LEAD

Goal
Develop a collective leadership environment and establish the Board of Trustees as a governing body to support the next era of The Guild

6
Staff members promoted to management positions

81
Staff members engaged in professional learning opportunities

15
Different committees, work groups and leadership teams
  • Adult PBS
  • Adult Resident Risk Assessment
  • Artistic Wayfinding
  • Assistive Technology
  • Emergency Preparedness
  • Incident/Accident Investigation
  • Per Diem Management
  • Playground Safety
  • Sexual Health Awareness and Reproduction Education
  • Spring Dance
  • Student Awards Day
  • Website
  • Yale Supervision Leadership
  • Youth PBIS

3
New members elected to the Board of Trustees: Claudia de Piante Vicin, Michelle Peters and Cliff Meijer

With the addition of these members, the board now has expertise in a wide variety of fields — accounting, budgeting, design, fundraising, investing and mortgage banking — and is better positioned to help The Guild achieve its long-term goals.

90
Supervisors participated in the newly implemented Yale Supervision Model for a total of 85 hours each with the goals of improving quality of care for individuals served, empowering management and improving communications with supervisees.

MNN
To replace its hierarchical leadership model, The Guild created an environment where many individuals within the organization exercise leadership to collaboratively advance goals. For instituting the collective leadership model and other accomplishments, CEO Amy C. Sousa was named a finalist for the Massachusetts Nonprofit Network's 2019 Nonprofit Excellence Leadership Award.
Goal

Improve operational infrastructures to enhance impact, increase safety, boost efficiency and sustain the workforce

Developed comprehensive capital-needs assessment to support long-term maintenance of The Guild's 20 facilities

Implemented a new facility management system, School Dude, to track work orders and repairs efficiently

Submitted proposal to DESE to strengthen services and supports by adding additional direct-care staff and a psychologist while enhancing employee benefits

Boosted protections for private information communicated via encrypted email and migrated productivity applications to a cloud-based business environment

Hired a benefits coordinator to support increased staffing and bolster responsiveness for employees

Enhanced and revised safety procedures, including emergency preparedness drills and ALICE training

96%
Staff members who feel that they contribute to The Guild's culture of excellence

83%
Youth parents/guardians who feel welcomed by staff when they visit The Guild

29%
Decrease in use of physical restraints from FY18
Goal
Increase awareness of The Guild’s work and amplify The Guild’s presence to a broader community

To boost our profile and support fundraising, The Guild launched a new website that meets the highest American with Disabilities Act standards (Web Content Accessibility Guidelines AAA).

Our unique community gives the people we serve a place to call home

The Guild increased revenues and resources secured from donations and grants.

383%↑
Increase in number of donors giving to The Guild

192%↑
Increase in total funds raised from FY18

“There is no way we could ever give back enough for what The Guild has given us, but we saw an opportunity to pay it back a little bit.”
— Dan Carroll, Guild donor and father of Guild School graduate Samantha Carroll
Goal
Elevate the voice, choice and access of individuals served

The Guild improved access for individuals with visual impairments by:
- Adding assistive technology in the classrooms
- Constructing an accessible, inclusive playground (financed, in part, by a $50,000 grant from the Belmont Savings Bank Foundation)
- Creating a new website that meets the highest standards of web accessibility and features high-contrast and large-type options

The Guild provided opportunities for individuals served to develop leadership and self-advocacy skills:
- Three students completed the Massachusetts Developmental Disabilities Council's Self-Advocacy Leadership Series.
- Fifteen adult residents and two students completed the Action and Awareness program to learn to recognize, report and respond to abuse.
- Twelve adult residents attended the Massachusetts Advocates Standing Strong self-advocacy conference.

Individuals and their parents/guardians had opportunities to impact Guild decision-making:
- Students and adults served on the PBIS and Human Rights committees.
- The youth and adult Parent/Family Advisory Committees each met six times and provided feedback to Guild senior leadership.
- Students and adults participated in the hiring process for director of facilities and other jobs.

19
Youth and adult Parent/Family Advisory Committee members

22
Adult parents/guardians who participated in sexual health awareness and reproduction training

5
Interactive whiteboards in use as part of classroom assistive-technology enhancements
SERVE

Goal
Enhance services to meet increased scope of needs of individuals served while deepening content and practice expertise

Seven new professional development specialty training opportunities
- Trauma Informed Care
- Supporting Sexuality
- Characteristics of Students Served
- Personal Boundaries
- Exploring Diversity
- Positive Engagement
- Parent Communications and Engagement

Created additional vocational opportunities for students
- Established student-run Coffee Shop, which is open daily
- Added Revival Café as new community work partner, joining Gaining Ground and Waverley Oaks Athletic Club

Enhanced supports and curriculum to meet student needs
- Widely implemented Positive Behavioral Interventions and Supports (PBIS) for all individuals to maximize development of academic, social, emotional and behavioral competence for all students

- Doubled the size of the PBIS leadership team to 24 members

- Added behavioral clinical supports in residential settings

- Adopted First Author curriculum to provide students with the ability to see themselves as authors who have ability to share and communicate with each other

- Created cohort-based framework to focus on student strengths and needs

95% Adherence rate on Positive Behavior Support in adult residences achieved in 10 different months

20+ Hours a week worked by students at community-based work partners

94% Adult parents/guardians who believe their family member is happy where s/he is living