



Iowa  
**Vocational  
Rehabilitation**  
Services

*Finding solutions. Generating success.*

Kim Reynolds, Governor

Adam Gregg, Lt. Governor

Ryan M. Wise, Director  
Department of Education

David L. Mitchell, Administrator

December 12, 2019  
Iowa Department of Management  
David Roederer

RE: Iowa Vocational Rehabilitation Services Strategic Plan, 2019-2022

During the past six months, IVRS has been in a thorough review of strategic plan efforts including forming a statewide work group representing each area office with regular communication regarding the following questions: Is there anything that seems irrelevant and should be removed? Is there something we missed the first time that should be added? Discuss your area office's ability to fulfill the identified action steps? What is working? What is not working? What suggestions do you have?

The feedback was gathered and shared with the original focus group as well as management teams. From these discussions, we revised plan goals to include:

1. Restructuring our Planning and Development team meetings
2. Changing meeting schedule to improve consistent communication with supervisor and Planning and Development Team
3. Developing local blueprint office plans identifying specific action steps taken locally to maintain and improve employment outcomes and to maintain and improve pre-employment transition hours. A template was developed which identified trend data results by area office for the past six years and action steps in the following four areas: Placement, Community Rehabilitation Providers, Quality of Services/Engagement and Pre-Employment Transition services.
4. Priority areas were also identified for agency management team to support local service delivery area efforts
5. Agency committees were revised to create an executive leadership team as well as revising the role of our coordinating council to creating a staff leadership council.

This strategic plan will serve as a guide as we move forward with special excitement in recognizing 2020 is a celebration of 100 years of the public VR program as well as the 30<sup>th</sup> anniversary of the passing of the American with Disabilities Act.

Respectfully Submitted,

David Mitchell, MS, CRC  
IVRS Administrator