**[Region Name] 5-Year Plan and 2016 Plan**

1. **Strategy A: Improve the quality of sports programming**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Strengthen* *sports programming and coaching to improve opportunities in schools, universities/ colleges, local communities, including sports clubs* |  | * % athletes averaging 2 high quality training and competition opportunities per week
 |  | * % athletes averaging 2 high quality training and competition opportunities a week
*
 |  |
| *Promote year-round fitness and involvement*  |  | * % of athletes with a yearly sports improvement goal (skills, fitness or performance)
* % of Programs with a system to track retention of athletes
* # coaches achieving new or re-certification
 |  | * % of athletes with a yearly sports improvement goal (skills, fitness or performance)
* % of Programs with a system to track retention of athletes
* # coaches achieving new or re-certification
 |  |
| *Enhance sport through new partnerships* |  | * # of partnerships
 |  | * # of partnerships
 |  |

1. **Strategy B: Increase inclusion through Unified Sports and Young Athletes, particularly in schools, and through expansion to new areas**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Expand* *Unified Sports* |  | * # of Unified Schools
* # of Unified Sports athletes
 |  | * # of Unified Schools
* # of Unified Sports athletes
 |  |
| *Grow* *Young Athletes* |  | * # of Young Athletes
 |  | * # of Young Athletes
 |  |
| *Target areas with low SO presence* *(e.g. cities)* |  | * # of new Athletes (including Unified partners and Young Athletes)
* # of new Coaches (traditional + Unified)
 |  | * # of Athletes (including Unified partners and Young Athletes)
* # of Coaches (traditional + Unified)
 |  |

1. **Strategy C: Grow our health program to support athlete participation in sport and society**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Grow Healthy Athletes and Healthy Communities* |  | * # of Programs achieving Healthy Community status
* $ in additional resources for health
* # of Healthy Athletes exams
 |  | * # of Programs achieving Healthy Community status
* $ in additional resources for health
* # of Healthy Athletes exams
 |  |
| *Partner with Government / NGOs and Universities* |  | * # of health partnerships in place
 |  | * # of health partnerships in place
 |  |
| *Support expansion of inclusive health /sport programs* |  | * # of healthcare professionals and students trained
 |  | * # of healthcare professionals and students trained
 |  |
| *Activate local/ national SO levels to raise awareness of health issues* |  | * # athletes, families, coaches educated on health needs of people with ID
 |  | * # athletes, families, coaches educated on health needs of people with ID
 |  |

1. **Strategy D: Improve external awareness through PR, celebrities and government engagement**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Use social and traditional media to get attention outside the Movement*  |  | * # of people publicly demonstrating support for inclusion (through social media, pledge or Unified Sports participation)
* % change in awareness/attitudes following targeted exposure to SO (e.g. after a campaign or Games/competition)
 |  | * # of people publicly demonstrating support for inclusion (through social media, pledge or Unified Sports participation)
* % change in awareness/attitudes following targeted exposure to SO (e.g. after a campaign or Games/competition)
 |  |
| *Build and activate pool of celebrities as ambassadors*  |  | * # of celebrities actively involved
 |  | * # of celebrities actively involved
 |  |
| *Target governments to seek changes that improve the lives of people with ID* |  | * # of countries / states with new Government support for people with ID
 |  | * # of countries / states with new Government support for people with ID
 |  |

1. **Strategy E: Connect everyone in the Movement so we can harness our power and speak with a collective voice**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Use digital technology to collect people’s data and connect them*  |  | * # of athletes, families, volunteers and supporters in new database
 |  | * # of athletes, families, volunteers and supporters in new database
 |  |
| *Use technology to make it easier to share ideas and best practices and speak with ‘one voice’* |  | * % of Programs using new Movement-wide content sharing system
 |  | * % of Programs using new Movement-wide content sharing system
 |  |

1. **Strategy F: Maximize external impact of Games and competitions to showcase athletes’ abilities**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Deliver higher quality Games and competitions that prioritize athlete*  |  | * % of athletes and families having high-quality Games/comp-etition experience
 |  | * % of athletes and families having high-quality Games/comp-etition experience
 |  |
| *Promote Games to achieve mass external awareness and attract new influencers* |  | * % increase in positive attitudes following regional or targeted national Games
 |  | * % increase in positive attitudes following regional or targeted national Games
 |  |
| *Attract larger attendances at Games and competitions (all levels)* |  | * X spectators for every athlete at regional or targeted national Games
 |  | * X spectators for every athlete at regional or targeted national Games
 |  |
| *Improve fundraising for Games* |  | * $ revenue raised for Regional Games and competitions
 |  | * $ revenue raised for Regional Games and competitions
 |  |

1. **Support Goal: Build capacity through generating more resources and strengthening Leadership, including athlete Leadership**

*(Ensure that you clarify how athlete leaders, youth leaders and families will be involved in implementing this strategy)*

1. **Resources**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Expand collaborative fundraising between Programs and SOI* |  | * % increase in money raised
* % increase in budget-relieving value in kind (VIK)
 |  | * % increase in money raised
* % increase in budget-relieving value in kind (VIK)
 |  |
| *Expand and refine digital fundraising* |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  |
| *Increase major individual donations* |  | * % increase in money raised
 |  | * % increase in money raised
 |  |
| *Increase corporate partnerships* |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  |
| *Secure new resources from international development organizations/ governments* |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  | * % increase in money raised
* % increase in budget-relieving VIK
 |  |

1. **Leadership & Program Excellence**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Strategic Initiative** | **5-YEAR ACTIONS** | **5-Year Metrics & Targets** | **2016 ACTIONS** | **2016 Metrics & Targets** | **Owner** |
| *Improve Program leader recruitment and talent development*  |  | * # of Program leadership roles changed from voluntary to paid
 |  | * # of Program leadership roles changed from voluntary to paid
 |  |
| *Increase Program leader training & development* |  | * % of leaders achieving a self-selected goal within one year of training
 |  | * % of leaders achieving a self-selected goal within one year of training
 |  |
| *Drive Program Excellence from local to national levels* |  | * # of Programs achieving new Program quality standards each year
 |  | * # of Programs achieving new Program quality standards each year
 |  |
| *Improve Athlete/Youth Leadership training and activation* |  | * # of athlete and youth leaders actively involved in meaningful leadership roles
 |  | * # of athlete and youth leaders actively involved in meaningful leadership roles
 |  |
| *Improve operational effectiveness and efficiency* |  | * To be determined by each Department
 |  | * To be determined by each Department
 |  |