



CASA

Court Appointed Special Advocates
FOR CHILDREN

LARIMER COUNTY



STRATEGIC PLAN
2021-2025

Change a Child's Story.
Change a Child's Life.

Executive Summary



Founded in 1987, CASA of Larimer County (CLC) serves children in the 8th Judicial District who have experienced child abuse and neglect. Child abuse and neglect are serious public health problems and research shows that adverse childhood experiences (ACES) that can have long-term impact on health and well being. Fortunately, child abuse can be prevented. Everyone benefits when children have safe, stable, nurturing relationships and environments.

As we fully become a trauma-informed organization, we are working to reduce risk factors and increase protective factors against child abuse and neglect. In 2019, CLC served 568 children and their families through the Court Appointed Special Advocates and Visitation & Exchange programs with over 300 children unserved.

The strategic plan for 2021-2025 is focused on capacity building and improved quality of programming. These key focus areas will position the organization to serve every child in need of services with attention to high quality practices that lead to positive outcomes for children and families.

- Sabrina Stoker, Executive Director

Program Overview

CHILD ADVOCACY

Court Appointed Special Advocate (CASA) volunteers make a life-changing difference for children who have experienced abuse or neglect. CASA volunteers are appointed by judges to advocate for the children's best interest. They stay with each case until it is closed and the child is in a safe, permanent home. Children with a CASA are more likely to find a safe home, succeed in school, and half as likely to re-enter the foster care system than their peers without a CASA.

Older youth in foster care are one of the most vulnerable populations in this country. They are less likely to reach a permanent home and often leave foster care to face homelessness on day one. At CLC, we have added Fostering Futures to address this disparity. CASA volunteers can do more to prepare youth to age out of foster care. We believe high school graduation, living wage employment, a place to live and a healthy, thriving adulthood are within reach of every youth and a caring, consistent adult can make all the difference.

FAMILY CONNECTIONS

The Visitation and Exchange program provides opportunities for children to preserve and strengthen their connections with family members through supervised visits and custody exchanges. This program works to strengthen protective factors against child abuse through case management, concrete supports, and by building parenting skills through the evidenced base curriculum, Nurturing Parenting Program, and the research supported Attachment, Regulation and Competency (ARC) framework. These trauma-informed initiatives are designed to build skills and reduce the re-occurrence of child abuse. We believe, as research supports, that children with strong, positive connections have better outcomes and greater opportunities to thrive.



STRATEGIC PLAN

2021-2025

GOAL ONE

Secure resources needed for sustainable capacity building

PURPOSE

To serve all children and families in need of CLC services

GOAL TWO

Improve infrastructure

PURPOSE

To support growth and triple bottom line approach

GOAL THREE

Increase organizational knowledge and skill base

PURPOSE

For improved service delivery and client outcomes

GOAL FOUR

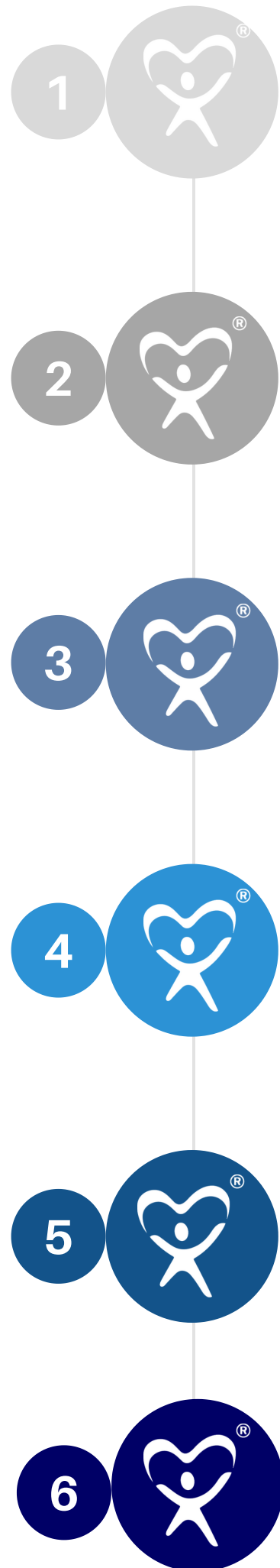
Increase community engagement

PURPOSE

To build trust, seek feedback, and work toward shared goals

Goal One

Secure resources needed for sustainable capacity building



Attract and retain capable, high-quality, and diverse staff, volunteers, and interns who are committed to the mission and values

Ongoing | Executive Director & Operations Team

Secure \$1.3 M in fiscal resources to meet critical staffing, facility, and technology needs

By December 2023 | Development Team

Identify and secure a permanent solution to office and training space needs

By December 2022 | Executive Director and Board

Implement evidence-based/informed curriculum and practices across programs

Ongoing | Program Director

Develop comprehensive sustainability plans which include sustaining through crisis

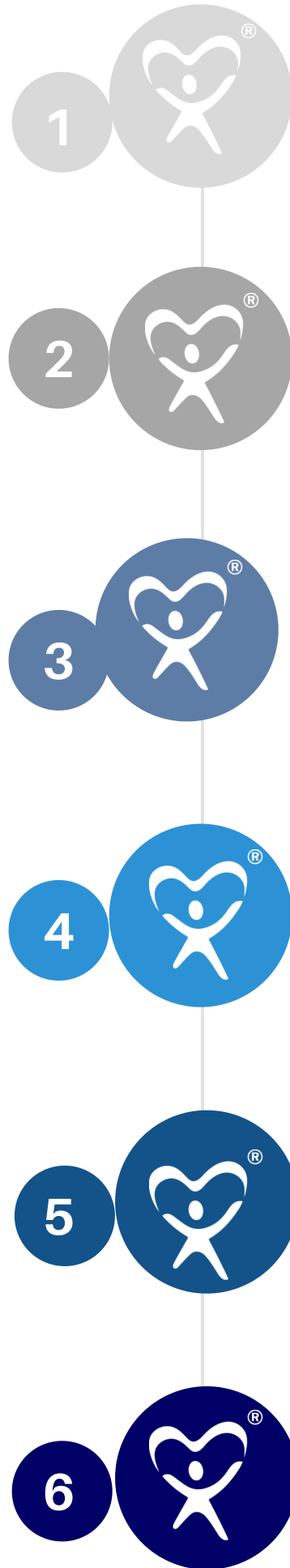
By December 2021 & ongoing | Executive Director & Board

Develop a Risk Management plan to address and protect CLC resources

By July 2021 | Executive Director & Operations Team

Goal Two

Improve Infrastructure



Formalize CQIS with improved data collection and visualization tools

By December 2024 | Executive Director & Directors

Advance HR processes for efficiency and effective cost control

July 2021 - Ongoing | Operations Team

Implement IT infrastructure

By April 2021 | Executive Director and Operations Team

Enhance quality of services to include individualized client planning for opportunities to thrive

By April 2021 - ongoing | Program Director

Develop consistent and reliable methods for internal and external feedback loops

By December 2021 & ongoing | Executive Director & Directors

Equip board as a governing body to self-assess, recruit a diverse group of members with varying skill sets, review/approve policies, and support awareness and fundraising efforts

Ongoing | Executive Director & Board

Goal Three

Increase organizational knowledge and skill base



Promote technical and adaptive leadership skill development

Ongoing | Executive Director

Develop training plans that support succession planning

July 2022-ongoing | Executive Director & Board

Implement ongoing organizational training that includes cultural competencies, trauma-informed care, change management, and making data informed decisions

By January 2022 - ongoing | Operations Team

Implement training programs that develop knowledge and skills for working with children, youth, and families that results in safety, permanency, well being, and increased self-sufficiency

By July 2021 - ongoing | Program Director

Goal Four

Increase community engagement



Effectively participate in child welfare serving committees ensuring a connection to diverse community partners including Latinx partners

Ongoing | Executive Director, Directors, Managers

Utilize groups and campaigns to increase community awareness

By July 2021 | Community Engagement Manager

Implement a comprehensive marketing and PR plan including the rebranding of the visitation & exchange program

By July 2021 | Executive Director and Development Director

Formalize MOU's with meaningful collaborative partners

By July 2023 - ongoing | Executive Director

Maintain strong positive relationships with judicial partners, DHS, CO CASA network, donors, and funders

Ongoing | Executive Director, Staff, and Board



MISSION

To advocate for safe, nurturing, and permanent connections to family and community so children who have experienced abuse and neglect have the opportunity to thrive.



VALUES

Hope
Inclusion
Excellence
Connection
Integrity
Dedication

Strategic Plan 2021-2025



GOALS

Secure resources needed for sustainable capacity building to serve all children and families in need of CLC services

Improve infrastructure to support capacity building & triple bottom line approach

Increase organizational knowledge and skill base for improved service delivery and client outcomes

Increase community engagement to build trust, seek feedback, and work towards shared goals



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KPIs

90% of new D&N cases are served by a CASA volunteer

85% of children see improved outcomes in connections to caring adults

40% increase in annual operating revenue

Reduce turnover costs by 25%