



## Goals and Objectives 2024-2027 Allegany County Community Services

Robert Anderson, Director of Community Services  
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### Goal 1

Goal 1: Title Workforce

Goal 1: Target Completion Date Jun 30, 2025

Goal 1: Description Workforce goal includes having a stable, full staffing plan with the appropriate credentials (QHP).

Goal 1: OASAS? Yes Goal 1: OMH? Yes Goal 1: OPWDD? Yes

Goal 1: Need Addressed 1 Workforce

Goal 1: Need Addressed 2

Goal 1: Need Addressed 3

Goal 1, Objective 1: Title Workforce Recruitment and Retention

Goal 1, Objective 1, Target Completion Date Jun 30, 2025

Goal 1, Objective 1, Description County and providers will work with local institutions of higher education to support current and potential employees in obtaining appropriate credentials. This includes providing practicum and internship opportunities.

Goal 1, Objective 2: Title HRSA Designation

Goal 1, Objective 2, Target Completion Date Jun 30, 2025

Goal 1, Objective 2, Description Provider will maintain HRSA Loan Forgiveness designation, and all providers will continuously explore loan forgiveness options.

Goal 1, Objective 3: Title Decrease Direct Support Professional Vacancy Rate

Goal 1, Objective 3, Target Completion Date Jun 30, 2026

Goal 1, Objective 3, Description

Goal 1, Objective 4: Title Increase percentage of Direct Support Professionals holding a credential

Goal 1, Objective 4, Target Completion Date Jun 30, 2026

Goal 1, Objective 4, Description

### Goal 2

Goal 2: Title Expand Recovery Supports in the Community

Goal 2: Target Completion Date Jun 30, 2025

Goal 2: Description Providers will collaborate to open a Recovery Center and expand peer availability.

Goal 2: OASAS? Yes Goal 2: OMH? Yes Goal 2: OPWDD? No

Goal 2: Need Addressed 1 Non-Clinical supports

Goal 2: Need Addressed 2 Other

Goal 2: Need Addressed 3

Goal 2, Objective 1: Title Recruit Peer Workforce

Goal 2, Objective 1, Target Completion Date Jun 29, 2024

Goal 2, Objective 1, Description Within the next year, providers will recruit and retain certified peer (OMH and OASAS) staff to support individuals enrolled in outpatient clinics and community members utilizing the recovery center.

Goal 2, Objective 2: Title Capital Improvements for Recovery Center.

Goal 2, Objective 2, Target Completion Date Jun 30, 2025

Goal 2, Objective 2, Description Within the next year, capital improvements will be made to the Recovery Center building to enhance accessibility. Providers will seek additional funding for this.

### Goal 3

Goal 3: Title Integrated Services

Goal 3: Target Completion Date Jun 29, 2025

Goal 3: Description Providers will pursue integration of OMH and OASAS services through DOH Threshold expansions or Integrated Outpatient licenses.

Goal 3: OASAS? Yes Goal 3: OMH? Yes Goal 3: OPWDD? No

Goal 3: Need Addressed 1 Cross System Services  
Goal 3: Need Addressed 2  
Goal 3: Need Addressed 3

Goal 3, Objective 1: Title Onsite Prescriber Time  
Goal 3, Objective 1, Target Completion Date Jun 30, 2025  
Goal 3, Objective 1, Description Providers will recruit and hire an onsite prescriber that is eligible to prescribe in both OMH and OASAS facilities.

#### **Goal 4**

Goal 4: Title Increase the degree to which people supported by The Arc Allegany-Steuben are members of their communities  
Goal 4: Target Completion Date Jun 30, 2026  
Goal 4: Description Increase the degree to which people supported by The Arc Allegany-Steuben are members of their communities  
Goal 4: OASAS? No Goal 4: OMH? No Goal 4: OPWDD? Yes  
Goal 4: Need Addressed 1 Other  
Goal 4: Need Addressed 2  
Goal 4: Need Addressed 3

Goal 4, Objective 1: Title Increase the percentage of people supported between the ages of 18 and 60 working in integrated, competitive employment.  
Goal 4, Objective 1, Target Completion Date Jun 30, 2026  
Goal 4, Objective 1, Description

Goal 4, Objective 2: Title Increase community integration for people supported in Day Habilitation and Certified Residential Settings.  
Goal 4, Objective 2, Target Completion Date Jul 30, 2026  
Goal 4, Objective 2, Description

Goal 4, Objective 3: Title Increase surplus per FTE (people with Special Needs) to at least zero.  
Goal 4, Objective 3, Target Completion Date  
Goal 4, Objective 3, Description

Goal 4, Objective 4: Title Increase the number of referrals for all/any Arc Allegany-Steuben services.  
Goal 4, Objective 4, Target Completion Date Jun 30, 2026  
Goal 4, Objective 4, Description

Goal 4, Objective 5: Title Increase the number of people supported in non-certified residential opportunities.  
Goal 4, Objective 5, Target Completion Date Jun 30, 2026  
Goal 4, Objective 5, Description

Goal 4, Objective 6: Title Increase the number of people directing their own support who utilize Home-Enabling technology.  
Goal 4, Objective 6, Target Completion Date Jun 30, 2026  
Goal 4, Objective 6, Description

#### **Goal 5**

Goal 5: Title The Arc Allegany-Steuben will become a more inclusive and equitable community.  
Goal 5: Target Completion Date Jun 30, 2026  
Goal 5: Description The Arc Allegany-Steuben will become a more inclusive and equitable community.  
Goal 5: OASAS? No Goal 5: OMH? No Goal 5: OPWDD? Yes  
Goal 5: Need Addressed 1 Other  
Goal 5: Need Addressed 2  
Goal 5: Need Addressed 3

Goal 5, Objective 1: Title Increase awareness of implicit bias and the importance of mitigating its effects.  
Goal 5, Objective 1, Target Completion Date Jun 30, 2026  
Goal 5, Objective 1, Description



# Update to 2024-2027 Goals and Objectives Allegany County Community Services

Robert Anderson, Director of Community Services  
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<b>Goal 1</b>	
<b>Title</b>	Workforce
<b>Update</b>	
<b>OBJECTIVES</b>	
Workforce Recruitment and Retention	Ongoing
HRSA Designation	Ongoing
Decrease Direct Support Professional Vacancy Rate	Ongoing
Increase percentage of Direct Support Professionals holding a credential	Ongoing
<b>OBJECTIVE UPDATES</b>	

<b>Goal 2</b>	
<b>Title</b>	Expand Recovery Supports in the Community
<b>Update</b>	Providers will collaborate to expand the days and hours of the Recovery Center.
<b>OBJECTIVES</b>	
Recruit Peer Workforce	Ongoing
Capital Improvements for Recovery Center.	Ongoing
<b>OBJECTIVE UPDATES</b>	

<b>Goal 3</b>	
<b>Title</b>	Integrated Services
<b>Update</b>	
<b>OBJECTIVES</b>	
Onsite Prescriber Time	Ongoing
<b>OBJECTIVE UPDATES</b>	

<b>Goal 4</b>	
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<b>Title</b>	Increase the degree to which people supported by The Arc Allegany-Steuben are members of their communities	
<b>Update</b>		
<b>OBJECTIVES</b>		
Increase the percentage of people supported between the ages of 18 and 60 working in integrated, competitive employment.		Ongoing
Increase community integration for people supported in Day Habilitation and Certified Residential Settings.		Ongoing
Increase surplus per FTE (people with Special Needs) to at least zero.		Ongoing
Increase the number of referrals for all/any Arc Allegany-Steuben services.		Ongoing
Increase the number of people supported in non-certified residential opportunities.		Ongoing
Increase the number of people directing their own support who utilize Home-Enabling technology.		Ongoing
<b>OBJECTIVE UPDATES</b>		

<b>Goal #5</b>		
<b>Title</b>	The Arc Allegany-Steuben will become a more inclusive and equitable community.	
<b>Update</b>		
<b>OBJECTIVES</b>		
Increase awareness of implicit bias and the importance of mitigating its effects.		Ongoing
<b>OBJECTIVE UPDATES</b>		



**Office of Addiction  
Services and Supports**

**Office of  
Mental Health**

**Office for People With  
Developmental Disabilities**

## **2024 Needs Assessment Form Allegany County Community Services**

### **Cross System Services** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

### **Non-Clinical Supports** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? No

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

### **Workforce** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

**LGU Representative:** Robert Anderson

**Submitted for:** Allegany County Community Services



**2025 Needs Assessment Form  
Allegany County Community Services**

**Cross System Services** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

**Housing** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? No

Need description (Optional): There is a lack of affordable and safe housing in Allegany County.

**Non-Clinical Supports** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

**Workforce** Yes

Applies to OASAS? Yes

Applies to OMH? Yes

Applies to OPWDD? Yes

Need Applies to: Both Youth and Adults

Do any of the Goals on the Goals and Objectives Form address this need? Yes

Need description (Optional):

**LGU Representative:** Robert Anderson

**Submitted for:** Allegany County Community Services

**Allegany County List of Providers  
Disclosure of PHI to Local Government Units**

1. Allegany Rehabilitation Associates, Inc (DBA Clarity Wellness Community)
2. Allegany Council on Alcoholism and Substance Abuse, Inc
3. Allegany-Steuben Arc
4. Jones Memorial Hospital
5. Olean General Hospital (UPMC)
6. Ardent Solution
7. ACCORD
8. Allegany County Department of Social Services
9. Allegany County Jail (Prime Care)
10. Arbor Development
11. Southern Tier Environments for Living
12. Wyoming County Community Hospital
13. UPMC Chautauqua