

# NATIONAL LEADERSHIP CONSORTIUM



ON DEVELOPMENTAL DISABILITIES

## Organizational Priorities and Practices Inventory

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Template Organizational Report, 2023

## Category One | Principles of Autonomy, Decision Making, and Control for People with Disabilities

**Principles of Autonomy, Decision Making, and Control** are described as: *Choice and control for people with disabilities are basic human rights. All people with disabilities should have control over all aspects of their lives, including which services they use, who works for them, where and with whom they live, how they spend their days, who they love and with whom they spend their time.*

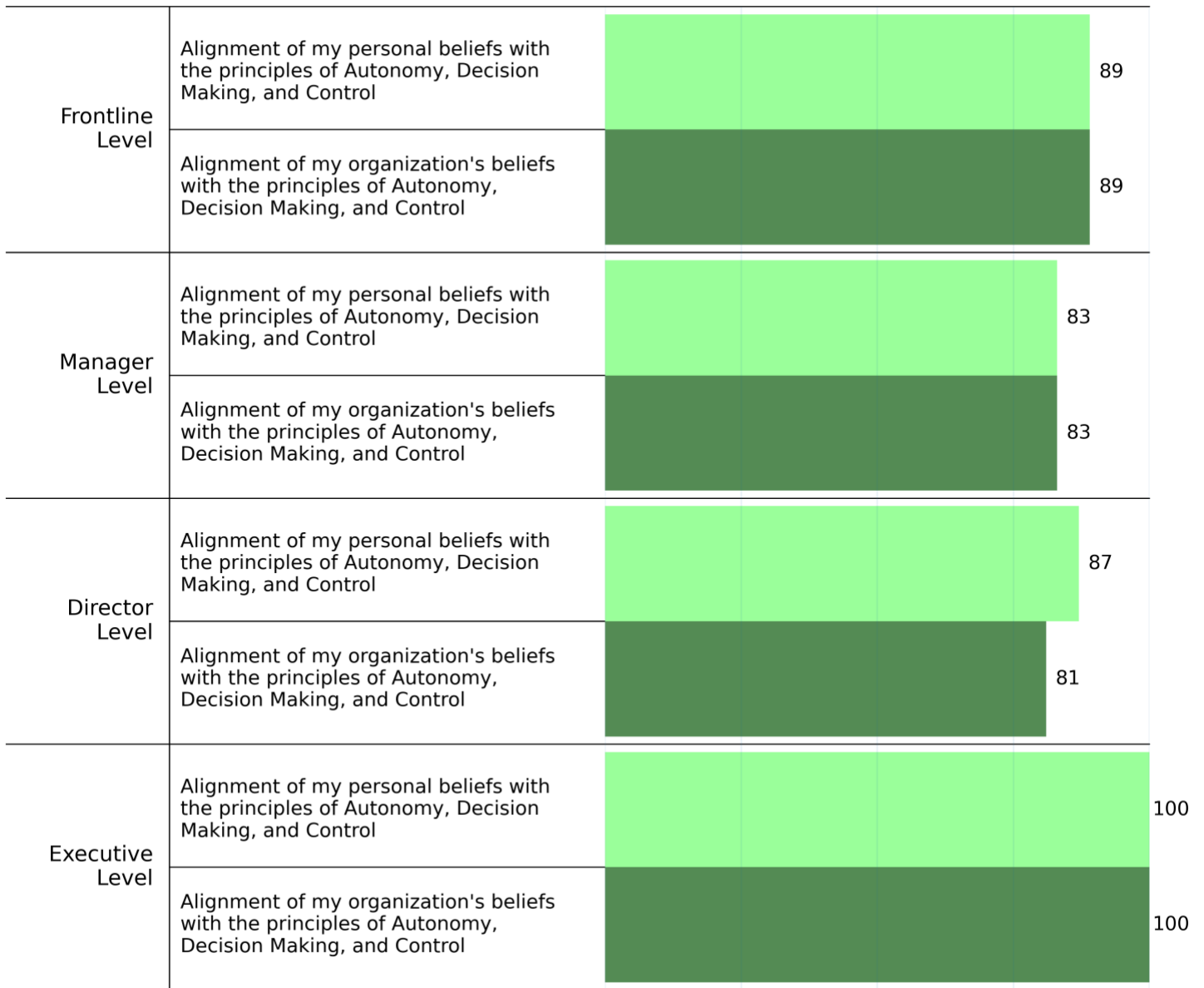
### Summary of Scores for Category One | Organizational Practices and Priorities

This chart shows, as a percentage, on average how different employees scored the organization's practices and priorities on the following questions. The green bars show how Direct Support Professionals, Executive Level, Administrators & Managers, and employees in other positions responded to each question; lighter bars represent scored priorities while darker bars represent scored practices.



## Summary of Scores for Category One | Alignment of Personal and Organizational Beliefs

This chart shows, as a percentage, on average, how different employees scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Autonomy, Decision Making, and Control**. The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

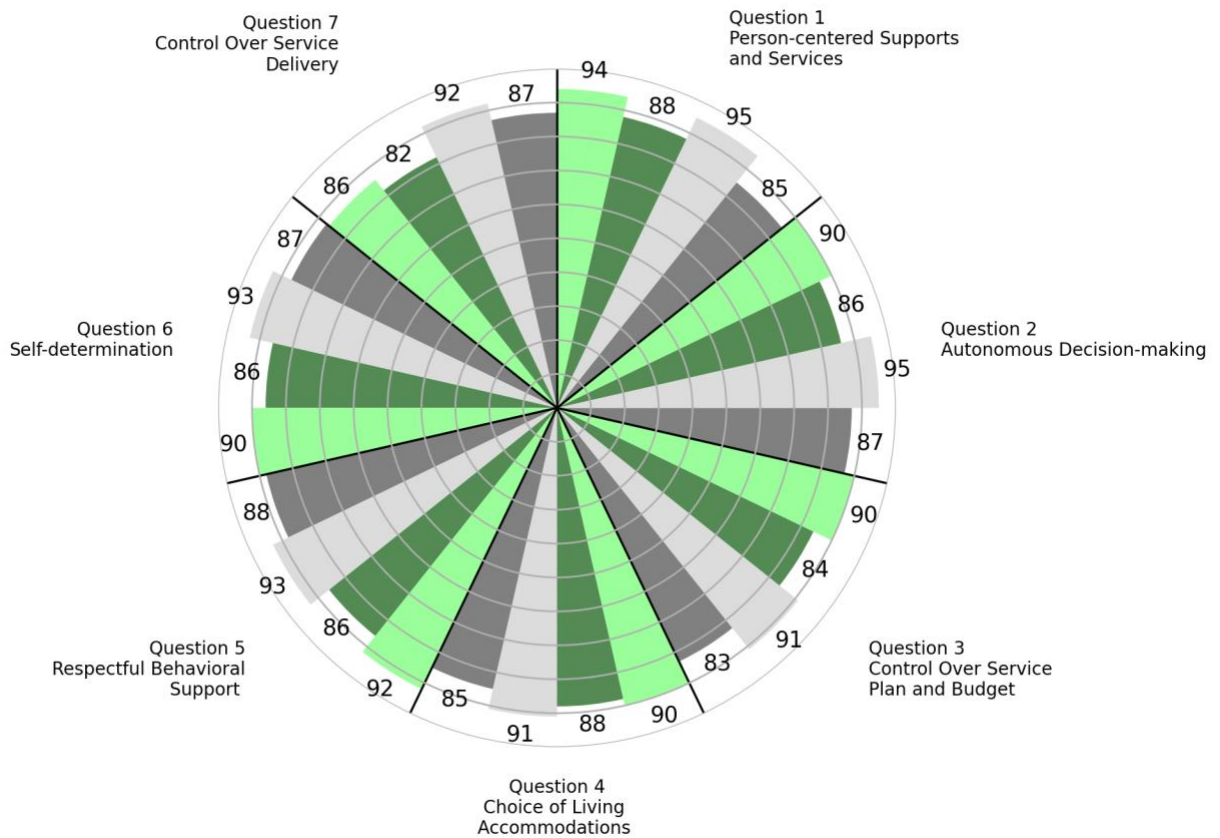


### Summary of Scores for Category One | Comparing The Organization Scores with Other Professionals in the Field

The chart below shows, as a percentage, **The Organization** responses, and the average responses of other professionals in the field who have taken this assessment. The responses for the organization's employees are displayed as the percentage of the category maximum (out of 35 points). The green sectors show priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

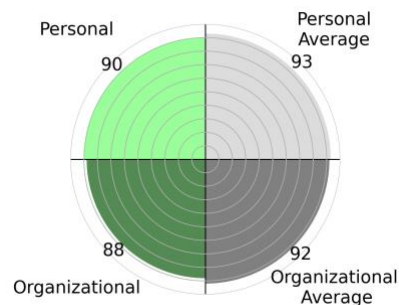
#### Summary of The Organization's Priorities and Practices Scores for Category One

■ Priority   
 ■ Practice   
 ■ Average Priority   
 ■ Average Practice



#### Summary of the The Organization's Personal and Organizational Alignment Scores for Category One

This chart shows, as a percentage, on average how employees at The Organization and other professionals who have taken this assessment scored personal and organizational alignment with the principles of **Autonomy, Decision Making, and Control for People with Disabilities**. The green sectors show how you scored your alignment and your organization's alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.



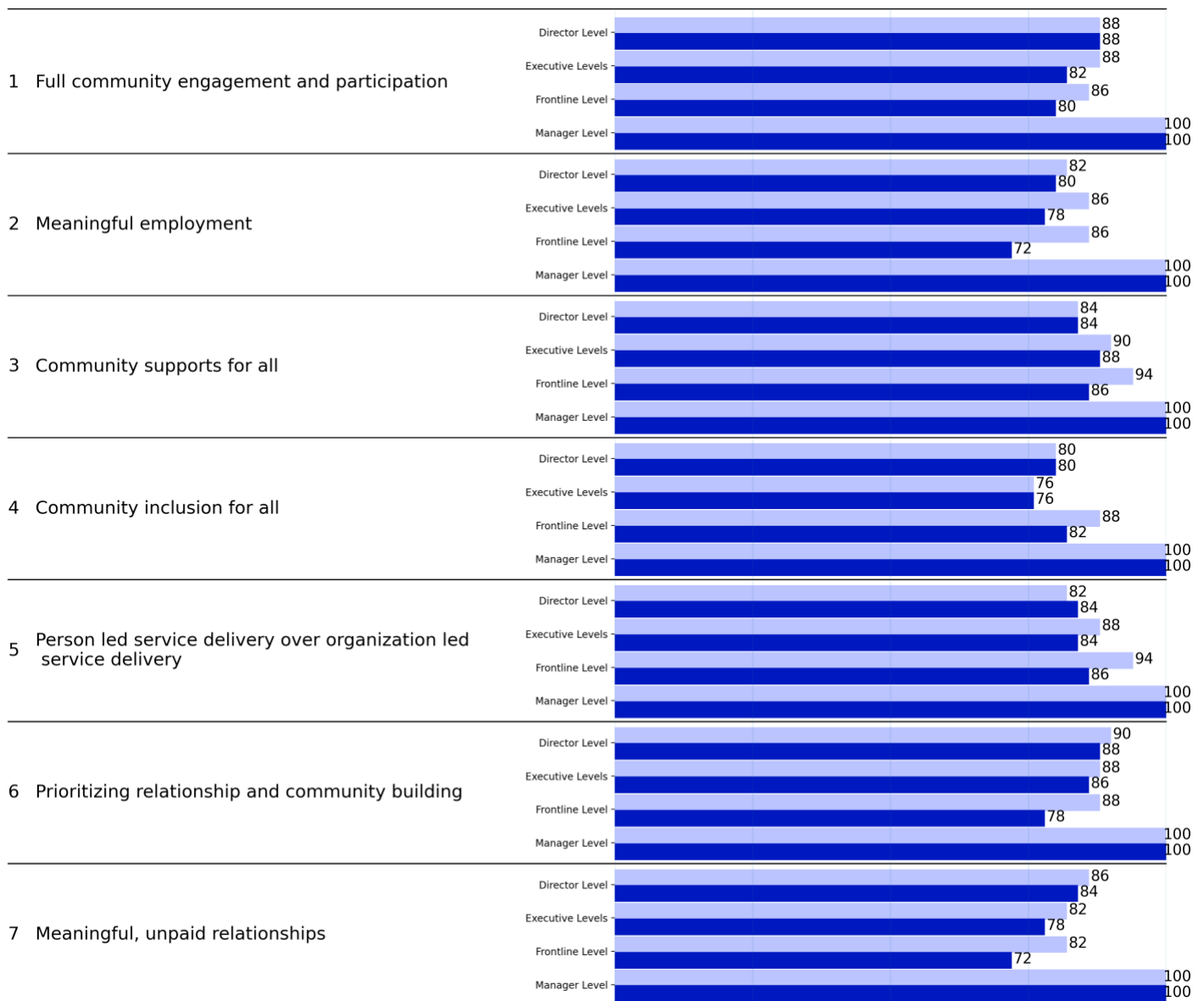
## Category Two | Community Living, Employment, and Engagement

**Principles of Community Living, Employment, and Engagement** are described in the following way: *People with disabilities are better off when they live in and are engaged in their communities. Communities are better off when people with disabilities belong to them. All people with disabilities should be supported to live, work and become meaningful members of their communities and should serve in the same valued roles as people who do not have disabilities.*

### Summary of scores for Category Two | Organizational Practices and Priorities

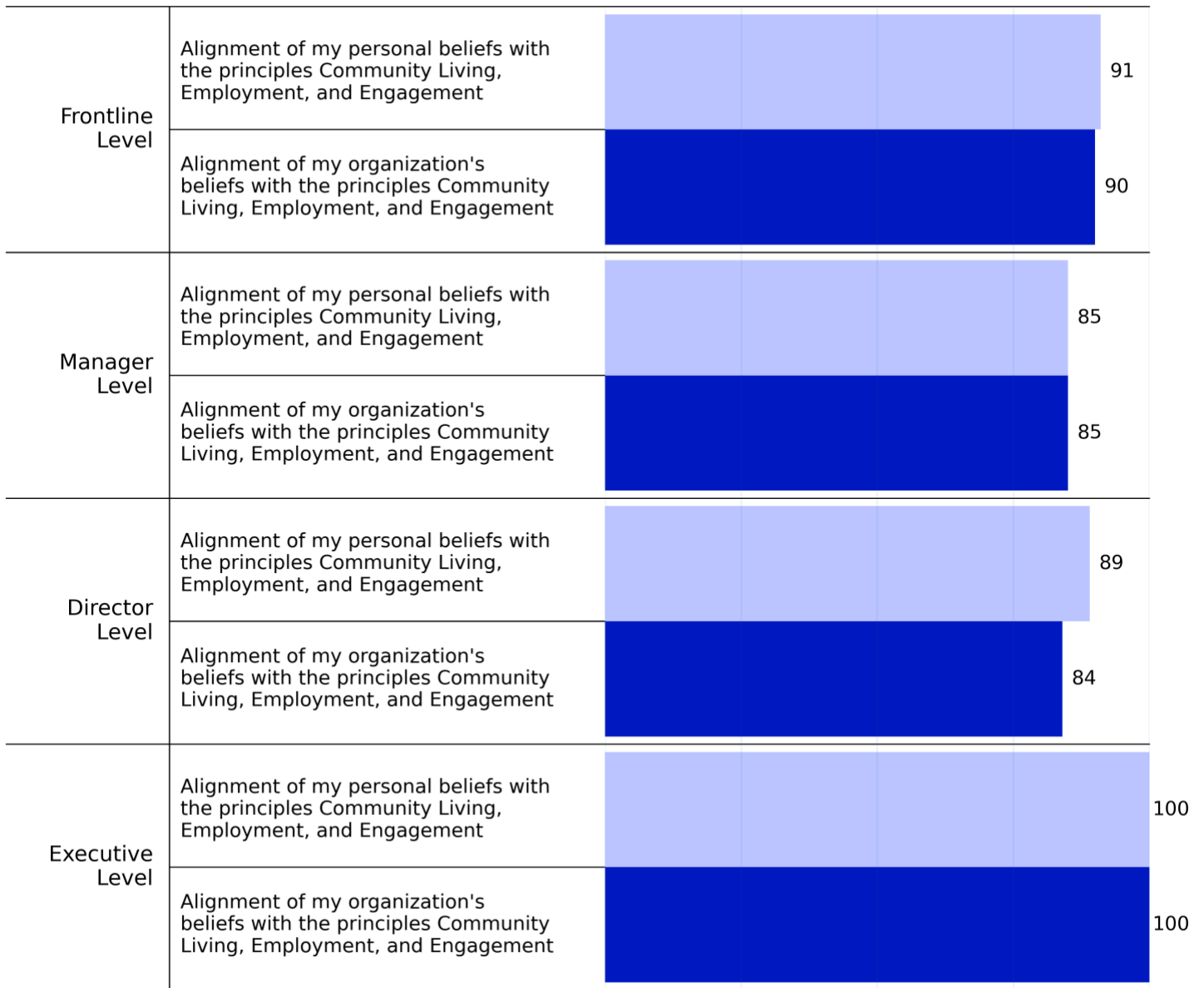
This chart shows, as a percentage, on average how different members scored the organization's practices and priorities on the following questions. The blue bars show how Frontline, Manager, Director and Executive levels responded to each question; lighter bars represent scored priorities while darker bars represent how scored practices.

Priority Practice



## Summary of Scores for Category Two | Comparison of Personal and Organizational Beliefs

This chart shows, as a percentage, on average how different members scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Community Living, Employment, and Engagement** are described in the following way: The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

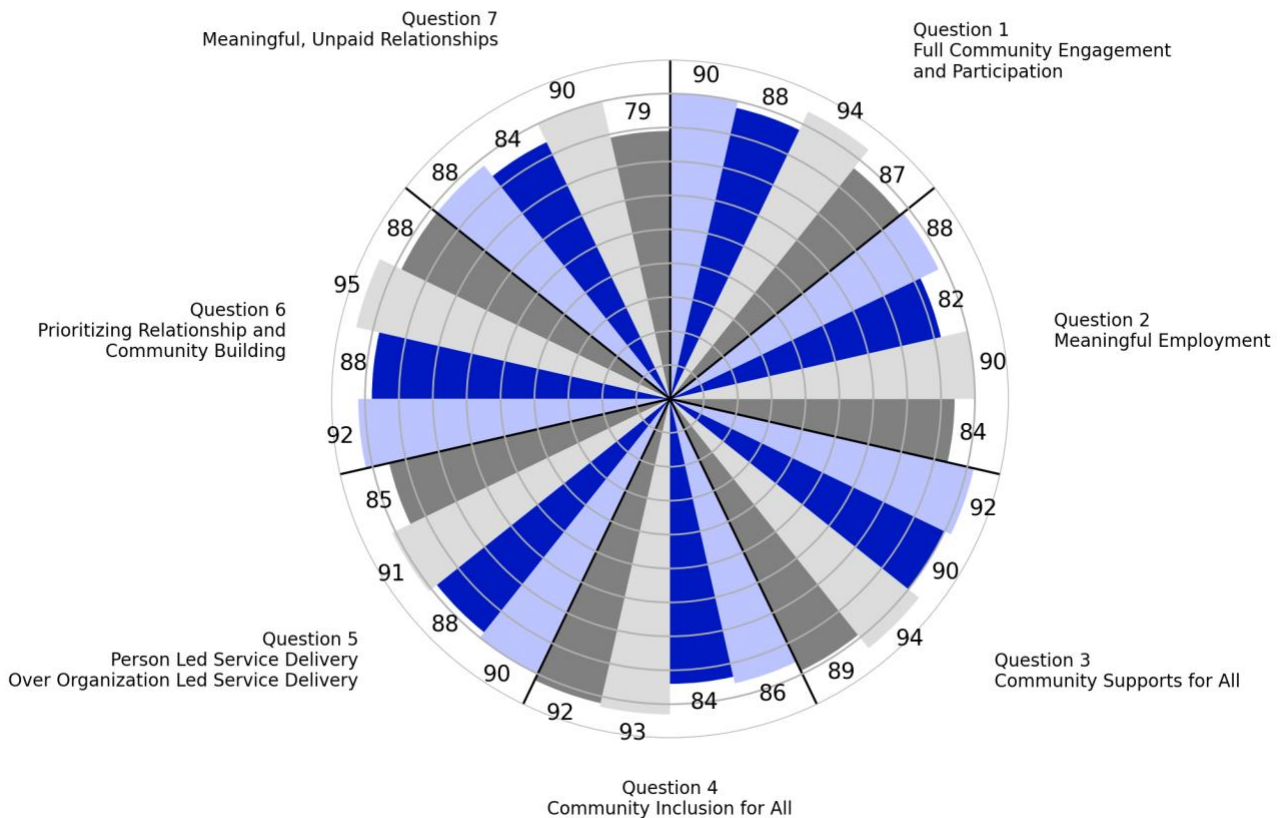


## Summary of Scores for Category Two | Comparing The Organization Scores with Others in the Field

The chart below shows, as a percentage, **The Organization** responses, and the average responses of other professionals in the field who have taken this assessment. Your responses are displayed as the percentage of the category maximum (out of 35 points). The blue sectors show your priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

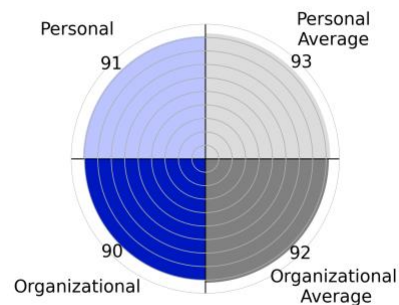
### Summary of Your Organization's Practices and Priorities Scores for Category Two

■ Priority   
 ■ Practice   
 ■ Average Priority   
 ■ Average Practice



### Summary of The Organization Personal and Organizational Alignment Scores for Category Two

This chart shows, as a percentage, how **The Organization** and others who have taken this assessment scored personal and organizational alignment with the principles of **Community Living, Employment, and Engagement**. The blue sectors show how you scored your alignment and **The Organization's** alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.



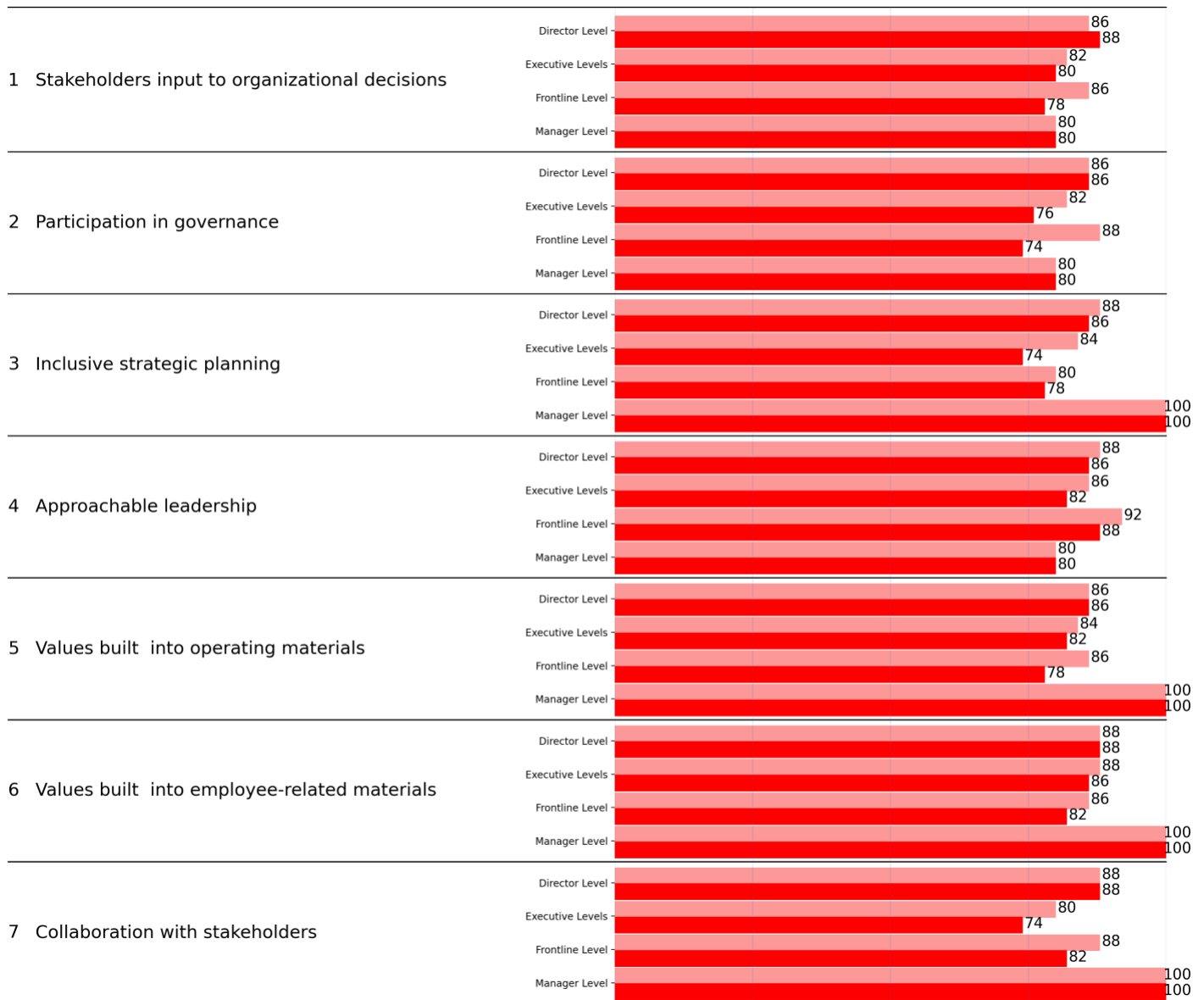
### Category Three | Organizational Management and Governance

**Stakeholder Input to Organizational Management and Governance** are described as: *Organizations in the disability service sector are ultimately responsible to people with disabilities, their families, regulators, and funders. All governing and management practices are informed by people with disabilities and their families and should reflect principles of person-centeredness and self-determination.*

#### Summary of scores for Category Three | Organizational Priorities and Practices

This chart shows, as a percentage, on average, how different employees scored the organization's practices and priorities on the following questions. The red bars show Direct Support Professionals, Executive Level, Administrators & Managers, and employees in other positions responded to each question; lighter bars represent scored priorities while darker bars represent scored practices.

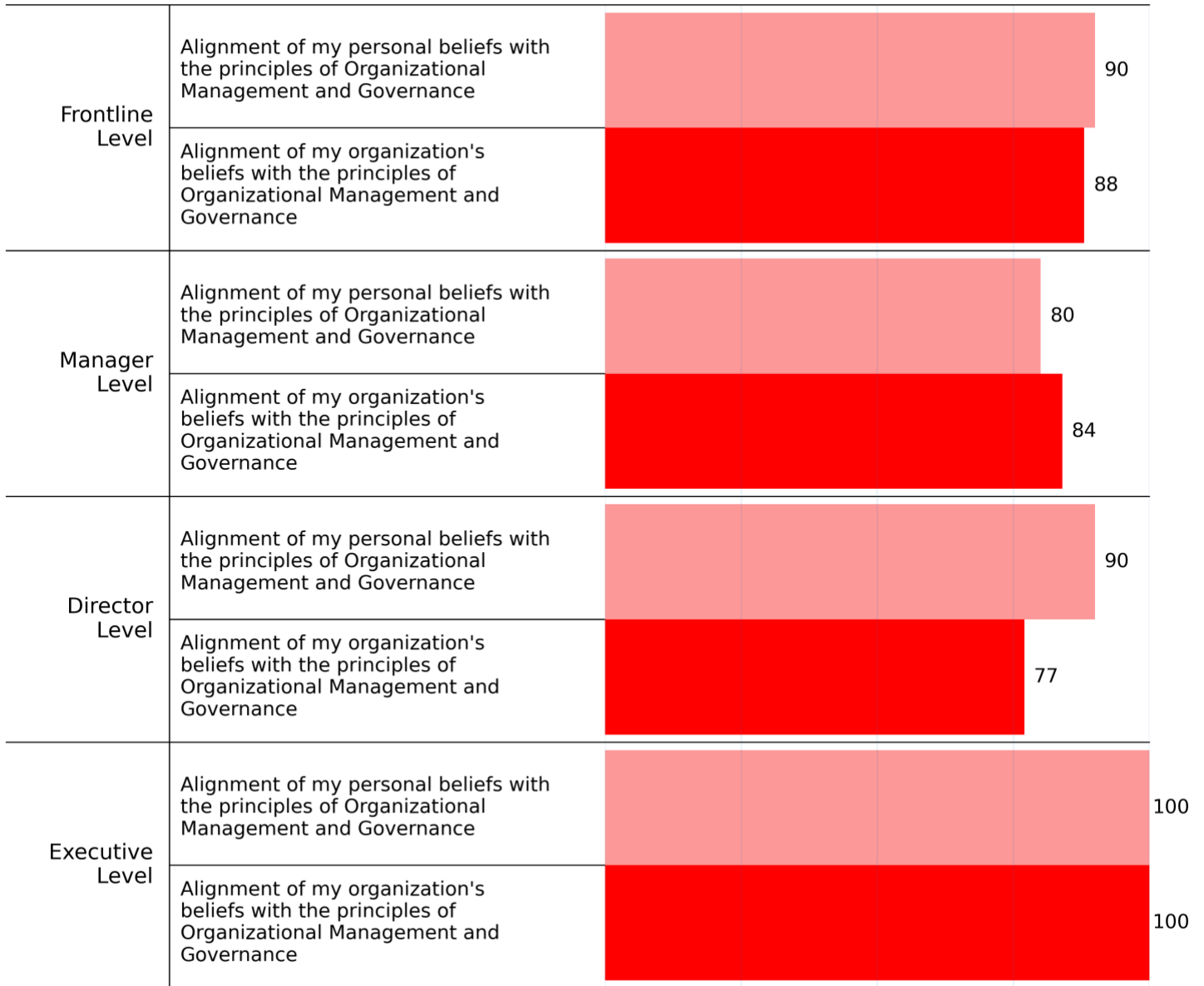
Priority Practice





### Summary of Scores for Category Three | Comparison of Personal and Organizational Beliefs

This chart shows, as a percentage, on average, how different employees scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Stakeholder Input to Organizational Management and Governance**. The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

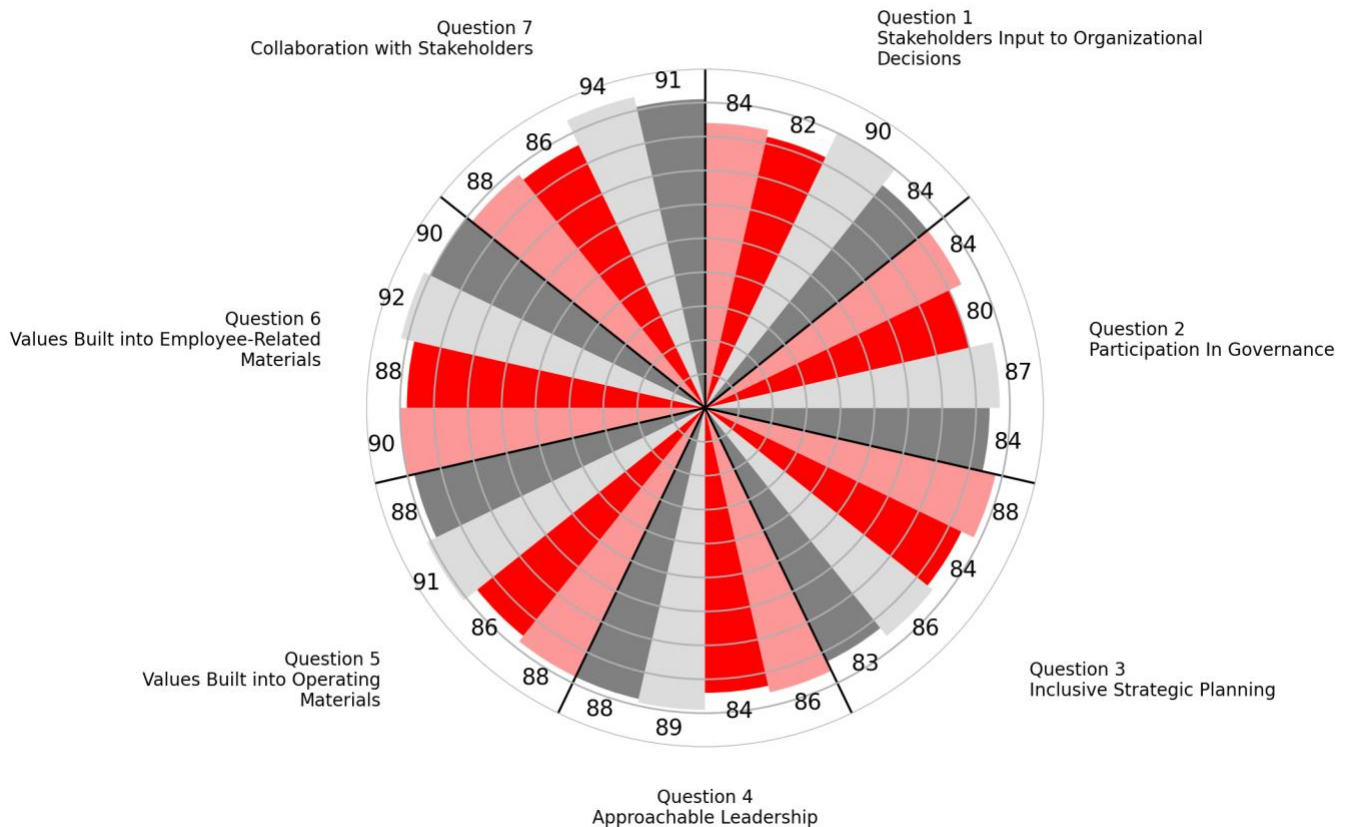


### Summary of Scores for Category Three | Comparing The Organization scores with other professionals in the field

The chart below shows, as a percentage, **The Organization**, responses and the average responses of other professionals in the field who have taken this assessment. The organization responses are displayed as the percentage of the category maximum (out of 35 points). The red sectors show priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

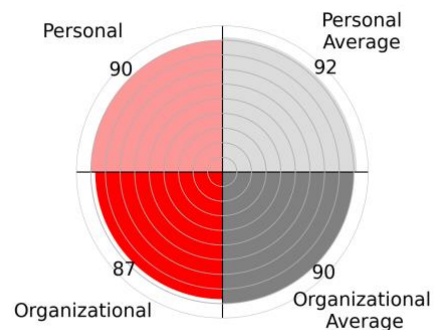
#### Summary of The Organization's Priorities and Practices Scores for Category Three

■ Priority   
 ■ Practice   
 ■ Average Priority   
 ■ Average Practice



#### Summary of The Organization's Personal and Organizational Alignment Scores for Category Three.

This chart shows, as a percentage, on average how employees at The Organization and other professionals who have taken this assessment scored personal and organizational alignment with the principles **Stakeholder Input to Organizational Management and Governance**. The red sectors show scored personal and organization’s alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.

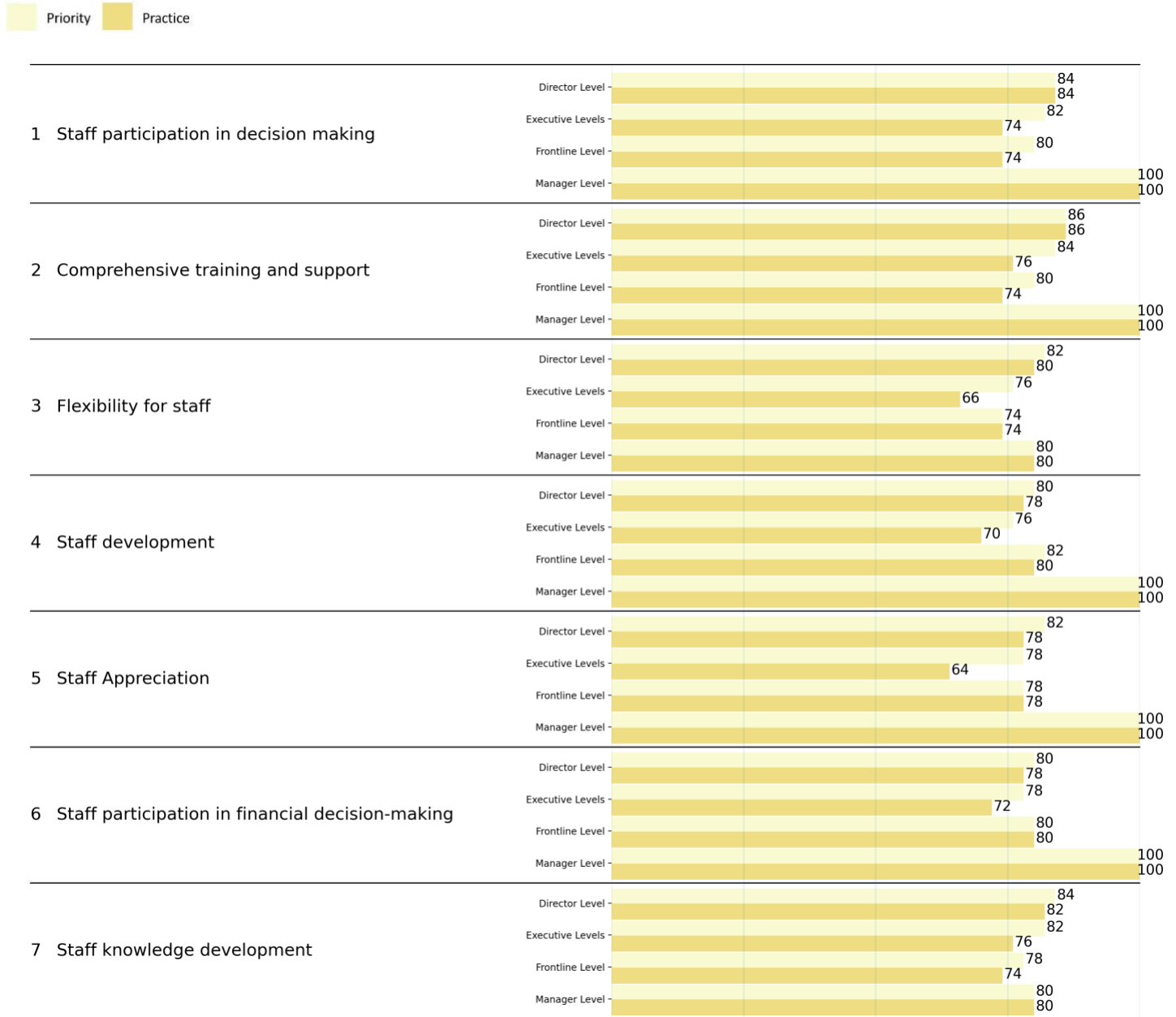


## Category Four | Staff Participation, Value, Impact, and Support

**Principles of Staff Participation, Value, Impact, and Support** are described as: *In order for employees to provide, oversee and support quality, person-directed services that promote the rights of people with disabilities, they have to know that they are valued, important, and supported in their organizations. Organizations assure that all employees have a voice, are valued and respected, influence organizational decisions, receive praise and recognition, receive regular supervision and support and access the appropriate training, development, and support opportunities needed to succeed in their roles.*

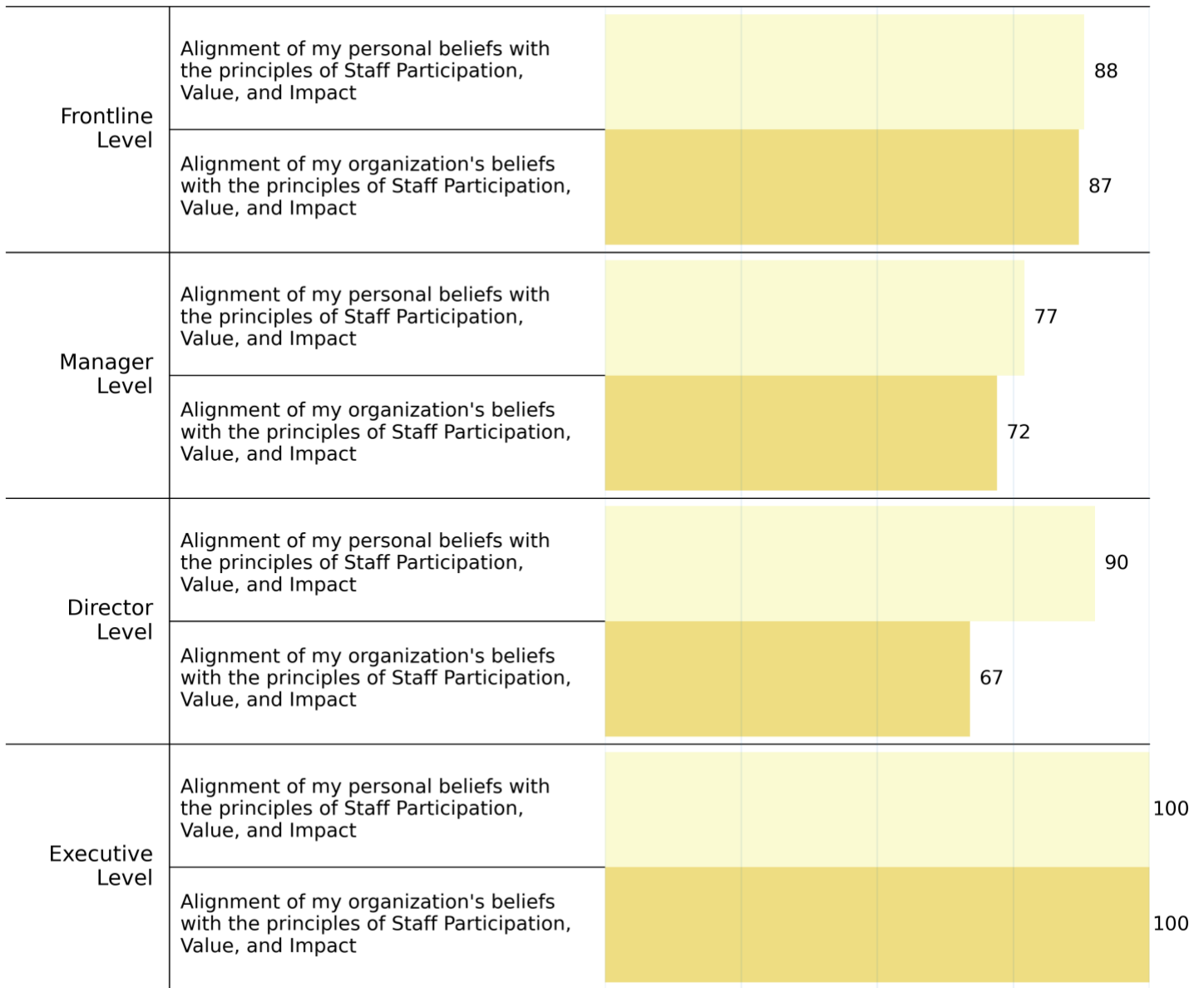
### Summary of scores for Category Four | Organizational Priorities and Practices

This chart shows, as a percentage, on average, how different employees scored the organization’s practices and priorities on the following questions. The yellow bars show Direct Support Professionals, Executive Level, Administrators & Managers, and employees in other positions responded to each question; lighter bars represent scored priorities while darker bars represent scored practices.



## Summary of Scores for Category Four | Comparison of Personal and Organizational Beliefs

This chart shows, as a percentage, on average, how different employees scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Staff Participation, Value, Impact, and Support**. The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

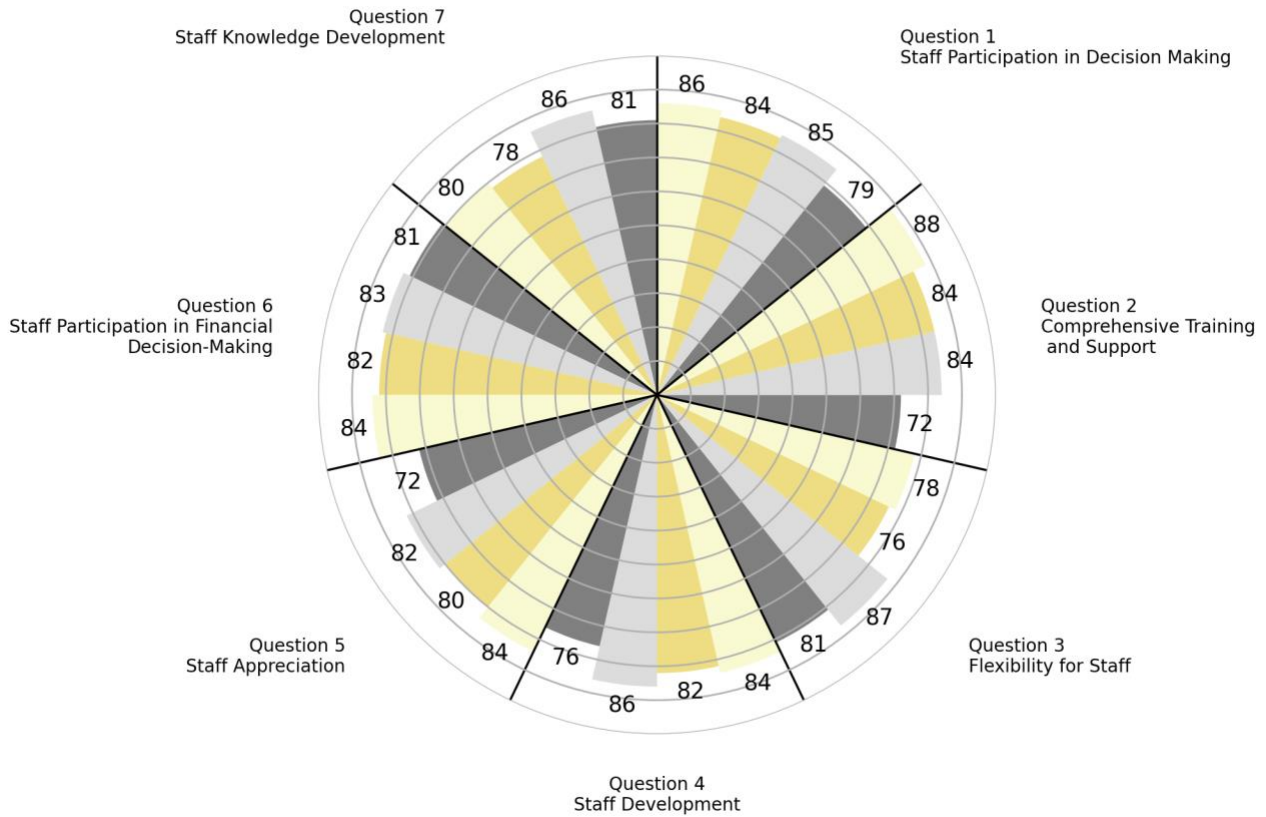


**Summary of Scores for Category Four | Comparing The Organization Scores with Other Professionals in the field**

The chart below shows, as a percentage, The **Organization**, responses and the average responses of other professionals in the field who have taken this assessment. The organization responses are displayed as the percentage of the category maximum (out of 35 points). The yellow sectors show priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

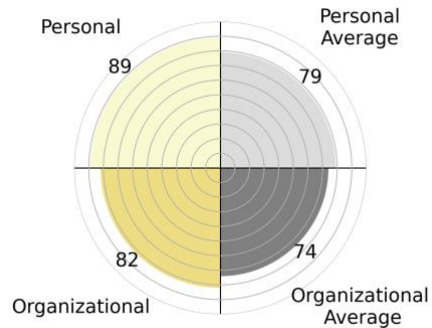
**Summary of The Organization's Priorities and Practices Scores for Category Four.**

Priority
  Practice
  Average Priority
  Average Practice



**Summary of The Organization’s Personal and Organizational Alignment Scores for Category Four**

This chart shows, as a percentage, on average how employees at The Organization and other professionals who have taken this assessment scored personal and organizational alignment with the principles of **Staff Participation, Value, Impact, and Support**. The yellow sectors show scored personal and organization’s alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.

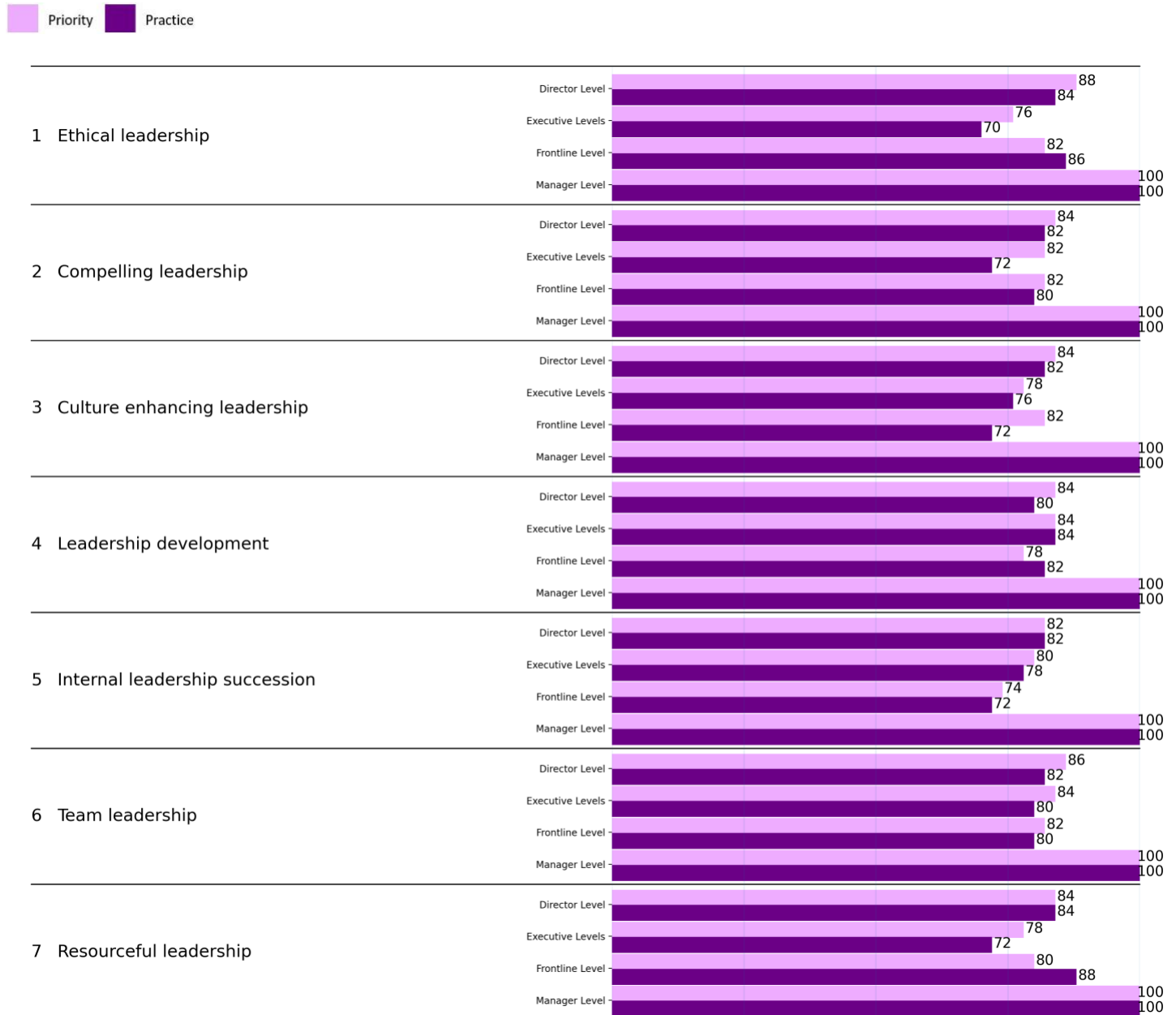


## Category Five | Leadership Strength and Skill Development

**Principles of Leadership Strength and Skill Development** are described as follows: *The success of an organization depends on the effectiveness of its leaders. Leaders must have the skills and values needed to develop and run sustainable organizations that strive to achieve best-practice standards. To assure this, leaders are developed at all levels of the organization.*

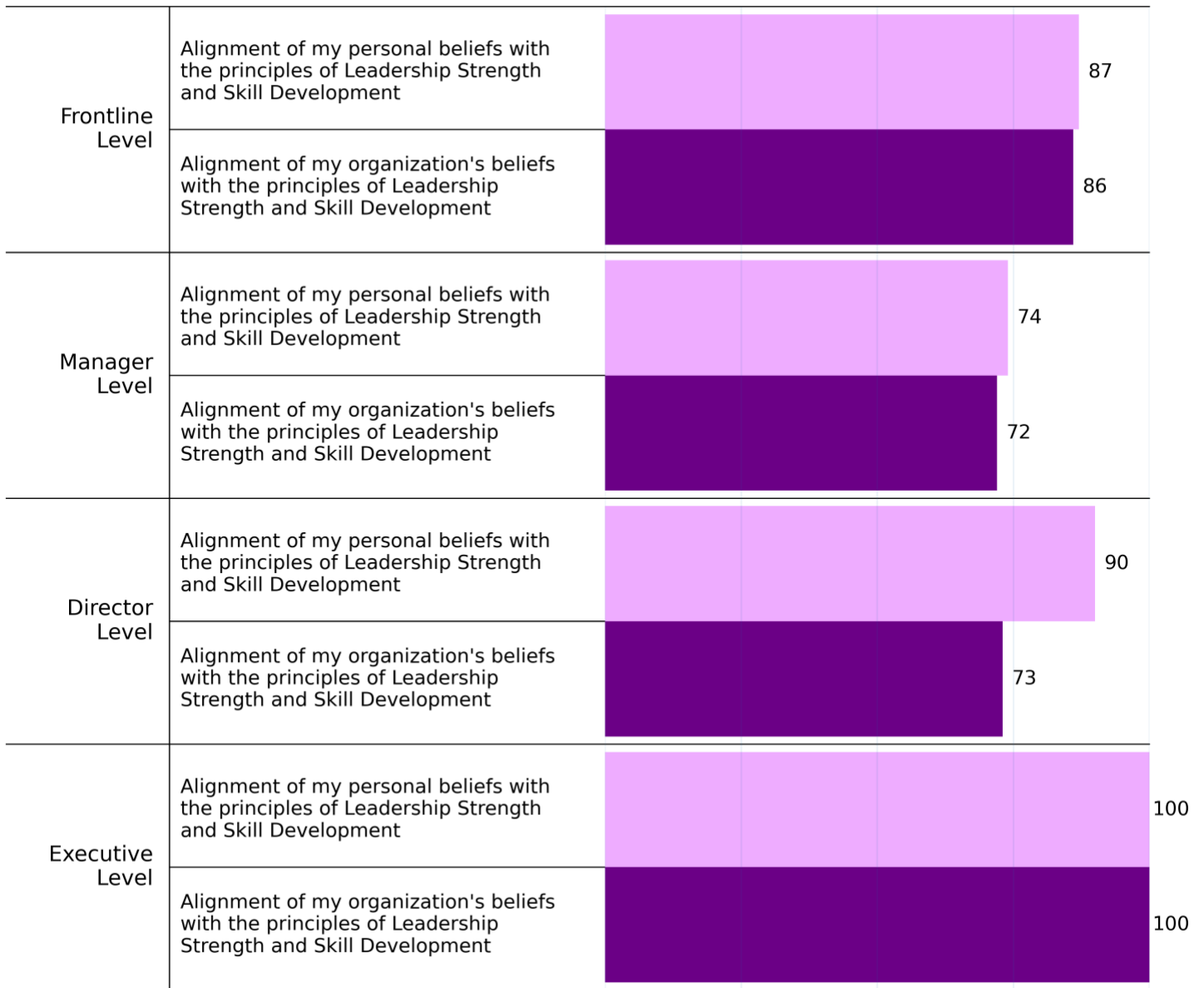
### Summary of scores for Category Five | Organizational Priorities and Practices

This chart shows, as a percentage, on average, how different employees scored the organization's practices and priorities on the following questions. The purple bars show Direct Support Professionals, Executive Level, Administrators & Managers, and employees in other positions responded to each question; lighter bars represent scored priorities while darker bars represent scored practices.



## Summary of Scores for Category Five | Comparison of Personal and Organizational Beliefs

This chart shows, as a percentage, on average, how different employees scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Leadership Strength and Skill Development**. The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

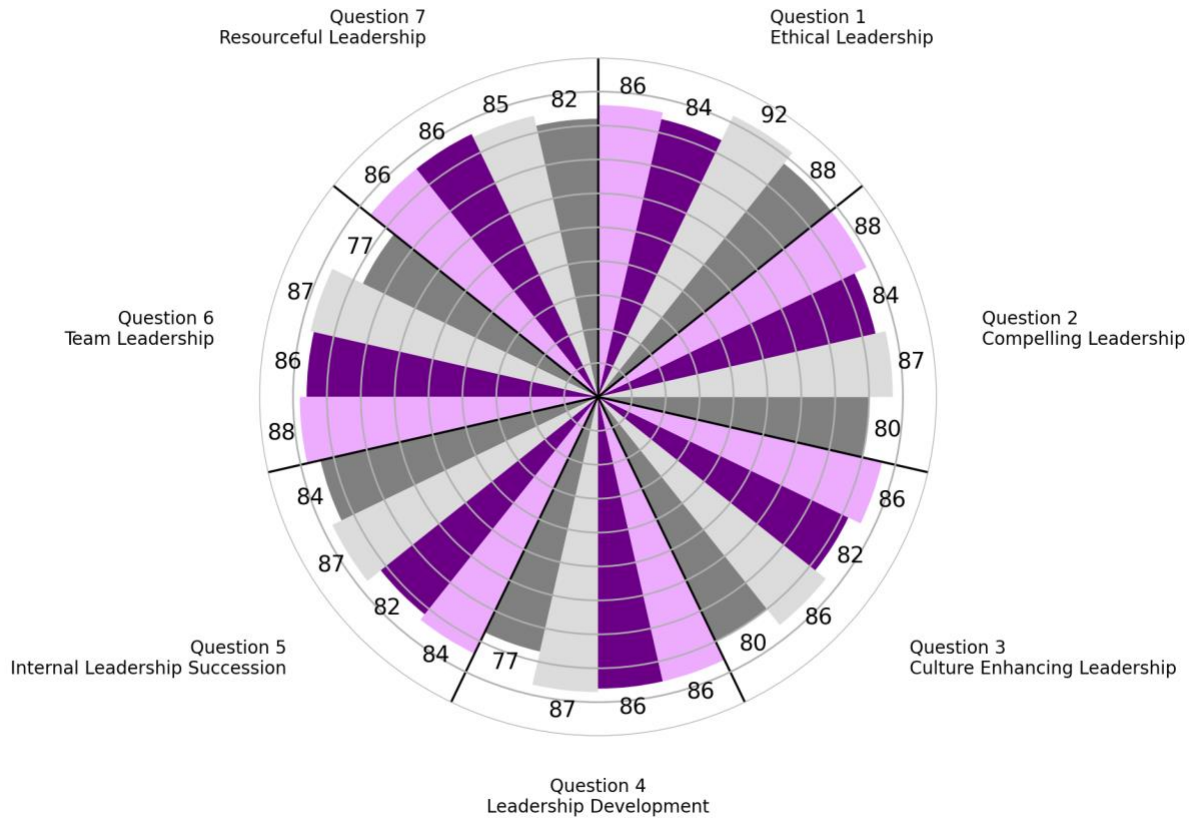


### Summary of Scores for Category Five | Comparing The Organization Scores with Other Professionals in the field

The chart below shows, as a percentage, The **Organization** responses, and the average responses of other professionals in the field who have taken this assessment. The Organization responses are displayed as the percentage of the category maximum (out of 35 points). The purple sectors show priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

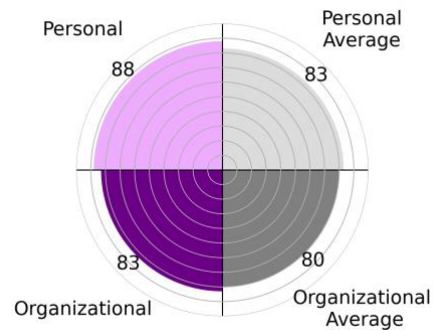
#### Summary of The Organization's Priorities and Practices Scores for Category Five

■ Priority    
 ■ Practice    
 ■ Average Priority    
 ■ Average Practice



#### Summary of The Organization's Personal and Organizational Alignment Scores for Category V

This chart shows, as a percentage, on average how employees at The Organization and other professionals who have taken this assessment scored personal and organizational alignment with the principles of **Leadership Strength and Skill Development**. The purple sectors show scored personal and organization's alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.



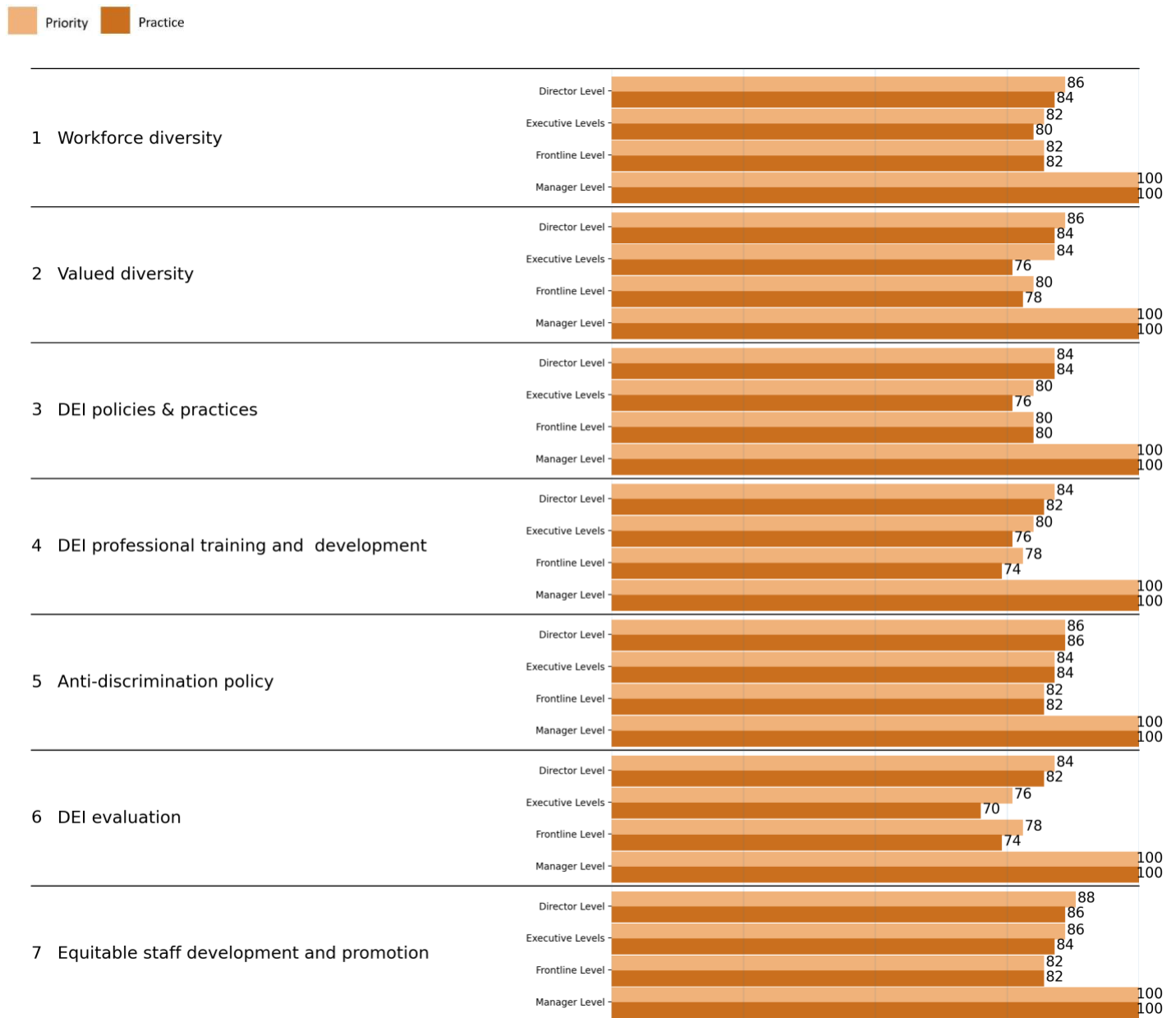


## Category Six | Diversity, Equity, and Inclusion

**Diversity, Equity, and Inclusion:** *It is essential that all organizations are committed to including, recognizing, and valuing peoples' cultures, race, ethnicity, language, disability, gender, gender identity and expression, sexual orientation, age, religion, and other cultural identities. Organizations are responsive to the unique cultural beliefs, perspectives, and traditions of all people they employ, people they support, and people who are impacted by their work. Ultimately, organizations create and nurture accessible, inclusive, and equitable cultures by combatting oppression and valuing differences. Any manifestation of racism, xenophobia, homophobia, ableism, cisgenderism, misogyny, or harassment are addressed quickly consistent with policies and procedures and may result in personnel action up to and including termination.*

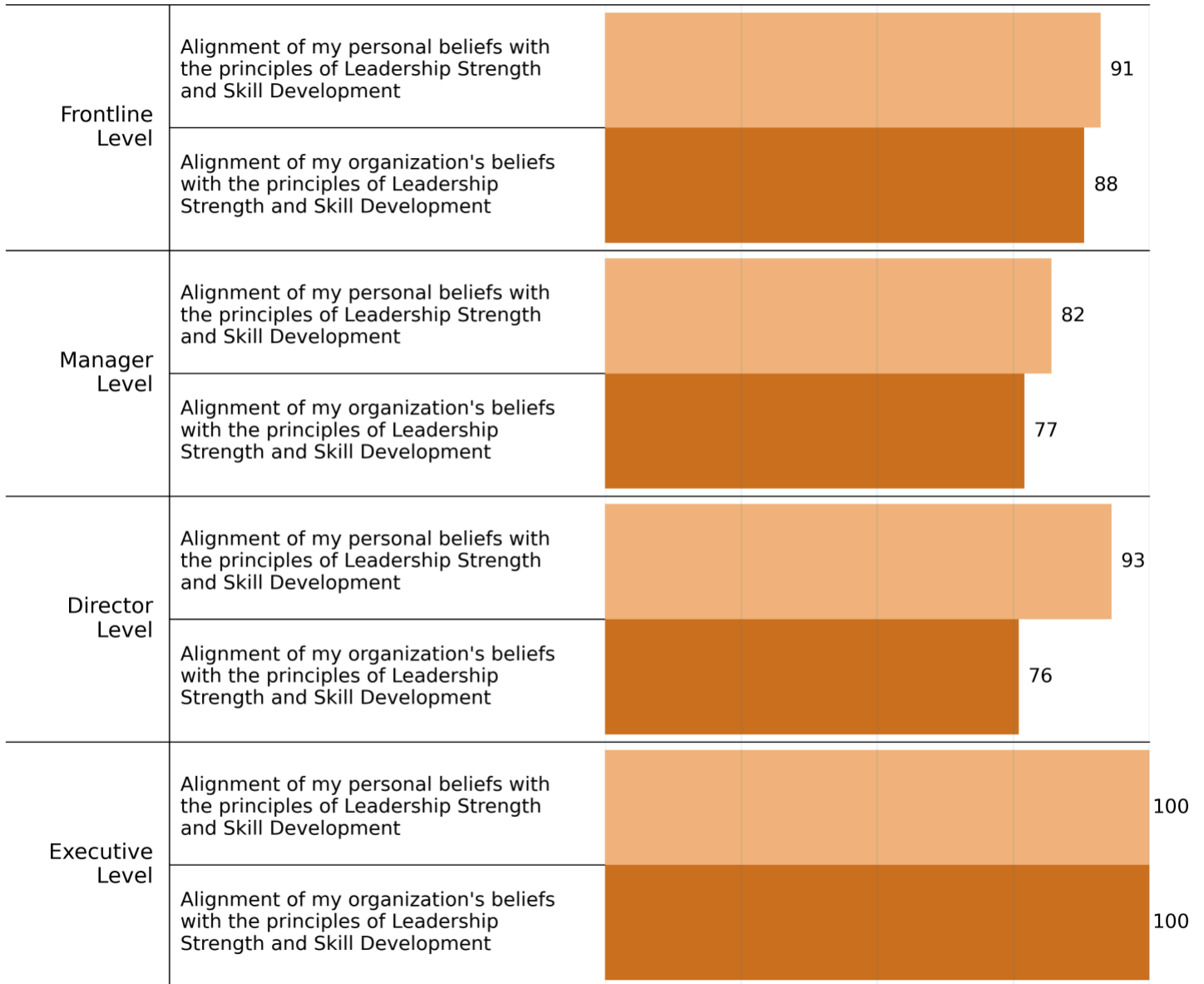
### Summary of scores for Category Six | Organizational Priorities and Practices

This chart shows, as a percentage, on average, how different employees scored the organization's practices and priorities on the following questions. The orange bars show how the different positions responded to each question; lighter bars represent scored priorities while darker bars represent practices.



## Summary of Scores for Category Six | Comparison of Personal and Organizational Beliefs

This chart shows, as a percentage, on average, how different employees scored their personal alignment and the organization's alignment with the values and beliefs included in the principles of **Diversity, Equity, and Inclusion**. The lighter bars represent the average score of personal alignment, while the darker bar represents the average score for the organization's alignment.

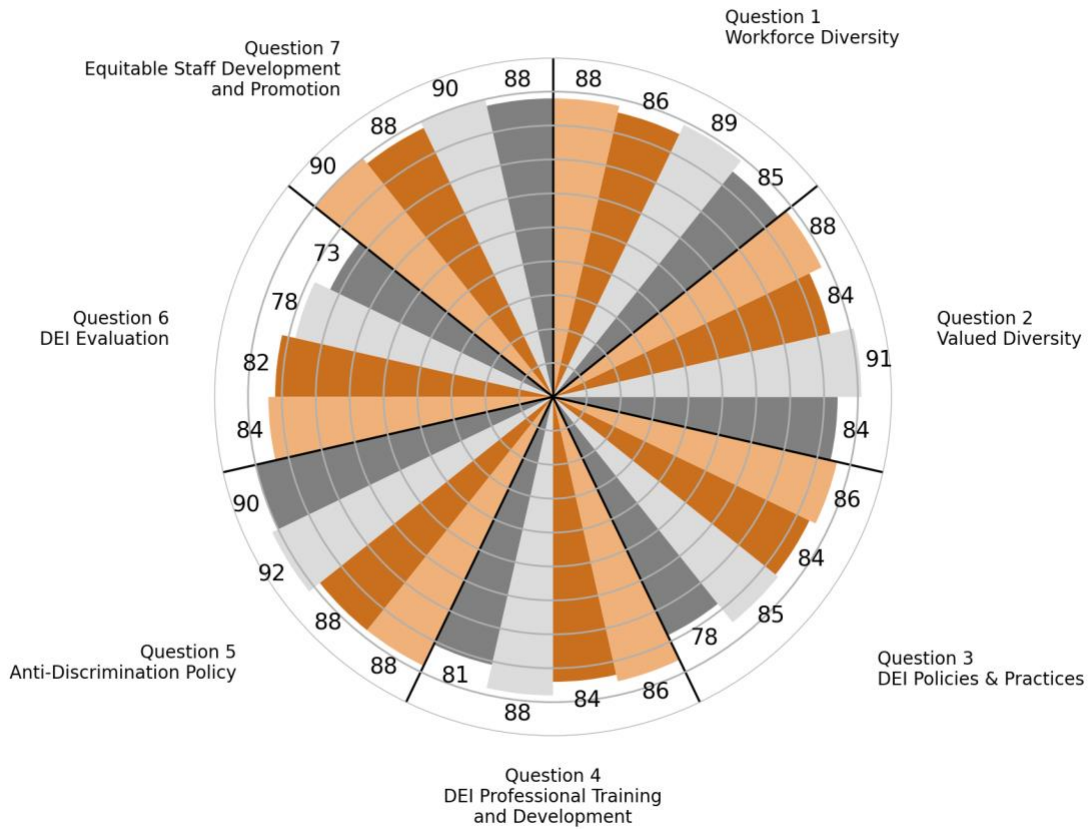


**Summary of Scores for Category Six | Comparing The Organization Scores with Other Professionals in the field**

The chart below shows, as a percentage, *The Organization* responses, and the average responses of other professionals in the field who have taken this assessment. The Organization responses are displayed as the percentage of the category maximum (out of 35 points). The orange sectors show priorities and practices responses, while the gray sectors show the average responses of other professionals in the field who have taken this survey.

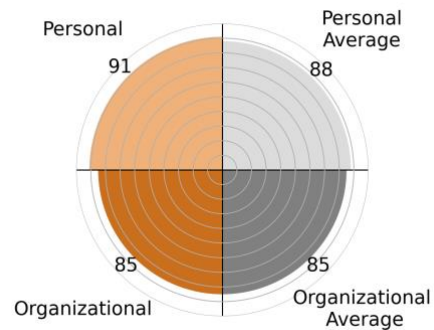
**Summary of The Organization's Priorities and Practices Scores for Category Six**

Priority
  Practice
  Average Priority
  Average Practice



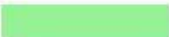











**Summary of The Organization's Personal and Organizational Alignment Scores for Category Six**

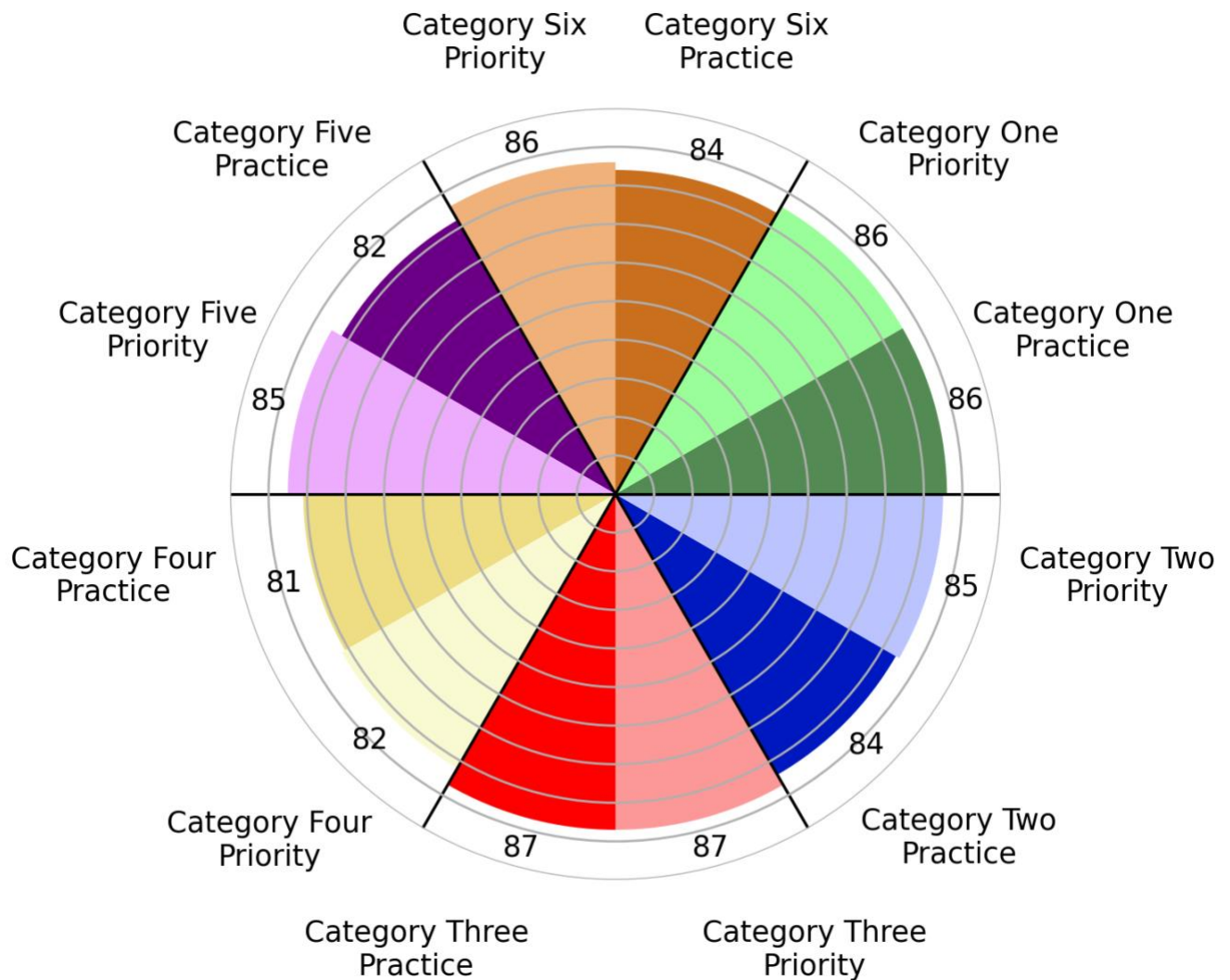
This chart shows, as a percentage, on average how employees at The Organization and other professionals who have taken this assessment scored personal and organizational alignment with the principles of **Diversity, Equity, and Inclusion**. The purple sectors show scored personal and organization's alignment, and the gray sectors show the average of all other professionals in the field who have taken this assessment.



### Summary of Frontline Level Employees rates for Organizational Priorities and Practices Scores by Category

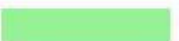

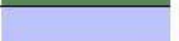









This chart shows, on average, how Frontline level employees rated *The Organization's* practices and priorities overall in each category. Practices are shaded darker than priorities.

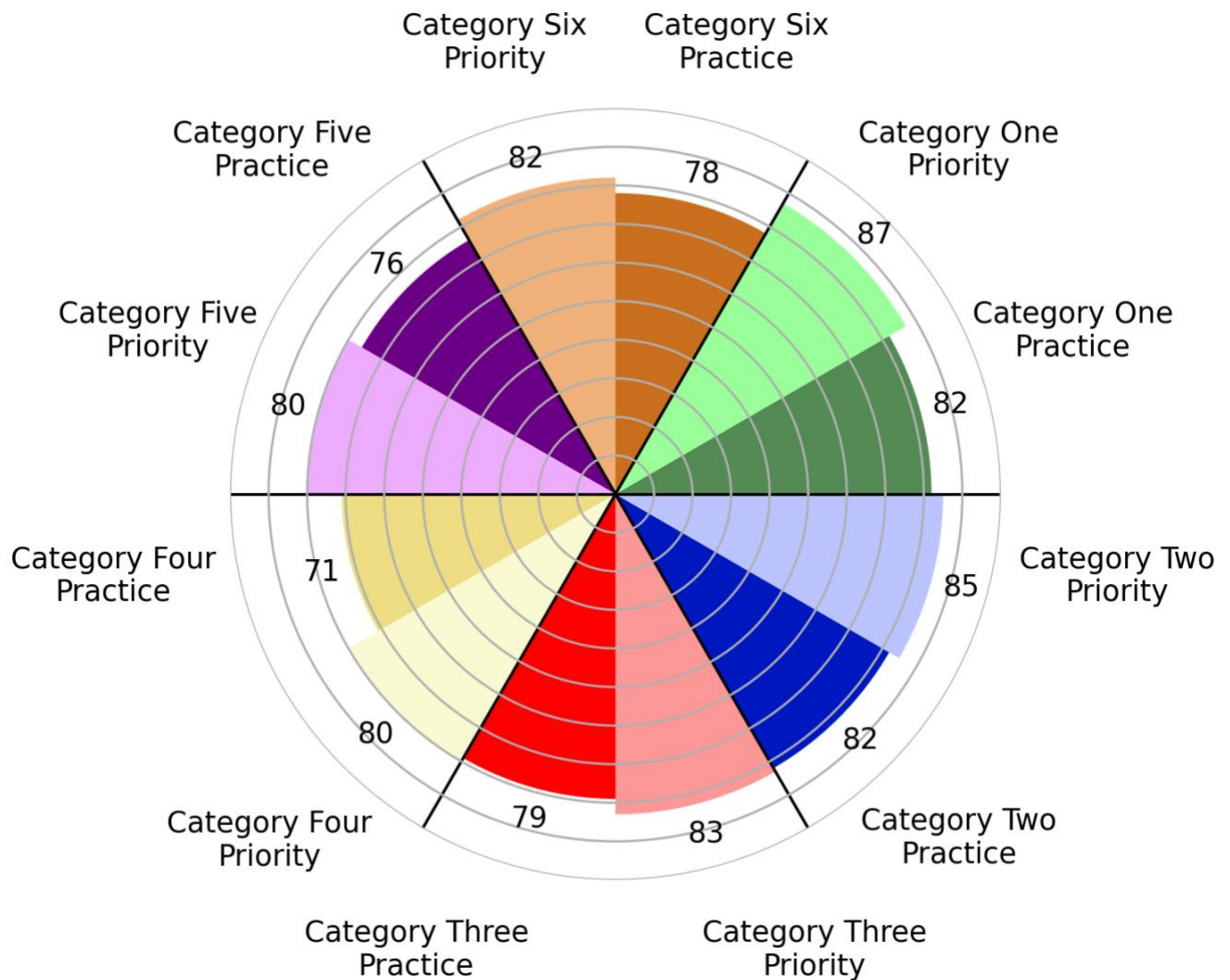
Category One	Autonomy, Decision Making, and Control for People with Disabilities	Priority	
		Practice	
Category Two	Community Living, Employment, and Engagement	Priority	
		Practice	
Category Three	Organizational Management and Governance	Priority	
		Practice	
Category Four	Staff Participation, Value, Impact, and Support	Priority	
		Practice	
Category Five	Leadership Strength and Development	Priority	
		Practice	
Category Six	Diversity, Equity, and Inclusion	Priority	
		Practice	



### Summary of Manager Level Employees rates for Organizational Priorities and Practices Scores by Category

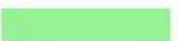

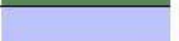









This chart shows, on average, how Manager level employees rated *The Organization's* practices and priorities overall in each category. Practices are shaded darker than priorities.

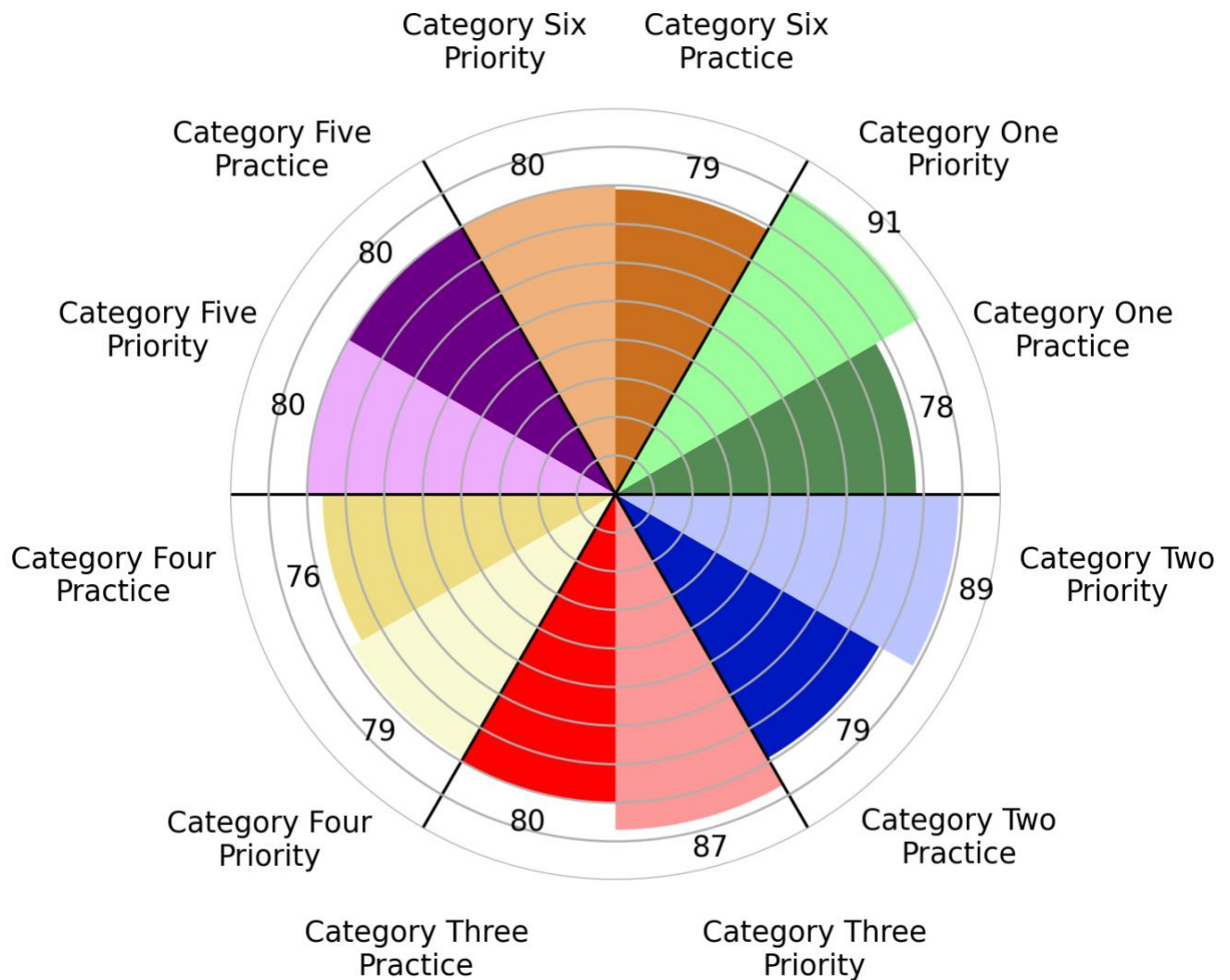
Category One	Autonomy, Decision Making, and Control for People with Disabilities	Priority	
		Practice	
Category Two	Community Living, Employment, and Engagement	Priority	
		Practice	
Category Three	Organizational Management and Governance	Priority	
		Practice	
Category Four	Staff Participation, Value, Impact, and Support	Priority	
		Practice	
Category Five	Leadership Strength and Development	Priority	
		Practice	
Category Six	Diversity, Equity, and Inclusion	Priority	
		Practice	



### Summary of Director Level Employee rates for Organizational Priorities and Practices Scores by Category

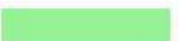

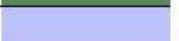









This chart shows, on average, how Director level employees rated *The Organization's* practices and priorities overall in each category. Practices are shaded darker than priorities.

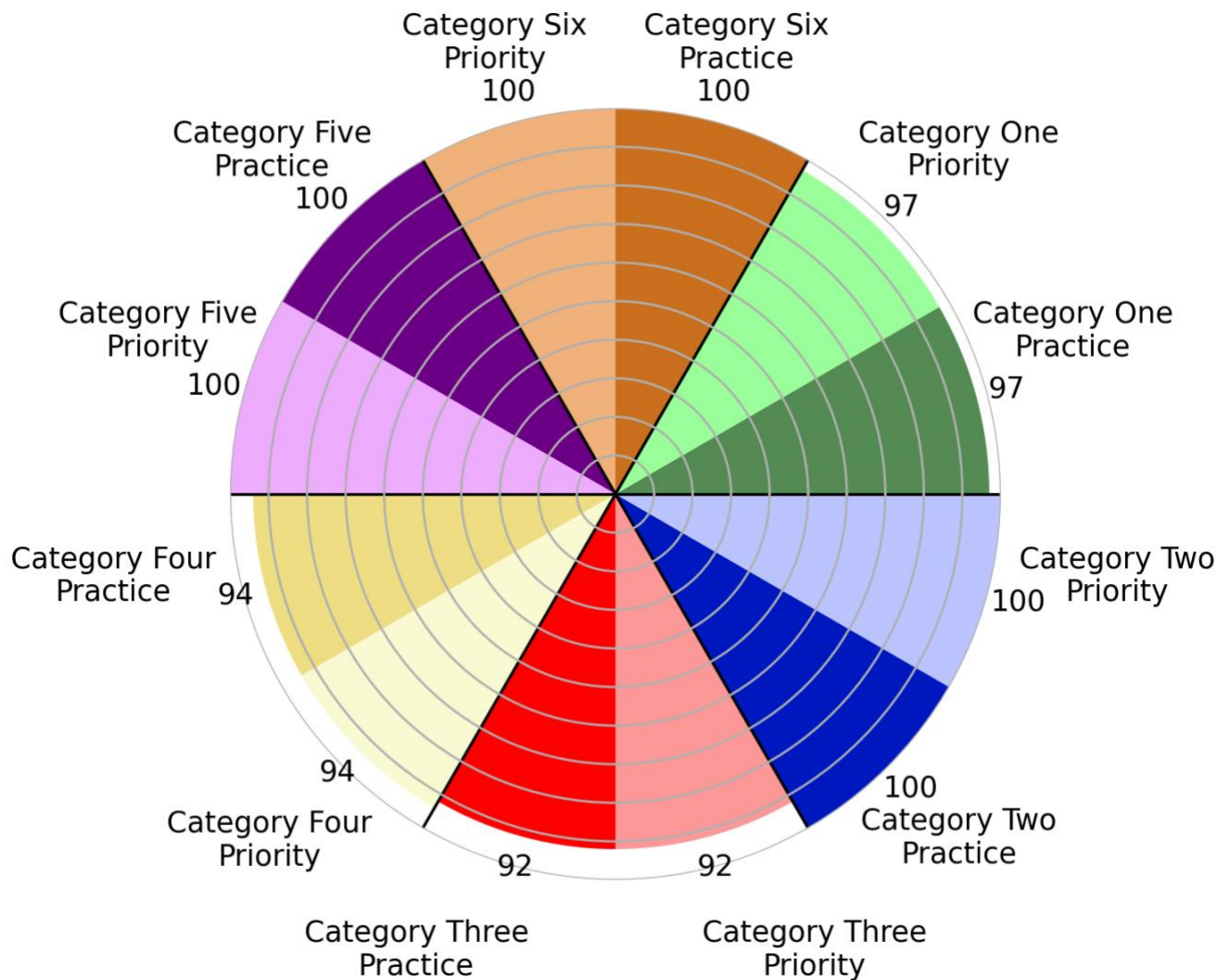
Category One	Autonomy, Decision Making, and Control for People with Disabilities	Priority	
		Practice	
Category Two	Community Living, Employment, and Engagement	Priority	
		Practice	
Category Three	Organizational Management and Governance	Priority	
		Practice	
Category Four	Staff Participation, Value, Impact, and Support	Priority	
		Practice	
Category Five	Leadership Strength and Development	Priority	
		Practice	
Category Six	Diversity, Equity, and Inclusion	Priority	
		Practice	



### Summary of Executive Level Employees rates for Organizational Priorities and Practices Scores by Category

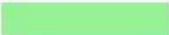










This chart shows, on average, how Executive level employees rated *The Organization's* practices and priorities overall in each category. Practices are shaded darker than priorities.

Category One	Autonomy, Decision Making, and Control for People with Disabilities	Priority	
		Practice	
Category Two	Community Living, Employment, and Engagement	Priority	
		Practice	
Category Three	Organizational Management and Governance	Priority	
		Practice	
Category Four	Staff Participation, Value, Impact, and Support	Priority	
		Practice	
Category Five	Leadership Strength and Development	Priority	
		Practice	
Category Six	Diversity, Equity, and Inclusion	Priority	
		Practice	



### Summary of the Organization employees' rates for Organizational Priorities and Practices Scores by Category

This chart shows, on average, how all **The Organization's** employees rated the organization's practices and priorities overall in each category. Practices are shaded darker than priorities.

Category One	Autonomy, Decision Making, and Control for People with Disabilities	Priority	
		Practice	
Category Two	Community Living, Employment, and Engagement	Priority	
		Practice	
Category Three	Organizational Management and Governance	Priority	
		Practice	
Category Four	Staff Participation, Value, Impact, and Support	Priority	
		Practice	
Category Five	Leadership Strength and Development	Priority	
		Practice	
Category Six	Diversity, Equity, and Inclusion	Priority	
		Practice	