

LATINO AMERICAN COMMISSION

Strategic Plan for 2015-2017

Short Term Goals

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7/1/2014

Short term goals for the Latino American Commission with objectives, Key Action Steps, Expected Outcome, Data Evaluation and Measurement, Responsibility, and Comments

Strategic Plan for the Latino American Commission Years 2015- 2017					
Problem/Need Statement: Reading comprehension test results unsatisfactory in School Districts with high % of Latinos. (LAC = Latino American Commission, ED = Executive Director; PIO = Public Information Officer, Board = Commission Board)					
GOAL A: Improve the “meet or exceed” standards reading test results by five percentage points in four pilot school districts by 2017.					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj. A1: To improve the reading comprehension skills of Latino children	A.1a: Meetings with school district officials to identify factors that determine poor performance.	A1a: Critical underlying areas of need will be identified.	A1a: Collaborative team minutes and narrative progress reports will show progress and /or changes in strategy.	A1a: LAC, Local School Districts involved, Community based organizations.	<i>A1a: There have been conversations with some school district representatives.</i>
A.2. LAC will identify four school districts to hold focus groups with the parents of Latino students.	A.2a: Criteria are poor performance and high percentage of Latino students. Preferably in rural Nebraska.	A.2a: School districts identified will be contacted and asked for collaboration.	A.2a. School districts will accept participation and collaborate on intervention selection.		
Problem/Need Statement: Many parents of Latino Children lack full high school education.					
GOAL B: Increase number of Latino parents getting their GED and ESL instruction by 200 by 2017.					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj. B1: Increase number of Latino parents who get a GED diploma and ESL classes by two hundred.	B1a: Revise and refine informational outreach materials for distribution and recruitment to area Latino parents. B1b: Informational meetings with parents (city hall style).	B1a: Increase awareness of importance of GED diploma among Latino parents.	B1a: Pre and Post survey taken among Latino parents.	B1a: LAC, Agency, ED, PIO.	<i>B1a: Only 57% of foreign born Latinos have graduated from High School</i>
Obj.B2: Partner with an Agency already delivering GED education to Latino parents.	B2a. Build upon the experience of partner agency in order to identify areas of need from the human and logistical points of view.. B2b: Track the number of parents who receive GED education.	B2a. 200 Latino parents will earn their GED while motivating their children to improve reading skills.	B2a: Final evaluation taken to determine passing and graduation grades. B2b: Reports reflect successful contacts with new parents by increasing enrollment.	B2a: Agency & LAC. A2b: All staff	
Obj. B3: Link GED Instruction to the intervention to improve reading comprehension skills to Latino children.	B.3a: Comprehensive quality education is given to both, parents and children.	B3a: Parents will share the educational experience with children.	B3a: Data indicates correlation between parents graduation rates and children performance indicators' B3b: Satisfaction, and retention. Utilization, indicators compared over time.	B3a: LAC B3b: LAC	<i>B.3 The ultimate goal is to make parents and children partners in obtaining their educational goals.</i>
Problem/Need Statement: Identify major social-economic issues that affect the Latino community.					
GOAL C: Preliminary studies that will pinpoint issues affecting the Latino community					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj. C1: Study the Crime Commission's traffic stop reports.	C1a Determine if there is an ethnic based disparity in traffic stops.	C1a: Findings will show that there is no disparity.	C1a: Evaluate data based on Rates rather than percentages.	C1a: : LAC	<i>C1a-c: Study under development. C2: Need Focus Groups with target population to determine level of knowledge</i>
	C2a: Determine level of knowledge of Health and Human Services among the Latino population.	C2a: Knowledge of HHS services for elderly and disabled is adequate.	C2a. Focus Group and/or survey. C2b:.Promotion to be made at multiple levels.	C2a: LAC	

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GOAL D: Enhance our communicational and media platform to better advance our Commission’s mandates, and also better serve our community.					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj. D1: Review the website and social media tools used by the Commission.	D1a: Determine information that is lacking and needed by our constituents.	D1a: All the information needed is present.	D1a: Survey our Commissioners for their opinion on missing information.	D1a: LAC, Commissioners	Report to be drafted.
Problem/Need Statement: Remove Barriers in Communication lines between the Commission and the Constituents					
GOAL E: Reduce time and distance between constituents and the commission					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj E1: Hold Town Hall meetings with constituents and demonstrate our new web site, email address and means to join our list serve.	E1a: Organize town hall meetings in conjunction with partnering organizations and Commissioners. E1b: Continued partnership with other agencies to broaden scope of services.	E1a: Services will be explained and constituents will be more knowledgeable about communicating with the Commission. E1b. Other agencies will make their services known to constituents. E1c: Constituents will become stake holders.	E1a: Number of constituents reached that communicate with the Commission. E1b. Utilization of Commission and partner agencies services by constituents. E1c: Focus groups documentation will show question asked regarding perception of the Commission	E1a: All staff E1b: All staff E1c: All staff	<i>Meetings have been conducted with a limited scope.</i>
GOAL F: Open Communication lines between the Commission and the Residents of Nebraska Communities.					
Objectives	Key Action Steps	Expected Outcome	Data Evaluation & Measurement	Responsibility	Comments
Obj. F1: Continue to increase awareness in community of rising numbers of Latino individuals who wish to integrate to the Nebraska Society. Obj.FB2 Educate Nebraska Residents on the reality of legal immigration to the United States.	F1a: Convene local group of key stakeholders to address the issue of rising Latino population in their communities. F1b: Address the issue of Latino integration in their communities. F2a: Distribute informational flyers in English to area individuals on the immigration process to the United States. F1b: Listen to and answer when possible questions and concerns that local resident may have. F1c: Convene Town Hall meetings through local senators to address the issues.	F1a: Awareness among community members of intention and aspirations of Latino population. F2a: Nebraska residents will become aware of the complexities of the immigration process. F1b: Commission will become aware of concerns that communities might have.	F1a: Agency files indicate meetings and outcomes. F1b: ED travel logs calendar document attendance until initiative is ended. F2a: Record of delivery of informational materials to residents. F1b: Commission reports will show concerns.	F1a: All staff F1b: All staff F2a. All staff F1c: All staff F1c: All staff and local senators.	<i>No activities have been undertaken</i>