

**CQL ACCREDITATION**  
*Shared Values Results Grid*

**Organization:** Red River Human Services Foundation

**Dates:** October 22 -26, 2007

**FACTOR ONE: Dignity and Worth**

Indicator	Comments/Observations	Action Required	Promising Plans	Notable Progress	Effective Results
A. Each person is inherently valuable.	Agree with organization. Everyone is treated with dignity and respect.				X
B. People can grow and develop.	Consider how you might offer expanded opportunities for people in all life areas based on individual interests.			X	
C. People have the right to life, liberty and human security.					X
D. People have dignity and respect.	This is an organizational strength.				X

**FACTOR TWO: Legal and Human Rights**

Indicator	Comments/Observations	Action Required	Promising Plans	Notable Progress	Effective Results
A. The Universal Declaration of Human Rights of the United Nations and the constitutions of nations and states apply to all people.	Consider how intent of this Declaration does not match organizational policy on restraints.			X	
B. Rights may not be limited without due process.	Organization demonstrated commitment to due process protections.				X
C. Rights are not curtailed merely because a person has a disability.					X

**FACTOR THREE: Self-Determination and Choice**

Indicator	Comments/Observations	Action Required	Promising Plans	Notable Progress	Effective Results
A. People direct decisions that impact their lives.	Consider the difference in a person directing decisions and participating in decision making			X	
B. People develop self-determination capacity.	Explore how the organization can support self advocates to coach peers in making choices and developing self determination			X	
C. People contribute to their communities.				X	

**FACTOR FOUR: Community Settings**

Indicator	Comments/Observations	Action Required	Promising Plans	Notable Progress	Effective Results
A. People live in communities.	Revisit personal outcomes on where to live, where to work, and living in integrated environments	X			
B. People achieve personal goals and outcomes in communities.			X		
C. People have responsibilities in the community.	Personal outcomes in the area of social roles for people remain a challenge		X		

**FACTOR FIVE: Social Capital**

Indicator	Comments/Observations	Action Required	Promising Plans	Notable Progress	Effective Results
A. Communities promote social capital for all people.	Consider promoting social capital for individuals in addition to organizational social capital.	X			
B. The organization and civic networks enhance Community Life® for all people.			X		

**FACTOR SIX: Community Partnerships**

<b>Indicator</b>	<b>Comments/Observations</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
A. The organization defines and exercises its responsibility in building social capital.	This is an area that needs to be fully expanded	X			
B. The organization enables people to participate in community development activities.	Continue to build an enhanced understanding of community development activities		X		
C. The organization involves community partners in the affairs of the organization.	Expectation is that organization will partner with a wider array of community partners such as city planners, architects, engineers		X		
D. The organization's members assume leadership positions in community activities.	Increase people supported memberships in community leadership positions			X	
E. The organization recruits community representatives for leadership positions.					X

**FACTOR SEVEN: Shared Leadership**

<b>Indicator</b>	<b>Comments/Observations</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
A. All people demonstrate leadership and responsibility.				X	
B. Organizational participants contribute to the goals and priorities of the organization.	Consider how to draw in more people across the organization to make contributions; Some staff felt disconnected to leadership.			X	

**FACTOR EIGHT: Continuous Learning**

<b>Indicator</b>	<b>Comments/Observations</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
A. Organizational participants develop relevant skills and language.	Increase understanding of Positive Behavior Support strategies			X	
B. Organizational participants contribute to networks of trust and reciprocity.	Consider how to address disconnectedness between geographic areas and departments so that people are able to share their knowledge, skills and social capital			X	

**FACTOR NINE: Open Communication**

<b>Indicator</b>	<b>Comments/Observations</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
A. The organization promotes communication between and among staff, families and people supported.	Determine effective ways to promote communication at all levels; Consider the concept of Community of Practice strategies.	X			
B. The organization communicates its mission, priorities and management plan.					X
C. The organization has procedures for soliciting input from people served, supporters and the community.	Consider including community members in soliciting input	X			
D. The organization demonstrates how learning causes change.				X	

**FACTOR TEN: Continuous Improvement**

<b>Indicator</b>	<b>Comments/Observations</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
A. The organization determines that its supports are meaningful to each person.	Organization should continue to support people in learning how to dream bigger and then expand services and supports for those dreams			X	
B. The organization integrates learning into practices that support outcomes.	Continue to deepen organizational understanding of Personal Outcome Measures <sup>®</sup>			X	
C. The organization does ongoing quality improvement.	Organization should continue to expand learning to better support people with challenging behaviors			X	
D. Quality improvement includes the collection and analysis of data related to quality assurance, quality improvement and quality of Community Life <sup>®</sup> .	The organization needs to include Community Life <sup>®</sup> data and quality improvement efforts		X		



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<b>Factor</b>	<b>Action Required</b>	<b>Promising Plans</b>	<b>Notable Progress</b>	<b>Effective Results</b>
<i>Shared Values around People</i>				
Dignity and Worth			1	3
Legal and Human Rights			1	2
Self-Determination and Choice			3	
<i>Shared Values in the Community</i>				
Community Settings	1	2		
Social Capital	1	1		
<i>Shared Values of the Organization</i>				
Community Partnerships	1	2	1	1
Shared Leadership			2	
Continuous Learning			2	
Open Communication	2		1	1
Continuous Improvement		1	3	
<b>Totals</b>	<b>5</b>	<b>6</b>	<b>14</b>	<b>7</b>