

Implementation Plan- ADHD Resource Center

Name

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### **Implementation Plan- ADHD Resource Center**

Together with the Department of Education, we have developed this strategic plan owing to the Special Education Services for a resource center to assist children with ADHD within the school. The plan provides a 5-year plan for supports, services and organization development. The staff that will include the principal, teachers, and parents will review progress on a quarterly basis and will update the plan as needed.

The following goals for the ADHD Resource Center over the next five years are the organization's response to the vital issues identified. The following goals provide a guide for ensuring the strategic direction is followed.

#### Goals

1. Increase student achievement to include grade improvement, decrease drop-out rates, grade level proficiency rates and parent participation.
2. Ensure curriculum, instruction and assessments are person-centered to accommodate each student's learning style.
3. Create a safe, comfortable caring environment for each student.
4. Make use of all resources that are available for each student and or family to improve home and school relationship.
5. Improve the independence of students in self-care or homework such as getting ready for school without supervision.
6. Improve self-esteem of the students by making them feel that they can get their work done properly. Children with ADHD also have a right to education (Wronka, 2017).

7. Growing the resource center in terms of the number staff, the population of children and various facilities required for the proper operation of the resource center.
8. Create community awareness to ensure most people are informed about ADHD and the available treatments.

#### Year One

In order to have the resource center running in the first year, the following actions will be undertaken as far as implementation of the resource center is concerned.

- Establish various administrative departments such as administration, facility department, and finance department.
- Recruit the relevant volunteers in various departments.
- Develop the capacity of the new administrative team with the existing resources
- Partner with the school, various human service agencies, and other businesses
- Create professional development programs for direct support staff.
- Start seeking support for endowment fund
- Have the resource center up and running
- Carry out an evaluation to identify the successes and obstacles met during the year.

#### Year Two

The following activities will be taken on the second year.

- Establish volunteer leadership development programs.

- Increase advocacy efforts
- Formalize professional development systems for direct support staff.
- Update the training curriculum for volunteer and direct support staff
- Plan for wider use of volunteers
- Evaluate to identify the successes and obstacles met during the year.

#### Third Year

The resource center will undertake the following activities as far as implementation of the resource center is concerned.

- Strengthen the approaches and supports for managing life-cycle transitions
- Continue with the work of strengthening service delivery
- Develop maintenance fund
- Strengthen staff development programs including development of management and supervisory curriculum for mid-level staff.
- Implement Full fundraising initiatives to provide financial support for the resource center.
- Evaluate to identify the successes and obstacles met during the year.

#### Fourth Year

On the fourth year of operation, the ADHD resource center will undertake the following activities.

- Continue stabilizing and developing new initiatives and activities to expand the number of people being supported by the resource center.
- Continue growing volunteer programs and strengthening resource development initiatives.
- Implement the approaches of tracking community participation and employee satisfaction.
- Focus on relationship building to support the community integration further. Community involvement is always vital for any human resource agency (Homan, 2015).
- Carry out an evaluation to identify the successes and obstacles met during the year.

#### Fifth Year

The activities that will be undertaken in the fifth year can be summarized below

- Continue to strengthen resource development efforts
- Increase the number of beneficiaries supported by the resource center across program areas.
- Develop expanded action plan
- Reorganize the internal operating structures to accommodate the anticipated increase in the number of students and volunteer staff.
- Review the community needs to identify the gaps and opportunities for service delivery.
- Carry out an evaluation to determine the successes and obstacles met during the year.

Reference

Homan, M. (2015). Promoting community change (6th ed.). Cengage Learning.

Wronka, J. (2017). Human rights and social justice (2nd ed.). Sage publication.

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