a different place



- Have better day service buildings and hubs that you want to come to and are happy and safe in



- Have good offices and clinic rooms



- Have very good computers and information



- Make sure we meet HIQA standards



- Make sure we follow the law.



There is more information on the Strategic Plan on the St. Michael's House website.



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[www.smh.ie](http://www.smh.ie)