

Agency Name: COMMISSION FOR THE BLIND

Fiscal Year 2019-2020
Accountability Report

Agency Code: 1240 Section: 39

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strat egy	Measur e		Base	Target	Actual				
Public Infrastructure and Economic Development	G	1			Build external collaborative relationships which enhance employment results for visually impaired South Carolina residents.							
	S		1.1		Make employment the first priority and preferred outcome for consumers.							
	M		1.1.1		Increase partnerships and community engagement.	80	120	147	07/01/2019 to 06/30/2020	VR program documentation & T & E documentation	Database program records	Improves services to consumers by providing more options
	M		1.1.2		Increase training, mentoring, and on the job training opportunities for consumer.	10	15	26	07/01/2019 to 06/30/2020	T & E program documentation	Database program records	Consumers strengthen employment skills
	S		1.2		Increase successful placements and closures in competitive, integrated employment for all consumers.							
	M		1.2.1		Increase successful course completion at the Ellen Beach Mack Rehabilitation Center for Employment	18	30	56	07/01/2019 to 06/30/2020	Course records at the EBMRCCE	Monthly reports from EBMRCCE	Consumers are able to maintain self sufficiency and pursue employment.
Healthy and Safe Families	G	2			Expand opportunities for consumers in the Older Blind and Independent Living Programs.							
	S		2.1		Provide services to increase self-sufficiency for Blind and Visually Impaired citizens who are not looking for employment or education.							
	M		2.1.1		Increase options for home management, technology, and mobility training for Older Blind consumers.	12	18	27	07/01/2019 to 06/30/2020	Documentation maintained in Older Blind Program	MOU copies maintained in finance	Visually impaired citizens over age 55 can remain in their homes and not depend on public support.
Government and Citizens	G	3			Align financial and human resources to utilize all available positions in the most effective way to assist in meeting the agency vision and mission.							
	S		3.1		Review current programs and positions to determine need for additional staff.							

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	M		1.1.1		Increase partnerships and community engagement.	80	120	147	07/01/2019 to 06/30/2020	VR program documentation & T & E documentation	Database program records	Improves services to consumers by providing more options
	M		1.1.2		Increase training, mentoring, and on the job training opportunities for consumer.	10	15	26	07/01/2019 to 06/30/2020	T & E program documentation	Database program records	Consumers strengthen employment skills
	M		3.1.1		Increase efficiency and productivity in all programs by aligning FTE's with program need. Current FTE's allotted to SCCB/currently filled positions	116.8/102	116.8/116.8	116.8/95	07/01/2019 to 06/30/2020	HR records	Monthly program reports given during Senior Leadership Meeting	Programs are better equipped to meet their objectives and serve consumers efficiently.
	M		3.1.2		Reduce turnover by improving retention	11%	8%	20.21%	07/01/2019 to 06/30/2020	HR records	Monthly reports from HR at Leadership Meeting	Higher morale and greater consistency in service provision.
Government and Citizens	G	4			Align programs and policies with new WIOA regulations.							
	S	4.1			Implement information tracking processes to collect information necessary for new RSA performance indicators.							
	M		4.1.1		Track services provided to businesses as required by RSA.	0	12	10	07/01/2019 to 06/30/2020	T & E records	Reported monthly at Leadership Meeting	Federal funding remains secure and services comply with RSA mandates.
	M		4.1.1		Create a plan for tracking financial requirements for Pre-ETS funding.	0	100%	100%	07/01/2019 to 06/30/2020	Finance records	Reported monthly at Leadership Meeting	Agency ensures that 15% of the federal monies received are utilized in providing pre-employment transition services as required by the RSA.
	S	4.2			Evaluate programs affected by new WIOA regulations							
	M		4.2.1		Implement and track Career Boost certificates issues to transition youth	500	1000	1,872	07/01/2019 to 06/30/2020	AWARE case management system	Reported monthly at Leadership Meeting	Transition age consumers are better prepared for employment and/or post-secondary education.

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	M		1.1.2		Increase training, mentoring, and on the job training opportunities for consumer.	10	15	26	07/01/2019 to 06/30/2020	T & E program documentation	Database program records	Consumers strengthen employment skills
	M		4.2.2		Design and deliver improved services to employers to promote sensitivity & awareness.	12	24	10	07/01/2019 to 06/30/2020	T & E program documentation	reported monthly at Leadership Meeting	Employers are prepared to bring consumers with disabilities into their workforce.
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Accountability Report

Agency Code: L240 Section: 39

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Government and Citizens	G	1			Increase Agency effectiveness and efficiency in providing consumer services.							
	S	1.1			Develop solutions to address reasons for delays in service provision							
	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation		Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice	Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	S	1.2			Create and utilize an assessment process to assist consumers in identifying viable goals and ensuring needs are individualized.							
	M		1.2.1		Train all program counselors on a variety of assessment methods to be utilized when developing a plan for services to ensure consumer needs and goals are achieved.	0	100%	07/01/2020 to 06/30/2023	AWARE Case documentation		Utilizing targeted case reviews in AWARE	Services will become more efficient and effective when appropriate assessments are completed prior to service provision.
	M		1.2.2		Provide comprehensive services to consumers that result in the attainment of industry recognized credentials required for competitive, integrated employment.	0	20	07/01/2020 to 06/30/2023	AWARE Case documentation		Quarterly AWARE reports showing number of credentials attained	Consumers obtain high quality careers integrated competitive settings.
Government and Citizens	G	2			Strengthen services within the Older Blind Program, Children's Services, Prevention, and Low Vision Clinic							
	S	2.1			Create additional opportunities for consumers and families to assist through the adjustment process.							

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Fiscal Year 2019-2020
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	S	1.1			Develop solutions to address reasons for delays in service provision							
	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		2.1.1		In addition to regular Older Blind Services, staff will create additional opportunities for consumers and their families to educate, provide resources, and create support systems to assist with adjustment to vision loss and overcome the challenges to remain independent.	0	8	07/01/2020 to 06/30/2023	Documentation maintained in Older Blind Program	Number of opportunities provided will be reported at the Monthly Senior Management Meeting.		Educating families and consumers, providing resources and support will lead to greater independence for seniors.
	M		2.1.2		In addition to regular Children's Services, staff will create opportunities to assist families in supporting their child, advocating to ensure their child's needs are met, and to educate families on the importance of encouraging independence.	0	12	07/01/2020 to 06/30/2023	Documentation maintained in Children's Program	Number of opportunities provided will be reported at the Monthly Senior Management Meeting		Educating families, providing support and resources will lead to children developing independent living skills at a much younger age, strengthening their ability to become self-sufficient
			2.1.3		Develop a plan to increase technical adaptive software training for senior consumers.	0	15	07/01/2020 to 06/30/2023	Documentation maintained in Older Blind Program	Number of seniors in training will be reported monthly at the Senior Management Meeting.		Technology training will increase the ability of seniors to remain independent.
	S	2.2			Increase Community Inclusion and collaborations to expand the Prevention Program and Low Vision Clinic							

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Fiscal Year 2019-2020
Accountability Report

Agency Code: L240 Section: 39

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	S	1.1			Develop solutions to address reasons for delays in service provision							
	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		2.2.1		Participate in statewide and/or community events to educate citizens on common causes of vision loss and ways to prevent potential vision loss. Utilize these opportunities to stress the importance of vision exams.	0	6	07/01/2020 to 06/30/2023	Prevention Program documentation	Number of events staffed by Prevention employees, reported at monthly Senior Management meeting		Educating the community on how to prevent vision loss and the importance of eye exams to reduce the risk of significant vision loss across the state.
	M		2.2.2		Include Low Vision technology demonstrations when attending statewide and/or community events and assisted living homes to educate citizens on the availability of resources to assist in maintaining independence if a person's sight diminishes significantly.	0	6	07/01/2020 to 06/30/2023	Low Vision Clinic Documentation	Number of demonstrations conducted reported monthly at Senior Management meeting		Educate citizens on the availability of technology to maintain or improve ability to remain independent.
Statewide Enterprise Strategic Objective	G	3			Improve workplace culture making SCCB a preferred place of employment.							
	S	3.1			Create talent acquisition processes which increases agency awareness.							

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Fiscal Year 2019-2020
Accountability Report

Agency Code: L240 Section: 39

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	S	1.1			Develop solutions to address reasons for delays in service provision							
	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		3.1.1		Use revised "Brand" items to assist in attracting qualified talent.	0	30%	07/01/2020 to 06/30/2023	NeoGov, EEO Documents, SCCB Communications Department, job fairs	Availability Calculations, social Media "Hits", Submitted applications, number of job fairs attended		Increase agency awareness in different markets creating interest in being a part of the agency
	M		3.1.2		Ensure qualified individuals are hired for the right positions	0	40%	07/01/2020 to 06/30/2023	Updated accurate position descriptions, and application.	Utilize rating and polling system for interview panel.		Improve the quality and timely hiring of individuals.
	S	3.2			Retain exceptional talent							
	M		3.2.1		Develop/revise employee surveys to gauge satisfaction and commitment	0	60%	07/01/2020 to 6/30/2023	Survey Monkey, 30-60-90 Day Review, Stay and Exit Interviews	Categorize and evaluate answers and then prioritize needed actions		Use the results to assess and improve workforce culture and performance so that employees feel competent that they have provided the best services possible.

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Fiscal Year 2019-2020
Accountability Report

Agency Code: L240 Section: 39

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	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		3.2.2		Decrease turnover rate by Improving morale and show appreciation of exceptional performance through increased recognition programs and other available opportunities	0	10%	07/01/2020 to 6/30/2023	HR Diversity Reports, Program Directors, SCCB Foundation Awards, retention rate, turnover rate, absenteeism rate	Decrease turnover rate		Improve morale and show appreciation for exceptional performance.
	M		3.2.3		Encourage a diverse workforce, including individuals with disabilities, to ensure a variety of perspectives.	0	70%	07/01/2020 to 06/30/2023	EEOC Report, HR Reports, NeoGov	Availability report		A diverse workforce promotes inclusion, innovation, effectiveness and efficiency, increased productivity and creativity.
	S	3.3			To ensure employees have the training and skills necessary to effectively perform their duties.							
	M		3.3.1		Identify gaps in knowledge, skills, and abilities (KSA) relative to each position in order to determine where training initiatives could improve job performance	0	20%	07/01/2020 to 06/30/2023	Planning document, EPMS and skills assessments	Supervisors use EPMS, Planning document and skills assessment to determine gaps in KSAs and document a decrease in knowledge gaps.		To determine training and professional development needs for employees.

Agency Name: COMMISSION FOR THE BLIND

Fiscal Year 2019-2020
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Agency Code: L240 Section: 39

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	M		1.1.1		Create policies and procedures that provide specific guidelines on length of time for referring and scheduling consumers for internal and external services in all programs. Provision tracking done through AWARE case reviews.	0	100%	07/01/2020 to 06/30/2023	VR program documentation & T & E documentation	AWARE documentation		Decrease delays in service provision
	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		3.3.2		To develop and deliver training focusing on gaps in KSAs.	0	100%	07/01/2020 to 06/30/2023	SCIES training modules and HR training modules	Supervisors will use list of completed courses, grades, certificates, and other completed assignments from SCIES and HR training. Consumer Satisfaction Survey, Audit Reports, EPMS to demonstrate completion of required courses by all staff.		Improve employees capacity to provide high quality services to internal and external stakeholders.
Statewide Enterprise Strategic Objective	G	4			Improve internal processes and procedures to ensure security of information, timely reporting, financial accuracy, and maintenance/repairs of facility, fleet, and I.T. software/hardware.							
	S	4.1			Update/revise policies and procedures for each program to reflect current Federal and State regulations.							
	M		4.1.1		Utilize a team approach within each program to update, write, and revise policy and procedure to align with current regulations and best practices.	0	50%	07/01/2020 to 06/30/2023	Senior Consultant documentation	Percentage of programs with completed, updated policies and procedures.		Creates consistency in training, service delivery and training processes.

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	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	S	4.2			Update/modify internal software programs to streamline reporting processes and improve security for sensitive information. Also to develop/promote paperless process tools and document management systems.							
	M		4.2.1		Develop an I.T. tracking system to ensure timely repairs/replacement of in house technology across all offices. (i.e.: printers, postal meters, laptops, etc.)	0	100%	07/01/2020 to 06/30/2023	I.T. Documentation	Number of repairs/replacements completed within the timeframe set as timely listed as a percentage of 100%.		Increases efficiency of processes and systems to make repairs/replacements more timely.
	M		4.2.2		Update BEP software to improve timeliness and accuracy of reporting and tracking of sales and expenses.	0	100%	07/01/2020 to 06/30/2023	BEP reports	Number would be percentage of on time reports.		Increases accuracy of BEP Vendor Sales and Expense reports which will lead to greater accuracy in federal reporting.
Government and Citizens	G	5			Foster and grow relationships with community partners, businesses, and other state agencies							
	S	5.1			Educate community partners/businesses on SCCB programs and how we can strengthen services to SC citizens through partnerships and resource sharing.							

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Accountability Report

Agency Code: L240 Section: 39

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	M		1.1.2		Develop and implement financial policies and procedures to ensure timely issuance of purchase orders and payments to vendors.	0	100%	07/01/2020 to 06/30/2023	QA and Finance reporting and documentation	Create reports from AWARE and SCEIS monthly, showing outstanding authorizations that have not been paid within 30 days of the receipt of invoice		Improve vendor relations; decrease delays in service provision; improve budget accuracy and reduce outstanding obligations
	M		5.1.1		Provide "lunch and learn" style events on a variety of topics such as consumer technology, job related issues, new development in VR, Older Blind, Children's Services, Prevention, and Low Vision.	0	4	07/01/2020 to 06/30/2023	Senior Managers documentation	Number of events held reported monthly at Leadership Meeting		Educate community partners on services available at the Agency.
	M		5.1.2		Tour other organizations and request staff training to strengthen partnerships.	0	4	07/01/2020 to 06/30/2023	VR documentation	Total tours and/or trainings provided. Reported monthly at Leadership Meeting		Improve resources and options for consumers.
	S	5.2			Build training opportunities with business partners that focus on specific skill sets for employment.							
	M		5.2.1		Attend/Conduct quarterly focus groups in different areas of the state to identify skill sets that employers are seeking.	0	4	07/01/2020 to 06/30/2023	T & E documentation	Number of focus groups attended/conducted reported monthly at SMT meeting.		Increase positive relationships with community businesses and partners through active listening to the needs of the community.
	M		5.2.2		Utilizing information from focus groups, form partnerships with businesses and develop training programs to provide the necessary skills. This can be done through partnerships, OJT's, or internships.	0	8	07/01/2020 to 06/30/2023	T & E documentation	Total new partnerships where training programs were developed. Reported monthly at SMT meeting.		Increase skill training for consumers to lead to increased successful employment outcomes.

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Fiscal Year 2019-2020
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	S	5.3			Increase referrals to programs through increased partnership interactions and communication.							
	M		5.3.1		Children's Services staff will increase communication with service providers and educators to identify children across the state with significant visual impairments who could benefit from SCCB services.	0	48	07/01/2020 to 06/30/2023	Children's services documentation on new referrals	Number of new referrals reported monthly at SMT meeting		Build stronger relationships in the local communities and schools as well as provide a greater number of children with needed services.
	M		5.3.2		Incorporate the BEP referral process into VR policy and procedure to ensure that BEP is introduced to consumers as a possible choice when setting an employment goal.	0	12	07/01/2020 to 06/30/2023	BEP Trainer maintains records on new referrals	Number of new referrals reported monthly at SMT meeting		Increase the number of Blind Licensed Vendors in the state and ensure there are enough vendors to cover all locations.
	M		5.3.3		Promote the Prevention program at all events attended by or hosted by any SCCB staff. Extend distribution of marketing materials to include businesses, medical centers, schools, and all community partners who have space for promotional flyers.	0	40	07/01/2020 to 06/30/2023	Prevention counselor maintains number of referrals	Number of new referrals reported monthly at SMT meeting		Increase the number of referrals to the Prevention program which will help reduce the incident of preventable vision loss.

Agency Name: COMMISSION FOR THE BLIND

Agency Code: L240 Section: 039

Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	If yes, what type of service or product?	If other service or product, please specify what service or product.
1	43-25-10	State	Statute	Establishes creation of the Commission for the Blind; membership; qualifications and terms of members; meetings; officers; compensation.	No	No - Does not relate directly to any agency deliverables		
2	43-25-20	State	Statute	Establishes "Blindness" and "severe visual disability" as criteria for acceptance for services for persons who qualify.	Yes	No - Does not relate directly to any agency deliverables		
3	43-25-30	State	Statute	Establishes the powers and duties of commission.	No	No - Does not relate directly to any agency deliverables		
4	43-25-40	State	Statute	Establishes application procedure; register of ophthalmologists; commission shall pay examination costs.	No	Yes	Other service or product our agency must/may provide	Vision exams
5	43-25-50	State	Statute	Establishes authorized procedures such as eye examinations and medical and surgical treatment for visually handicapped persons; reports of results.	Yes	Yes	Other service or product our agency must/may provide	Eye surgery
6	43-25-60	State	Statute	Establishes that the commission may employ qualified counselors to assist teachers in public or private schools who are responsible for the teaching of visually handicapped students	Yes	Yes	Other service or product our agency must/may provide	Vocational Rehabilitation Counseling services in a school setting.
7	43-25-70	State	Statute	Establishes that the commission is empowered to operate concession stands in any State, county or municipal building and in any State park and shall negotiate with the proper agency or governing body regarding the establishment of a concession on such property	No	No - But relates to manner in which one or more agency deliverables is provided		
8	43-25-80	State	Statute	Establishes that any sums appropriated by the General Assembly for treatment and training of the visually handicapped shall be kept by the State Treasurer in a fund for the treatment and training of the visually handicapped and shall be used to carry out the particular purpose assigned to it.	Yes	Yes	Other service or product our agency must/may provide	Treatment of visual conditions and/or training to assist consumers in reaching self-sufficiency.

Agency Name: COMMISSION FOR THE BLIND

Fiscal Year 2019-2020
Accountability Report

Agency Code and Section: 1.240 39

Customer Template

Service/Product Provided to Customers	Customer Segments	<i>Specify only for the following Segments: (1) Industry: Name; (2) Professional Organization: Name; (3) Public: Demographics.</i>	Divisions or Major Programs	Description
Assistance in overcoming barriers due to visual disability to achieve success in employment and/or education/training.	General Public	Any citizen of South Carolina with a visual impairment that meets eligibility requirements of SCCB.	Vocational Rehabilitation	Provides quality, individualized vocational rehabilitation services based on individual needs that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment.
Provision of skill training, technology, and low vision devices for independence.	General Public	Any citizen of South Carolina, age 55 and older, with a severe visual impairment that meets eligibility requirements.	Older Blind Program	Provides quality, individualized services to enable visually impaired persons aged 55 and older with no goal of employment, to remain as self-sufficient and independent as possible.
Service coordination with other agencies and provision of services related to visual impairment to ensure success from an early age.	General Public	Any child, age 3 to 12, who resides in South Carolina and has a severe visual impairment that meets eligibility requirements.	Children's Services	Provides services and coordination with other agencies to assist children ages 3 to 12 with visual impairments to achieve his or her full potential.
Eye exams, surgeries, and other treatments to prevent vision loss.	General Public	Any citizen in South Carolina with an eye condition that can be corrected and vision loss prevented but they have no other means of obtaining the treatment.	Prevention of Blindness	Provides prevention services to assist South Carolina residents maintain their vision and provides educational material on eye health across the state.
Training and financial assistance to become an independent Entrepreneur under the Randolph Sheppard Act.	General Public	Any citizen of South Carolina who is 18 years or older, legally blind, and meets eligibility requirement.	Divisions or Major Programs	Provides necessary training, guidance, and financial support for a person who is legally blind to become a licensed vendor and independently operate a vending facility in a local, state, or federal government facility.

Agency Name: COMMISSION FOR THE BLIND

**Fiscal Year 2019-2020
Accountability Report**

Agency Code and Section: L240 039

Partner Template

Name of Partner Entity	Type of Partner Entity	Description of Partnership	Associated Goal(s)	
South Carolina Vocational Rehabilitation Department	State Government	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers.	1.1.1; 1.1.2; 4.1.1; 4.1.2; 4.2.1	
Department of Employment and Workforce	State Government	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers.	1.1.1; 1.1.2; 4.1.1; 4.2.1	---
Department of Education	State Government	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers.	1.1.1; 1.1.2; 4.1.1; 4.2.1	---
National Federation of the Blind	Non-Governmental Organization	Promotes SCCB to their members. Provides training assistance	1.1.1; 1.1.2; 2.1.1	---
South Carolina School for the Deaf & Blind	State Government	Provides office space for 1 VR counselor and promotes SCCB to their consumers and partners. Participates in SCCB activities with consumers.	1.1.1	---
Goodwill Industries	Non-Governmental Organization	Provides training assistance	1.1.1; 1.1.2	---
AERBVI of SC	Non-Governmental Organization	Provides updates on assistive technology for visually impaired	1.1.1	---
SC State University Orientation & Mobility Program	Higher Education Institute	Provides updates on assistive technology for visually impaired	1.1.1; 1.2.1	---
Medical University of SC, Storm Eye Clinic	Higher Education Institute	Provides updates on assistive technology for visually impaired	1.1.1; 2.1.1	---
SC Governor's Committee	State Government	Job placement assistance	1.1.1	---
Department of Archives & History, Disability Coordinator	State Government	Includes SCCB information at job fairs.	1.1.1	---
ABLE SC	Non-Governmental Organization	Provides training assistance	1.1.1; 1.1.2	---
Office of Federal Contract Compliance Programs	Federal Government	Provides information and contacts for federal job placement opportunities	1.1.1	---
SC Liaison Industrial Group	Non-Governmental Organization	Job placement assistance	1.1.1; 1.1.2	---
Social Security Administration	Federal Government	Ticket to Work reimbursements, work incentives	1.1.1	---
Blue Cross Blue Shield	Private Business Organization	Provides job placement and sensitivity training	1.1.1; 1.1.2	---
Verizon Wireless	Private Business Organization	Provides job placement and sensitivity training	1.1.1; 1.1.2	---
SC Lt. Governor's Office on Aging	State Government	Provides referrals and resources for Older Blind	1.1.1; 2.1.1	---
Statewide Senior Assisted Living and Senior Daycare Facilities	Private Business Organization	Provides referrals and resources for Older Blind	1.1.1; 2.1.1	---
Lions Club	Non-Governmental Organization	Provides resources for consumers and staff	1.1.1; 2.1.1	---
Helen Keller National Center	Private Business Organization	Provides free consultations	1.1.1	---
BabyNet	Non-Governmental Organization	Coordinates with SCCB to provide free services to children with visual impairments	1.1.1	---
PRO-Parents of SC	Non-Governmental Organization	Coordinates with SCCB to provide free services to children with visual impairments	1.1.1	---
National Employment Team-Southeast Region	Federal Government	Job placement assistance	1.1.1; 1.1.2	---
SC State Museum	State Government	Provides internships	1.1.1; 1.1.2; 1.2.1	---
Columbia College	Higher Education Institute	Provides sensitivity training	1.1.1; 1.1.2	---
McKissick Museum/Library	State Government	Provides soft skills training, job placement assistance	1.1.1; 1.1.2	---
SC Assistive Technology Program-USC School of Medicine	Higher Education Institute	Provides internships	1.1.1; 1.1.2; 1.2.1	---
USC-Thomas Cooper Library	State Government	Provides soft skills training, job placement assistance	1.1.1; 1.1.2;	---
Anderson Mayors Committee	Local Government	Job placement assistance	1.1.1; 1.1.2	---

Richland-Columbia Mayor's Committee on Employment of People with Disabilities	Local Government	Job placement assistance	1.1.1; 1.1.2	—
Spartanburg Mayor Committee	Local Government	Job placement assistance	1.1.1; 1.1.2	—
Summerville Mayor's Committee	Local Government	Job placement assistance	1.1.1; 1.1.2	—
American Red Cross	Non-Governmental Organization	Provides internships	1.1.1; 1.1.2; 1.2.1	—
United Way 211	Non-Governmental Organization	Provides internships	1.1.1; 1.1.2; 1.2.1	—
VA Hospital	Federal Government	Job placement assistance	1.1.1; 1.1.2	—
Harvest Hope Food Bank	Non-Governmental Organization	Provides internships	1.1.1; 1.1.2; 1.2.1	—
Richland County Library	Local Government	Provides soft skills training	1.1.1; 1.1.2	—
SC StateLibrary-Talking Book Services	State Government	Provides internships	1.1.1; 1.1.2; 1.2.1	—
Greater Charleston Call Center Alliance	Non-Governmental Organization	Job placement assistance	1.1.1; 1.1.2	—
Hadley School for the Blind	Private Business Organization	Staff participates in free online courses	1.2.1; 3.1.2	—
Freedom Scientific	Private Business Organization	Free online JAWS training	1.2.1	—
SC Division of Technology Operations	State Government	In process of migrating; DTO will manage the I.T. infrastructure for SCCB	3.1.1; 4.1.1	—
Microsoft	Private Business Organization	Training for I.T. Staff on their website.	1.2.1; 3.1.2	—
State Ethics Commission	State Government	Provides ethical guidance through yearly activity reporting		—
Department of Homeland Security	Federal Government	Provides verification of eligibility and identity of hired individuals		—
SC Human Affairs	State Government	Provides consultative services on HR matters	3.1.1; 3.1.2	—
SC Budget and Control Board	State Government	Provides consultative services and serves as a collecting house for workforce utilization data	4.1.2	—
Insurance Reserve Fund	State Government	Provides staff training at no cost	1.2.1; 3.1.2	—
Labor Licensing & Regulation	State Government	Provides staff training at no cost	1.2.1; 3.1.2	—
Foundation for the Commission for the Blind	Non-Governmental Organization	Assists with a variety of services. Presents recognition awards to SCCB staff.	1.2.1; 3.1.2	—
SC Division of State Human Resources	State Government	Provides support to SCCB Human Resource Department	3.1.1; 3.1.2	—
South Carolina Law Enforcement Division	State Government	Provides background reports	3.1.1	—
Midlands Technical College	Higher Education Institute	Provides training assistance	3.1.1	—
Department of Social Services	State Government	Provides background reports	3.1.1	—
Waccamaw Regional Council of Governments	Local Government	Job placement assistance	1.1.1; 1.1.2	—
Midlands Workforce Development Board	Non-Governmental Organization	Workforce partners work together to share resources and build partnerships with businesses		—
Apple Store--Charleston & Greenville	Private Business Organization	Provides internships	1.1.1; 1.1.2; 1.2.1	—
Apprenticeship Carolina	State Government	Provides internships	1.1.1; 1.1.2; 1.2.1	—
US Department of Labor Office of Apprenticeship--SC	Federal Government	Provides internships	1.1.1; 1.1.2; 1.2.1	—
SC Vision Institute	Private Business Organization	Provides Low Vision assistance	2.1.1	—
Focus First	Non-Governmental Organization	Provides vision care to children in need	4.2.1	—

