

**Krista Foster Homes**

**Accessibility Plan**

**2021**

# Accessibility Plan 2020 Analysis

 Looking at the 2020 Accessibility Plan’s action items:

Architecture – There have been no changes to the architecture of the KFH offices except the addition of the enclosure at the front of the office. This has provided more shade, less water tracked into the office and the welcomed elimination of the homeless/transient population sleeping or congregating at our once covered entrance. We have had no complaints of physical accessibility issues at the office. As a staff and with board members we have openly discussed the possibility of moving on a few occasions but in reality more as a cost saving remedy.

Environment – To date KFH has not had an incident of lack of accessibility for any handicapped person. One person regularly comes to the office and uses the ADA entrance at the back of the building; we have a doorbell installed for added convenience and service.

Attitudes – In looking at our surveys KFH had no complaints regarding our attitude toward clients or staff. KFH trains on respect, inclusivity, and acceptance.

Finances – KFH has had a difficult year financially. COVID has affected us by stopping our community education and involvement activities. We are focusing on social media and website presence to turn this around.

Employment – KFH has been able to find qualified employees. The searches are sometimes drawn out but eventually successful. We’ve successfully used several methods to advertise openings.

Communication – Our awareness of the potential need for alternative communication has grown. Being in Rural Northern California means there is limited numbers of persons requiring accommodations and specialized access. Every effort possible is made to support and accommodate any know need.

Technology – KFH has assessed the need for possible upgrades and taken appropriate action to ensure the smooth on- going flow of work at the office. We have an agreement in place with a local IT service provider to provide swift response to any required needs.

Transportation – KFH has been able to ensure proper transportation of clients to required appointments. From time to time a KFH Social Worker has transported a client when the RFA Parent was double booked or had an emergency.

Community Integration –This goal has topic has been difficult due to COVID issues.

# 2020 Baseline Report

Overview of Program and Services

Provides Foster Care Services to Northern California Counties.

Recruits and Trains potential Resource Parents.

Provides in-home/In-person support, training, and Social Work services to Resource Parents/Resource Family Agency families.

Accessibility Achievements

Participates in community awareness, education, and other activities.

Maintains digital/website and facilities that are ADA compliant, and that are accessible to the community.

Accessibility Barriers

No public area signage in use except in front of office.

No radio/television ads in use.

Small budget available for advertisement/recruitment.

# Barriers identified

In 2020, Krista foster Homes (KFH) used several of the methods noted above to gather information and identify existing barriers within KFH and the community. Surveys were conducted with clients, families, staff, and other stakeholders, which provided valuable input to this identification process. An inventory of existing barriers was established for 2020 based on assessments of the following variables:

|  |  |  |
| --- | --- | --- |
| * Architecture
* Environment
* Attitudes
 | * Finances
* Employment
* Communication
 | * Technology
* Transportation
* Community Integration
 |

**2020 Action Plan**

Architectural

Problem: ADA entrance is at back of building.

Solution: Be sure guest are aware of entry point. Consider moving main office location.

Implementation: Regularly assess viability of move.

Goal: Improve signage in front of the office and ADA entrance at the rear. Add to website.

Environment

Problem: Some of the offices are relatively small for wheelchairs/physically disabled.

Solution: Staff re-arranges office when needed. Assess moving main office location.

Implementation: Staff will immediately assess needs as presented and make necessary arrangements / accommodations for individuals with physical disabilities.

Goal: Facility inspections are to record access to halls and offices to ensure they are clear.

Attitudes

Problem: Possible lack of awareness of an individual’s needs.

Solution: Ask individuals if accommodations are needed. Train staff regarding meeting needs, inclusiveness, maintaining dignity and independence.

Implementation: Periodically assess feedback, schedule awareness and related trainings.

Goal: Train all new staff and RFA parent regarding sensitivity, inclusiveness, and respect for all persons at least bi-annually.

Finances

Problem: Small budget

Solution: Utilize accessible funds to the best of our ability and increase budget.

Implementation: Prioritize recruitment of Resource Families.

Goal: RFA 2 new families each year.

Employment

Problem: Rural area has few qualified applicants.

Solution: Start early, ensure all possible candidates are included as information comes in. Pay more, increase benefits to attract more applicants.

Implementation: Increase revenue in order to afford better pay and benefits.

Goal: Make up-coming openings more available through increasing visibility on more diverse websites.

Communication

Problem: Most appropriate response to requests for accessible supports and services.

Solution: Staff be aware of requests. Train on how to respond to requests. Future documents and communications promote availability of alternate formats, when possible.

Implementation: Establish training, active offers on all new communications, when possible.

Goal: Assess communications for offering alternative formats.

Technology

Problem: Lack of readily available IT staff.

Solution: Attempt simple ‘fixes’ ourselves, call professional services when needed. Have IT person readily available at all times.

Implementation: Increase budget for the position to be created or arrangement for immediate response from vendor.

Goal: Work towards contract/ agreement for IT business to provide service when requested without delay.

Transportation

Problem: No dedicated staff for assisting with transportation needs.

Solution: Assign staff when necessary. Develop position and acquire automobile.

Implementation: Increase budget for the position to be created.

Goal: As budget allows develop position and transportation resource.

Community Integration

Problem: KFH is not well known enough throughout the community.

Solution: Continue communication, education, and outreach activities. Look for new opportunities to intersect with communities.

Implementation: Staff look for opportunities, Resource Parent(s) outreach to groups of influence, evaluate for advertising avenues.

Goal: Participate in at least 6 community activities during the year.

# Review and Monitoring Process

Leadership will commit to meeting at least annually to:

* Identify barriers.
* Determine appropriate measures to ensure that removal of identified barriers has been achieved.
* Ensure that all polices, practices, and services continue to prevent barriers.
* Review the accessibility planning process.
* Complete an analysis report.

Accessibility Coordinator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Administrator Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_