

STRATEGIC PLAN

Engagement. Leadership. Advocacy.

2023-2026

VALUES

Equity

Promoting the respectful, fair and inclusive treatment of all with the recognition that racial, economic, geographic, and gender differences can create unique and unequal experiences and backgrounds.

Improve the Lives of Others

Creating person-centered, stable, sustainable, and equitable results for our communities.

Fiscal Responsibility

Advocating for county-administered services that align with the level of service or results required.

Collective Responsibility

Building a collaborative environment of accountability through shared ownership of outcomes.

Continuous Learning/Improvement

Supporting a culture that embraces change and innovation through personal growth and professional development.

Empowered Individuals & Workforce

Promoting the resources, support and training for human services staff to provide consistency, and build capacity across the state.

Advocate for meaningful system improvement, influence policy and legislation and promote quality human services that positively impact people, communities, and counties throughout Minnesota.

MACSSA will focus on the following goals:

1. Proactively promote Association’s vision for a human services system driven by MACSSA.
2. Strengthen our membership by developing leaders and leveraging resources.
3. Create innovation throughout the human services system that shifts toward prevention and reduces deep-end services.

This focus will provide the Association the ability to:

- Increase the capacity to lead initiatives across the system
- Engage a more diverse viewpoint
- Position the Association to adapt to and lead change; and
- Support our membership into the future.

PRIORITIES

SYSTEMIC PRIORITIES

<p>Equity Promote racial equity and eliminate racial disparities in the human services system for all people across the state.</p>	<p>Workforce Advocate for strategies to sustain and equip the workforce, and simplify work given the forecasted labor shortages.</p>	<p>Technology Collaboratively seek state investment in systems transformation and modernization which must include appropriate county collaboration, oversight, and guidance.</p>	<p>Governance Co-create state/county governance that results in clear accountability, appropriate allocation of resources, stabilized service delivery, and improved outcomes for people served.</p>
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ORGANIZATIONAL PRIORITIES

<p>Strategic Position Development Address challenges and lead innovation through thoughtful analysis that incorporates fiscal implications, systemic policy concerns, and legislative strategies in the development of policy and legislative positions.</p>	<p>Member Engagement & Participation Assure that MACSSA is meeting member needs and enhancing the value of Association membership across policy, partners, and professional development areas using different platforms and formats.</p>	<p>State Engagement & Connection Leverage MACSSA to unify county positions to provide input and drive outcomes through program, policy, and legislative changes.</p>	<p>County Board Relations Strengthen and align MACSSA priorities with local and state policy makers in coordination with AMC and other affiliate organizations, share tools and resources across counties.</p>
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OPERATIONAL PRIORITIES

Adult Services • Behavioral Health • Children’s Services • Equity • Health Care • Policy • Modernization • Self-Sufficiency