

# 2026-2028 Strategic Plan



## Strengthening Our Foundation, Expanding Our Impact

Over the next three years, we will transform Aspire through four interconnected strategic pillars that strengthen our internal foundation while expanding our reach and impact. This plan charts our path to building workforce excellence, diversifying growth, embedding quality in everything we do, and elevating our voice as a leader in serving neurodiverse communities.

### Mission

Aspire serves neurodiverse children and adults who are discovering their passions, unlocking potential, and thriving.

### Vision

Communities are stronger when people realize their passions, potential, and power.

## Strategic Pillars



### Workforce Enhancement

- Redefine managerial roles to foster leadership and innovation.
- Create tailored growth plans for career progression in care-delivery fields.
- Implement strategies to enhance workforce stability and satisfaction by reducing turnover.



### Culture of Quality

- Establish Quality Assurance Teams and standardized compliance metrics.
- Integrate Positive Behavior Support and technology for person-centered care.
- Create physical spaces reflecting our commitment to excellence.



### Growth & Revenue Diversification

- Expand reach through strategic organizational affiliations.
- Diversify revenue streams to lessen reliance on Medicaid waiver funding.
- Capitalize on strengths to grow market share in existing service areas.



### External Engagement

- Increase philanthropic activities to expand resources and support.
- Grow agency reputation and awareness through strategic outreach.
- Raise local and national advocacy participation and influence.