Goals:

- Improved Educational Outcomes
- Increased Employment
- Recognition of Age Related Hearing Loss
- Improved communication access/ Stronger Regional Advisory Committees
- Increased Civic Engagement
- Increased Organizational capacity to support and report our work

1. **Improved educational outcomes** - Children and youths will **graduate** with skills commensurate with their hearing peers, have positive social skills and relationships and will be ready to enter post-secondary education and/or the workforce.

   **Strategies:**
   
   a. Host, support, implement and evaluate the MN Collaborative Outcomes Education Plan initiatives.
   b. Advocate for and support **quality, culturally and linguistically appropriate, evidence-based services** for all MN children and families.
   c. Advance legislation that provides a **framework for academic placement, communication centered IEPs and high standards for staff** to provide culturally appropriate instruction in all modalities.

2. **Increased employment opportunities for adults and youths** through increased communication access, supports, and training that result in jobs commensurate with their level of education, skills, and experience.

   **Strategies:**
   
   a. **Secure an executive order to increase state government employment** of people who are deaf, deafblind and hard of hearing and support its implementation.
   b. **Establish a centralized accommodations fund** for communication access within state government and promote it as a best practice in other sectors.
   c. **Educate employers** about D/DB/HH employees to improve access to employment; address workplace communication issues the hiring process, and advocate for accessible Workforce Centers.
   d. **Increase access to post-secondary training programs, apprenticeships and internships, and employment** through advocacy for implementation of the state’s Olmstead Plan and fostering creative solutions from providers and agencies.

3. **Recognition of age-related hearing loss as a public health issue** to support healthy aging by increasing early identification of hearing loss, providing access to needed services and products, thus abating long term costs of caring for elderly citizens.

   **Strategies:**
   
   a. Create a **Task Force of agencies and councils that address aging and hearing loss** to set direction for this effort and build allies and support throughout MN.
   b. Insure access to affordable, **high quality assistive listening devices**, including hearing aids and the training needed to use them.
   c. Develop a **communication plan that increases awareness of hearing loss and healthy aging** for family members, care providers, and consumers.
4. **Increased communication access to local and statewide services and strong Regional Advisory Committees.**

   **Strategies:**

   a. Support and **strengthen the capacity of the DHHS Regional Service Centers** staff to serve by fostering relationships with the Advisory Committee and local policy makers and by increasing the training they provide to the public on the communication needs of people with hearing loss.

   b. Work with DHHS to plan and advocate for the **Telecommunication Access Fund** and 911 systems to meet the State’s ever changing communication access needs.

   c. Advocate for DHHS to take a lead role in making affordable broadband **available** at speeds that support video remote interpreter access and video phones in greater MN.

   d. Advocate with DHHS for a high level of **competence in ASL** by employees and consultants who work with people who are D/DB/HH, especially interpreters and mental health practitioners.

   e. Continue to work with the Metropolitan Airport Commission to monitor and improve communication access for travelers who are deaf, deafblind and hard of hearing.

5. **Increased civic engagement** and development of leadership skills for people who are deaf, deafblind and hard of hearing.

   **Strategies:**

   a. **Educate** the community on the **legislative process** and the skills and practices necessary to influence policy makers.

   b. **Conduct “lobby day”** and provide the training, information and supports necessary to mobilize citizens to advocate for issues vital to the community.

   c. **Educate legislators, communities, and the general public** on priority public policy issues set by the Commission.

   d. Work with Secretary of State and the Campaign Finance Board to eliminate barriers to voting and the political process.

6. **Increased organizational capacity to support the plan.**

   **Strategies:**

   a. **Expand, orient, and train staff and consultants** needed statewide to support the organizational and strategic goals.

   b. Provide consistent, accurate, timely **information on commission activities and progress** through a communication plan that utilizes face to face communication, the website, social media, and technology.

   c. Support and maintain the **organizational infrastructure** to gather and analyze data, develop timely reports, financial statements and inform policy makers and stakeholders of constituent needs and program/service outcomes.