# **Crossroads Private Academic School and Group Home and Services Inc. Strategic Plan**

## **Executive Summary**

Crossroads Private Academic School and Group Homes and Services Inc successfully reintegrates disruptive students back to a traditional school setting by utilizing behavior modification interventions and therapeutic counseling. We afford our students a safe and structured learning environment, where discipline and respect are the norm. Our ultimate goal is to successfully complete the following; improve decision making, develop respect for self and others, communicate effectively, improve self-esteem, develop and improve leadership skills, academic skills, accept responsibility, improve insight, follow instructions, improve attendance, develop interest and return to public school system.

## **Vision and Mission Statement**

Vision:

It is the intent of Crossroads Group Homes and Services to present a comprehensive program that would be therapeutic and rehabilitative, while maintaining consistency, structure, and accountability for each individual child. High standards are ever present for all staff and students. Appropriate behaviors are reinforced and rewarded. The philosophy is supported using external controls and a system that measures both positive and negative behaviors. Crossroads will focus on creating a family lifestyle for each child. Here, they have the opportunity to interact and participate in daily situations that would encourage and develop skills to enhance their abilities to either return to their family homes, local school districts, and communities or live independently as productive young citizens.

Mission:

The purpose of Crossroads Group Homes and Services is to provide a community based, residential group home setting for at-risk adolescents in need of an out of home placement and/or educational services. Crossroads is committed to the care, custody and control of its residents using behavior modification interventions and therapeutic counseling. Our mission is to teach adolescents the skills needed for either a successful reintegration to their families and communities or prepare them for independent living arrangements.

## **Values**

As a non-profit organization, Crossroads Private Academic Schools and Services require all staff to conduct themselves with integrity, respect, professionalism. It is a requirement to serve all students with respect and tools to progress to their fullest potential in all facets of life.

## **Student Achievement**

\*Crossroads Private Academic School currently serves students grades 4-12 that do not reach their highest potential in other learning environments. We encompass students from public, private, parochial, home or cyber school that are facing a deficit in attendance, academic performance, behavioral or social goals. Our mission becomes to rehabilitate and facilitate integration back into the previous learning environment. In addition to our classroom learning environment, we also have the capacity to serve students’ physiological needs. We house children in need of respite, shelter or a support system.

\*Students are provided an appropriate education based on PDE’s standards, regulations and restrictions. Staff are met with consistent challenges of professional development.

\*Goals and tasks are Specific, Measurable, Attainable, Realistic and Timely. Some short-term goals are to have each student as part of a comprehensive progress monitoring system that occurs no less than every 45 days. Students individualized goals

## **Key Performance Indicators**

Crossroads Private Academic School and Crossroads Group Homes and Services Inc. serve all students by utilizing standards put in place by Pennsylvania Department of Education, Department of Public Welfare, Department of Agriculture,

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| PROGRAM SERVICES |
| Crossroads Group Homes Inc. offers many different services for the residents at each of our locations. |   |
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| \* Emergency Shelter Placements |  |
| \* Behavior Modification Program Placements |   |
| \* Supervised Independent Living |   |
| \* G.E.D. preparation/coordination for testing |   |
| \* Career Development |   |
| \* Developmental Counseling/Advising |   |
| \* Outpatient Counseling/Medication Management (MA Criteria) |   |
| \* Sexual Abuse Counseling (MA Criteria) |   |
| \* Psychological Evaluations (MA Criteria) |   |
| \* Drug/Alcohol Counseling (Certified Addictions Counselor) |   |
| \* Family Counseling |   |
| \* Independent Living Counseling/Advising |   |
| \* Parenting Classes |   |
| \* Transportation for Youth: |   |
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| Arrivals / DischargesCourt HearingsMedical AppointmentsDental AppointmentsMental Health Appointments |

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PROGRAM OUTCOMES |
| Improve Functioning in Life Domains:Residential/CommunityFamily/ Identified Support SystemCounselingEducationHealth/HygieneEmploymentEmergency ShelterApprox. 1 to 30 days with intensive supervisionLevel 1 programBasic knowledge of life skills/techniquesComplete level in 1-2 monthsLevel 2 programIntermediate knowledge and demonstration of life skills/techniquesComplete level in 2-3 monthsLevel 3 programAdvanced knowledge and demonstration of life skills/techniquesComplete level in 3-4 monthsExpected completion of behavior modification program (levels 1-3)approximately, 4-5 monthsSupervised Independent LivingAcquiring and ongoing demonstration of exceptional life skills/techniques |  |

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| MEASUREABLE TOOLS |
| Crossroads Group Homes Inc. has tools available to measure the progress of all our youth with our successful behavior modification programs. |
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| Residential Progress:Daily point cards (CC)Daily progress notes (CT)Weekly residential progress reportsMonthly residential progress reportsMonthly Safety assessmentsIndividualized service plansCounseling Progress:Weekly developmental progress reportsMonthly developmental progress reportsFamily/ Identified Support System Progress:Visitation logsMail logsPhone logsOff grounds/ home visit cardsEducational Progress:Daily school cardsDaily detention logsDaily attendance logs9-week grading period reports cardsEmployment/ Volunteer Progress:Weekly job cardsIndependent Living Progress:Weekly I.L. progress noteMonthly I.L. progress note |  |