

Legislative Oversight Committee
South Carolina House of Representatives
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Program Evaluation Report Agency Responses

Submitted by

Blind, Commission for the

July 27, 2015

Agency Responding		Blind, Commission for the		
Date of Submission		7/27/2015		
Resources utilized to Complete Chart				
Cost		\$724.92		
Total Employee Time		23 hours		
# of Employees who		15 people		
Similar Information				
Other Report:		Information Requested below is also requested in...		
Question # of the Other		N/A		
Instructions: Below is the information included in the "goals, strategies, objectives and description" columns of the Strategic Planning template the agency submitted in its 2013-14 Accountability Report, if the agency was required to submit an Accountability Report. Update with any changes from 2014-15 and in the "Public Benefits" column, type the public benefit provided or public harm prevented by accomplishment of each goal, strategy and objective (i.e. tangible benefit realized by citizens).				
From Strategic Planning Template agency submitted in its 2013-14 Accountability Report				
G#	S#	O#	Description	Public Benefits
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment	<i>Increased employment leads to increased economic self-sufficiency, independence, and self-reliance. Expanded tax-base, increase tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.</i>
	S1.1		Increase the number of consumers served by the vocational rehabilitation program	Increased employment leads to increased economic self-sufficiency, independence, self-reliance, an expanded tax-base, and an increase in tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	Increased employment leads to increased economic self-sufficiency, independence, self-reliance, an expanded tax-base, and an increase in tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
		O1.1.2	Recruit community rehabilitation programs	Expands SCCB's service capacity by creating community based service providers to provide job development, job placement, job training, and job coaching services.
		O1.1.3	Engage in random case service review process	Ensures that service delivery and case management practices are in compliance with federal, state and agency established policy and procedures
		O1.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	Optimal VR Counselor to Consumer ratios lead to increased successful outcomes. Increased employment leads to increased economic self-sufficiency, independence, and self-reliance. Expanded tax-base, increase tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.

		O1.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
		O1.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Interagency collaboration ensures that SCCB coordinates, never duplicates services available in the community or in partnership with other state or federal agencies. These partnerships ensure effective use of public resources.
		O1.1.7	Expand job search, development and placement opportunities	Increased direct employer presentations on the benefits and strategies set up for successful outcomes of hiring vision ally impaired qualified employees for competitive integrated employment. Attendance of SCCB staff at job fairs, local chamber and other organizations expand a network of opportunities. This allows for self-sufficiency, independence and self-reliance for consumers, thus increasing tax payers, and decreasing the need for other public services and benefit programs.
		O1.1.8	Increase the number of successful closures by 10% in FY 2015	Increased employment leads to increased economic self-sufficiency, independence, and self-reliance. Expanded tax-base, increase tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
		O1.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Increased competitive employment at or above the minimum wage leads to increased economic self-sufficiency, independence, and self-reliance. Expanded tax-base, increase tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Increased independent living skills and improved adjustment to blindness results in expanded individual freedom, independence, self-reliance, and leads to employment and economic self-sufficiency. Decreases demand on other public services.
	S2.1		Maintain consistent and quality individualized independent living services	Quality Independent Living services expand individual freedom, independence, and full community inclusion. These are also the foundation to competitive integrated employment, self-reliance, and economic self-sufficiency.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Increased employment leads to increased economic self-sufficiency, independence, and self-reliance. Expanded tax-base, increase tax payers. Decreased demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.
		O2.1.2	Conduct home and community meetings to coordinate individualized training	Consistent efforts to increase awareness of Agency services through community meetings and coordinate comprehensive adjustment skills training results in an increase in independent living and self-reliance. Subsequently, the Agency's intervention minimizes the need for other programs such as skilled nursing care, Home Health assistance, other public services, etc.

		O2.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	Collaborative efforts further increase and enhance service opportunities and results in providing timely and necessary adjustment to blindness assistance and improved independent living skills. Reduces the need for institutional care and other public service programs.
G3			Provide the administrative leadership necessary to accomplish the agency mission	Mission focused leadership and sound fiscal stewardship ensure that the agency meets its legal purpose.
	S3.1		Ensure that the job functions of all staff contribute to the achievement of the agency's mission	Alignment of job duties and functions to agency mission and purpose ensure efficient, effective, and fiscally sound services to taxpayers.
		O3.1.1	Maintain a diversified workforce	Alleviate culturally sensitive hot issues and foster effective relationships in the community
		O3.1.2	Ensure the timely submission of EPMS documents for all permanent employees	Ensures that human resources are productive and in alignment with agency mission, purpose, and productivity goals.
		O3.1.3	Provide staff development training to improve employee's skills	Increase in employee skill set which leads to greater confidence in reaching out to un-served and under-served communities
		O3.1.4	Automate and maintain the integrity of agency workflow data systems	Supports work productivity of employees who have direct contact with consumers and the public in general. Secures the private data collected from the citizens of SC whom we serve. In doing so, SCCB maintains integrity by using a closed network secured by VPN, Active Directory 3-factor user authentication, Palo Alto Layer 7 firewall, and an SOC (Security Operations Center). Provides productivity information to the public.

Agency Responding	Blind, Commission for the					
Date of Submission	7/27/2015					
Resources utilized to Complete Chart						
Cost	\$86					
Total Employee Time	3 hours					
# of Employees who	11 people					
Similar Information	Information Requested below is also requested in...					
Other Report:	N/A					
Question # of the Other						

Instructions: Copy and paste the information from the agency's Strategically Planned Public Benefits Chart into the first four columns. In the remaining columns please provide information about the individual who has primary responsibility/accountability for each goal, strategy and objective (i.e. Responsible Lead). The Responsible Lead has employees and possibly even different teams of employees beneath him/her to help accomplish the objective. However, the Responsible Lead is the person who, in conjunction with his/her team and approval from higher level superiors, sets the performance measure targets and heads the game plan for how to accomplish the goal, strategy or objective for which they are responsible. Under the "Position" column, type the Responsible Lead's position at the agency. Under "Office Address" column, type the address for the office from which the Responsible Lead works. Under the "Department/Division" column, type the department or division at the agency in which the Responsible Lead works. Under the "Department/Division Summary" column, type a brief summary (no more than 1-2 sentences) of what that department or division does in the agency.

From Strategic Planning Template agency submitted in its 2013-14 Accountability Report				Responsible Lead (i.e. Employee who has primary responsibility/accountability for ensuring goal, strategy or objective is met or exceeded)				
G#	S#	O#	Description	Name	Position	Office Address	Dept./Division	Dept./Division Summary
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
	S1.1		Increase the number of consumers served by the vocational rehabilitation program	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.2	Recruit community rehabilitation programs	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.3	Engage in random case service review process	Shana Robinson	Director of Quality Assurance	1430 Confederate Ave. Columbia, SC 29201	Quality Assurance	Conducts internal reviews, audits, and maintains the electronic recordkeeping system, AWARE. Researches and compiles data necessary to assist programs in achieving the stated goals and objectives.
		O1.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		O1.1.7	Expand job search, development and placement opportunities	Edward Bible	Director of Training & Employment	1430 Confederate Ave. Columbia, SC 29201	Training & Employment	Supervises all consumer training activities and all employment consultants. Oversees the creation of worksites and employer relationships within the communities served by SCCB.

		01.1.8	Increase the number of successful closures by 10% in FY 2015	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Rhonda Thompson	Director of Older Blind, Children's Services, Low Vision Clinics	1430 Confederate Ave. Columbia, SC 29201	Older Blind, Children's Services, Low Vision Clinic	Supervises OB and CS counselors, low vision clinics in 3 areas of the state, and conducts presentations to potential service providers. Oversees all services to consumers who are eligible for services but not able/interested in employment.
	S2.1		Maintain consistent and quality individualized independent living services	Rhonda Thompson	Director of Older Blind, Children's Services, Low Vision Clinics	1430 Confederate Ave. Columbia, SC 29201	Older Blind, Children's Services, Low Vision Clinic	Supervises OB and CS counselors, low vision clinics in 3 areas of the state, and conducts presentations to potential service providers. Oversees all services to consumers who are eligible for services but not able/interested in employment.
		02.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Kyle Walker	Director of Vocational Rehabilitation Consumer Services	1430 Confederate Ave. Columbia, SC 29201	Vocational Rehabilitation	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.
		02.1.2	Conduct home and community meetings to coordinate individualized training	Rhonda Thompson	Director of Older Blind, Children's Services, Low Vision Clinics	1430 Confederate Ave. Columbia, SC 29201	Older Blind, Children's Services, Low Vision Clinic	Supervises OB and CS counselors, low vision clinics in 3 areas of the state, and conducts presentations to potential service providers. Oversees all services to consumers who are eligible for services but not able/interested in employment.
		02.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	Rhonda Thompson	Director of Older Blind, Children's Services, Low Vision Clinics	1430 Confederate Ave. Columbia, SC 29201	Older Blind, Children's Services, Low Vision Clinic	Supervises OB and CS counselors, low vision clinics in 3 areas of the state, and conducts presentations to potential service providers. Oversees all services to consumers who are eligible for services but not able/interested in employment.
G3			Provide the administrative leadership necessary to accomplish the agency mission	James Kirby	Commissioner	1430 Confederate Ave. Columbia, SC 29201	Commission for the Blind	Oversees and supervises all aspects of the Commission for the Blind. Presents and advocates at the Legislative level.
	S3.1		Ensure that the job functions of all staff contribute to the achievement of the agency's mission	James Kirby	Commissioner	1430 Confederate Ave. Columbia, SC 29201	Commission for the Blind	Oversees and supervises all aspects of the Commission for the Blind. Presents and advocates at the Legislative level.
		03.1.1	Maintain a diversified workforce	Wanda Miller	Director of Human Resources	1430 Confederate Ave. Columbia, SC 29201	Human Resources	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.
		03.1.2	Ensure the timely submission of EPMS documents for all permanent employees	Wanda Miller	Director of Human Resources	1430 Confederate Ave. Columbia, SC 29201	Human Resources	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.
		03.1.3	Provide staff development training to improve employee's skills	Wanda Miller	Director of Human Resources	1430 Confederate Ave. Columbia, SC 29201	Human Resources	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.
		03.1.4	Automate and maintain the integrity of agency workflow data systems	James Swindler	Director of Information Technology	1430 Confederate Ave. Columbia, SC 29201	Information Technology	Supervises and maintains I.T. systems for the agency and continuously monitors the integrity of the automated systems.

Agency Responding	Blind, Commission for the				
Date of Submission	7/27/2015				
Resources utilized to					
Cost	\$629				
Total Employee Time	18 hours				
# of Employees who	15 people				
Similar Information	Information Requested below is also requested in...				
Other Report:	State Plan				
Question # of the	Attachment 4.8; B1, B2, B3				
<p>Instructions: Please copy and paste the information from the Strategically Planned Public Benefits Chart into the first four columns of this chart. Under the column labeled, "Current Partner Entities" list all entities the agency is currently working with that help the agency accomplish the goal, strategy or objective. Under the "Ways Agency works with Current Partners," type in general terms the ways the agency works with the entity and projects/initiatives on which they work together. List only one partner per row. If there are multiple partner entities for a particular goal, strategy or objective, copy and paste that row as many times as needed so each current partner entity is on a separate row.</p>					
<p>NOTE: If a partner entity applies to an objective, should the agency list the entity again under the strategy that objective supports and goal that strategy supports? No, since objectives are supposed to support strategies, the partner entities listed for an objective will technically also be a partner entity for the strategy that objective is under. HOWEVER, for purposes of this chart, list only the partner entities that are unique to each objective, strategy or goal. Therefore, partner entities that are listed by a strategy, relate to that strategy, but do not relate to any of the objectives under that strategy (because if it did, it would be listed beside that objective). In the same way, partner entities that are listed by a goal, relate to that goal, but do not relate to any of the strategies or objectives under that goal.</p>					
From Strategic Planning Template agency submitted in its 2013-14 Accountability Report					
G#	S#	O#	Description	Current Partner Entities	Ways Agency works with Current Partners
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment	Type entities the agency is currently working with that helps the agency accomplish the objective	General terms, further details are requested in Partner Details Chart.
			Increase the number of consumers served by the vocational rehabilitation program	Statewide High Schools* (SCCB accepts referrals from ALL SC high schools)	Provides referrals of visually impaired consumers.
	S1.1		Increase the number of consumers served by the vocational rehabilitation program	Statewide Elementary Schools* (SCCB accepts referrals from all SC elementary schools.	Provides referrals of visually impaired children.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	Department of Archives & History -Disability Coordinator	Includes SCCB information at job fairs.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	National Federation of the Blind	Promotes SCCB at their meetings.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	Goodwill Industries	Promotes SCCB to their consumers and partners.
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	Department of Education	Promotes SCCB to schools and other partners.
		O1.1.2	Recruit community rehabilitation programs	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.

	01.1.3	Engage in random case service review process	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.
	01.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	National Federation of the Blind	Provides training assistance.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	South Carolina Schools for the Deaf and Blind	Provides training assistance.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Goodwill Industries	Provides training assistance.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	SC Vision Education Partners	Provides training assistance.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	SC State University Orientation and Mobility Program	Provides updates on upcoming assistive technology.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Medical University of SC, Storm Eye Clinic	Provides updates on upcoming assistive technology.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	ABLE SC	Provides independent living skills training.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Blue Cross Blue Shield	Provides sensitivity training.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Verizon Wireless	Provides sensitivity training.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Foundation for the Commission for the Blind	Assists with a variety of services.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Community Libraries* (We work with libraries in several communities)	Provides soft skills training for consumers.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Department of Employment and Workforce	Provides soft skills training for consumers
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	Provide updates on upcoming assistive technology.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Richland County Library	Provides soft skills training.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	SC State Library-Talking Book Services	Provides soft skills training.
	01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Freedom Scientific	Free online training for JAWS software.
	01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	National Federation of the Blind	Talks about SCCB at their meetings and conferences.
	01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	SCCB is listed as a resource on AERBVI of Charleston website.
	01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Department of Archives & History -Disability Coordinator	Includes SCCB information at job fairs.

		01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.
		01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Goodwill Industries	Promotes SCCB to their consumers and partners.
		01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Department of Education	Promotes SCCB to schools and other partners.
		01.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Helen Keller National Center (HKNC)	Provides free consultations.
		01.1.7	Expand job search, development and placement opportunities	Goodwill Industries	Offers job placement assistance.
		01.1.7	Expand job search, development and placement opportunities	Blue Cross Blue Shield	OJT and placement opportunities.
		01.1.7	Expand job search, development and placement opportunities	Verizon Wireless	OJT and placement opportunities.
		01.1.7	Expand job search, development and placement opportunities	Office of Federal Contract Compliance Programs	Provides information and contacts for federal job placement opportunities.
		01.1.7	Expand job search, development and placement opportunities	Department of Employment and Workforce	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	National Employment Team (NET)-South East Region	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	Medical University of SC, Storm Eye Clinic	internships
		01.1.7	Expand job search, development and placement opportunities	SC State Museum	internships
		01.1.7	Expand job search, development and placement opportunities	South Carolina Vocational Rehabilitation Department	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	McKissick Museum/Library	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	USC-Thomas Cooper Library	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	SC State University Assistive Technology Program--USC School of Medicine	internships
		01.1.7	Expand job search, development and placement opportunities	Anderson Mayors Committee	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	Richland- Columbia Mayor's Committee on Employment of People with Disabilities	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	SC Governor's Committee	Job placement assistance

		01.1.7	Expand job search, development and placement opportunities	Spartanburg Mayor Committee	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	Summerville Mayor's Committee	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	American Red Cross -Non-Profit	internships
		01.1.7	Expand job search, development and placement opportunities	United Way 211-Non Profit	internships
		01.1.7	Expand job search, development and placement opportunities	VA Hospital -Non Profit	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	Harvest Hope Food Bank -Non Profit	internships
		01.1.7	Expand job search, development and placement opportunities	Richland County Library	Job search
		01.1.7	Expand job search, development and placement opportunities	SC State Library-Talking Book Services	internships
		01.1.7	Expand job search, development and placement opportunities	Greater Charleston Call Center Alliance-Division of Charleston Chamber of Commerce	Job placement assistance
		01.1.7	Expand job search, development and placement opportunities	SC Liaison Industrial Group	Job placement assistance
		01.1.8	Increase the number of successful closures by 10% in FY 2015	Goodwill Industries	Skills training and placement assistance.
		01.1.8	Increase the number of successful closures by 10% in FY 2015	Blue Cross Blue Shield	Job placement assistance
		01.1.8	Increase the number of successful closures by 10% in FY 2015	Verizon Wireless	Job placement assistance
		01.1.8	Increase the number of successful closures by 10% in FY 2015	Office of Federal Contract Compliance Programs	Contacts for federal job placement.
		01.1.8	Increase the number of successful closures by 10% in FY 2015	Department of Employment and Workforce	Contacts for federal job placement.
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Goodwill Industries	Training and placement
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Blue Cross Blue Shield	Placement
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Verizon Wireless	Placement
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Office of Federal Contract Compliance Programs	Provides information on companies with federal contracts who must meet the
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	National Federation of the Blind	Offers IDL training to rural and underserved areas which allows consumers the opportunity to maintain employment.
		01.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	Social Security Administration/Work Incentives for the Blind	Provides work incentives to encourage employment for consumers.
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	National Federation of the Blind	Outreach services

G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	South Carolina Schools for the Deaf and Blind	Outreach services
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	SC State University Orientation and Mobility Program	Updates on upcoming assistive technology.
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Columbia College	Sensitivity training
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Blue Cross Blue Shield	Sensitivity training
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Verizon Wireless	Sensitivity training
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	ABLE SC	Sensitivity training
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	National Federation of the Blind	Talks about SCCB at their meetings and conferences.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	SCCB is listed as a resource on AERBVI of Charleston website.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Department of Archives & History -Disability Coordinator	Includes SCCB information at job fairs.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Goodwill Industries	Promotes SCCB to their consumers and partners.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Department of Education	Promotes SCCB to schools and other partners.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Helen Keller National Center (HKNC)	Provides free consultations.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Department of Archives & History -Disability Coordinator	Includes SCCB information at job fairs.
		O2.1.2	Conduct home and community meetings to coordinate individualized training	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.

		02.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	BabyNet	Coordinates with SCCB to provide free services to children with visual impairments.
		02.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	PRO-Parents of SC	Coordinates with SCCB to provide free services to children with visual impairments.
G3			Provide the administrative leadership necessary to accomplish the agency mission	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.
	S3.1		Ensure that the job functions of all staff contribute to the achievement of the agency's mission	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.
		03.1.1	Maintain a diversified workforce	indeed.com	Browse resumes and contact potential qualified candidates
		03.1.1	Maintain a diversified workforce	State Ethics Commission	Provides ethical guidance through yearly activity reporting
		03.1.1	Maintain a diversified workforce	SC Human Affairs	Provides consultative services and serves as a collecting house for workforce utilization data
		03.1.1	Maintain a diversified workforce	SC Budget and Control Board	Provides consultative services on HR matters
		03.1.1	Maintain a diversified workforce	Department of Homeland Security/E-Verify	Provides verification of eligibility and identify of hired individuals
		03.1.2	Ensure the timely submission of EPMS documents for all permanent employees	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.
		03.1.3	Provide staff development training to improve employee's skills	Labor Licensing & Regulation	Provides staff training at no cost
		03.1.3	Provide staff development training to improve employee's skills	Insurance Reserve Fund	Provides staff training at no cost.
		03.1.3	Provide staff development training to improve employee's skills	Helen Keller National Center (HKNC)	Provides staff training
		03.1.3	Provide staff development training to improve employee's skills	Hadley School for the Blind	Staff participates in free online courses
		03.1.3	Provide staff development training to improve employee's skills	American Red Cross -Non-Profit	Trains outreach staff in CPR.
		03.1.3	Provide staff development training to improve employee's skills	SC Division of Technology Operations	Training for I.T. staff
		03.1.3	Provide staff development training to improve employee's skills	Microsoft	Training for I.T. staff on their website.
		03.1.3	Provide staff development training to improve employee's skills	Freedom Scientific	Free A.T. training for staff.
		03.1.4	Automate and maintain the integrity of agency workflow data systems	Duties performed as job responsibilities of SCCB staff.	Duties performed as job responsibilities of SCCB staff.

Agency Responding	Blind, Commission for the										
Date of Submission	7/27/2015										
Resources utilized to Complete Chart											
Cost	\$167										
Total Employee Time	5 hours										
# of Employees who worked on it	11 people										
Similar Information Requested	Information Requested below is also requested in...										
Other Report:	N/A										
Question # of the Other Report:											

Instructions: For each of the Partner Entities listed in the Strategically Planned Partners Chart, provide the details requested below for each. Beside "Type of Entity" state the type of entity the partner entity falls within from the drop down menu. If the entity does not fall within of the categories that appears, select "other" and then describe the type of entity in the next row labeled, "Other Entity Explanation." Next to "Contribute Cash or In-Kind Services/Products?" type Y or N to indicate, Yes the entity contributes cash or in-kind services/products to the agency or No the entity does not. If the response is Y, include the average annual value of the cash or in-kind contribution over the last five fiscal years on the next row beside "Avg. Annual Value of Cash or In-Kind." Next to "Provide Volunteers?" type Y or N to indicate, Yes the entity provides volunteers to the agency or No the entity does not. If the response is Y, include the average annual number of volunteer hours over the last five fiscal years on the next row beside "Avg. Annual Volunteer Hours." Next to, "Part of Mission to Help Agency?" type Y or N to indicate, Yes part of the entity's mission is to help the agency or No it is not. On the next row, beside "Created by Agency?" type Y or N to indicate, Yes the entity was created by the agency or No it was not. NOTE: Responses are not limited to the number of columns below that have borders around them, please list all that are applicable.

Name of Partner Entity	South Carolina Vocational Rehabilitation Department	Department of Employment and Workforce	National Federation of the Blind	South Carolina Schools for the Deaf and Blind	Goodwill Industries	SC High Schools*	AERBVI of SC	SC State University Orientation and Mobility Program	Medical University of SC, Storm Eye Clinic	SC Governor's Committee	Department of Archives & History - Disability Coordinator
What type of entity is the Partner entity?	State Agency	State Agency	Non-Profit	State Agency	Non-Profit	State Agency	Non-Profit	State Agency	State Agency	State Agency	State Agency
Other Entity Explanation											
# of years as Partner Entity to Agency	40+	40+	40+	30+	20+	40+	20+	20+	20+	20+	20+
Contribute Cash or In-Kind Services, Products? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Value of Cash or In-Kind Contribution											
Provide Volunteers? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Volunteer Hours											
Part of Mission to Help Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Created by Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N

* Per conversation with Charles Appleby and Jennifer Dobson, we did not list every school in South Carolina as we are available to all as the need for services arises.

Name of Partner Entity	ABLE SC	Office of Federal Contract Compliance Programs	SC Liaison Industrial Group	Social Security Administration/Work Incentives for the Blind	Blue Cross Blue Shield	Verizon Wireless	SC Lt. Governor's Office on Aging	Statewide Elementary Schools*	Statewide Senior Assisted Living and Senior Daycare Facilities*	Lions Club	Helen Keller National Center
What type of entity is the Partner entity?	Non-Profit	Federal Agency	Non-Profit	Federal Agency	Private Company	Private Company	State Agency	State Agency	Private Company	Non-Profit	Federal Agency
Other Entity Explanation											
# of years as Partner Entity to Agency	10+	5+	20	40+	10	5	20+	20+	20+	20+	20+
Contribute Cash or In-Kind Services, Products? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Value of Cash or In-Kind Contribution											
Provide Volunteers? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Volunteer Hours											
Part of Mission to Help Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Created by Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N

Name of Partner Entity	BabyNet	PRO-Parents of SC	Department of Education	National Employment Team (NET)-South East Region	SC State Museum	Columbia College	McKissick Museum/Library	SC Assistive Technology Program-USC School of Medicine	USC-Thomas Cooper Library	Anderson Mayors Committee	Richland- Columbia Mayor's Committee on Employment of People with Disabilities Committee
What type of entity is the Partner entity?	State Agency	Non-Profit	Federal Agency	Federal Agency	State Agency	Private Company	State Agency	State Agency	State Agency	Committee	Committee
Other Entity Explanation											
# of years as Partner Entity to Agency	15	20	40+	5+	10+	10+	10+	10+	10+	10+	10+
Contribute Cash or In-Kind Services, Products? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Value of Cash or In-Kind Contribution											

Provide Volunteers? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Volunteer Hours				N							
Part of Mission to Help Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Created by Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Name of Partner Entity	Spartanburg Mayor Committee	Summerville Mayor's Committee	American Red Cross -Non-Profit	United Way 211-Non Profit	VA Hospital	Harvest Hope Food Bank -Non Profit	Richland County Library	SC State Library-Talking Book Services	Greater Charleston Call Center Alliance-Division of Charleston Chamber of Commerce	indeed.com	Hadley School for the Blind
What type of entity is the Partner entity? Other Entity Explanation	Committee	Committee	Non-Profit	Non-Profit	Federal Agency	Non-Profit	Other County supported	State Agency	Non-Profit	Private company	Non-Profit
# of years as Partner Entity to Agency	10+	10+	10+	10+	20+	10+	10+	10+	5+	1	20+
Contribute Cash or In-Kind Services, Products? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Value of Cash or In-Kind Contribution											
Provide Volunteers? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Avg. Annual Volunteer Hours											
Part of Mission to Help Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Created by Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	N
Name of Partner Entity	Freedom Scientific	SC Division of Technology Operations	Microsoft	State Ethics Commission	Department of Homeland Security/E-Verify	SC Human Affairs	SC Budget and Control Board	Insurance Reserve Fund	Labor Licensing & Regulation	Foundation for the Commission for the Blind	
What type of entity is the Partner entity? Other Entity Explanation	Private Company	State Agency	Private Company	State Agency	Federal Agency	State Agency	State Agency	State Agency	State Agency	Non-Profit	
# of years as Partner Entity to Agency	5+	10+	10+	20+	20+	20+	20+	20+	20+	10+	
Contribute Cash or In-Kind Services, Products? (Y or N)	N	N	N	N	N	N	N	N	N	N	
Avg. Annual Value of Cash or In-Kind Contribution											
Provide Volunteers? (Y or N)	N	N	N	N	N	N	N	N	N	N	
Avg. Annual Volunteer Hours											
Part of Mission to Help Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	
Created by Agency? (Y or N)	N	N	N	N	N	N	N	N	N	N	

Agency Responding	Blind Commission for the								
Date of Submission	7/27/2015								
Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.									
Resources utilized to Complete Chart									
Cost	\$224								
Total Employee Time	7 hour								
# of Employees who worked on it	11 people								
Similar Information Requested	Information Requested below is also requested in...								
Other Report:	N/A								
Question # of the Other Report:									
<p>Instructions: Below is the information from the Performance Measurement template the agency submitted in its 2013-14 Accountability Report, if it was required to submit an Accountability Report. Please add performance measures the agency provided in its Accountability Reports for the last five (5) fiscal years into this format as well. Also, add any additional performance measures the agency has adopted since submitting its 2013-2014 Accountability Report. Under the column titled, "Type of Measure," pick the classification of performance measure that best fits the performance measure from the drop down box. See the definitions below these instructions for information on what falls within each type of measure. Under the column, "Year Utilized," type the year the performance measure was utilized. Include only one year on each row (i.e. if the performance measure was used in 2011-12, 2012-13 and 2013-14, the performance measure would be listed on three (3) separate rows with 2011-12 on one row, 2012-13 on the second row and 2013-14 on the third row. The Committee asks for each year to be a separate row because this allows agencies flexibility to report all the information (i.e. if the agency used the same performance measure in multiple years, but the data source for the information changed (i.e. SCEIS) during the most recent year it was used, the agency could indicate this because the information related to the performance measure each year is on a separate row). NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.</p>									
<p>Types of Measures: (description from Accountability Report)</p> <p>Outcome Measure - A quantifiable indicator of the public and customer benefits from an agency's actions. Outcome measures are used to assess an agency's effectiveness in serving its key customers and in achieving its mission, goals and objectives. They are also used to direct resources to strategies with the greatest effect on the most valued outcomes. Outcome measures should be the first priority. Example - % of licensees with no violations.</p> <p>Efficiency Measure - A quantifiable indicator of productivity expressed in unit costs, units of time, or other ratio-based units. Efficiency measures are used to assess the cost-efficiency, productivity, and timeliness of agency operations. Efficiency measures measure the efficient use of available resources and should be the second priority. Example - cost per inspection</p> <p>Output Measure - A quantifiable indicator of the number of goods or services an agency produces. Output measures are used to assess workload and the agency's efforts to address demands. Output measures measure workload and efforts and should be the third priority. Example - # of business license applications processed.</p> <p>Input/Explanatory Measure - Resources that contribute to the production and delivery of a service. Inputs are "what we use to do the work." They measure the factors or requests received that explain performance (i.e. explanatory). These measures should be the last priority. Example - # of license applications received</p>									
From Strategic Planning Template agency submits with Accountability									
Performance Measure Item #	Performance Measure	Associated Strategy(ies) and Objective(s) #	Type of Measure	Year Utilized (ONLY ONE PER ROW)	Time Applicable	Data Source and Availability	Reporting Frequency	Calculation Method	
1	Vocational Rehabilitation Referrals	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.6	Output Measure	2014-15	July 1 - June 30	AWARE Case Management System	Monthly	AWARE Case Management System Reports	
2	Competitive Employment Closures	Strategy 1.1: Objectives 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8	Output Measure	2014-15	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	

3	Competitive Employment Closure Quality Rate	Strategy 1.1: Objectives 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8, 1.1.9	Outcome Measure	2014-15	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
4	Independent Living Referrals	Objectives 2.1.1, 2.1.3	Output Measure	2014-15	July 1 - June 30	AWARE Case Management System	Monthly	AWARE Case Management System Reports	
5	Independent Living Successful Closures	Strategy 2.1: Objectives 2.1.2	Output Measure	2014-15	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
6	Total Number of Consumers Served	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.6; Strategy 2.1: Objectives 2.1.1, 2.1.3; Strategy 3.1: Objective 3.1.4	Output Measure	2014-15	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
7	Vocational Rehabilitation Referrals	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.6	Output Measure	2013-14	July 1 - June 30	AWARE Case Management System	Monthly	AWARE Case Management System Reports	
8	Competitive Employment Closures	Strategy 1.1: Objectives 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8	Output Measure	2013-14	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
9	Competitive Employment Closure Quality Rate	Strategy 1.1: Objectives 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8, 1.1.9	Outcome Measure	2013-14	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
10	Independent Living Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2013-14	July 1 - June 30	AWARE Case Management System	Monthly	AWARE Case Management System Reports	
11	Independent Living Successful Closures	Strategy 2.1: Objectives 2.1.2	Output Measure	2013-14	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
12	Total Number of Consumers Served	Objectives 1.1.1, 1.1.2, 1.1.6, 2.1.1, 2.1.3, 3.1.3, 3.1.4	Output Measure	2013-14	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
13	Vocational Rehabilitation Referrals	Objectives 1.1.1, 1.1.6	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
14	Older Blind Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
15	Children's Service Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2012-2013	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
16	Prevention of Blindness Referrals	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	

17	Vocational Rehabilitation Successful Closures	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.1.8, 1.1.9	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
18	Vocational Rehabilitation Closure Quality Rate	Strategy 1.1: Objectives 1.1.3, 1.1.4, 1.1.5, 1.1.9	Outcome Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
19	Consumers Served - All Programs	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.6; Strategy 2.1: Objectives 2.1.1, 2.1.3; Strategy 3.1: Objective 3.1.4	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
20	Vocational Rehabilitation Placements by Occupation	Strategy 1.1: Objectives 1.1.7, 1.1.9	Outcome Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
21	Adjustment to Blindness Training	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.5; Strategy 2.1: Objective 2.1.2	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
22	Training and Employment Consumers Served	Strategy 1.1: Objectives 1.1.2, 1.1.5, 1.1.7	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	AWARE Case Management System Reports	
23	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Strategy 1.1: Objective 1.1.9	Outcome Measure	2012-13	July 1 - June 30	Business Enterprise Program Stand Monthly Reports, Quarterly census of employment and wages, Bureau of Labor Statistics	Annually	Manually (cumulative total of vendor wages divided by the total number of BEP stand managers)	
24	Low Vision Clinic Consumers Served	Strategy 1.1: Objective 1.1.5,	Output Measure	2012-13	July 1 - June 30	AWARE Case Management System	Quarterly	AWARE Case Management System Reports	
25	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8, 1.1.9	Outcome Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	Access Database	
26	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Strategy 2.1: Objective 2.1.2	Outcome Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	Access Database	
27	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	SCEIS and AWARE Case Management System Reports	

28	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	SCEIS and AWARE Case Management System Reports	
29	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	SCEIS and AWARE Case Management System Reports	
30	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	SCEIS and AWARE Case Management System Reports	
31	Workforce Engagement: Employee Performance Management System	Strategy 3.1: Objective 3.1.2	Outcome Measure	2012-13	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
32	Workforce Engagement: Employee Separation Reasons	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Output Measure	2012-13	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
33	Workforce Engagement: Training Opportunities	Strategy 3.1: Objective 3.1.3	Outcome Measure	2012-13	July 1 - June 30	SCCB Training Coordinator Files	Annually	Excel Spreadsheet	
34	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Strategy 1.1: Objective 1.1.4	Outcome Measure	2012-13	July 1 - June 30	SCCB Training Coordinator Files	Annually	Excel Spreadsheet	
35	Vocational Rehabilitation Applicants and Eligibility Determinations	Strategy 1.1: Objective 1.1.1, 1.1.2, 1.1.4, 1.1.6	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	AWARE Case Management System Reports	
36	Older Blind Program Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.1	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	AWARE Case Management System Reports	
37	Children's Services Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.3	Efficiency Measure	2012-13	July 1 - June 30	AWARE Case Management System	Annually	AWARE Case Management System Reports	
38	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Strategy 1.1: Objective 1.1.3, 1.1.6, 1.1.8	Efficiency Measure	2012-2013	July 1 - June 30	AWARE Case Management System	Annually	AWARE Case Management System Reports	
39	Freedom of Information Act (FOIA) Response Compliance	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Efficiency Measure	2012-13	July 1 - June 30	Written Request From the Public	Annually	Manual Count	

48	Adjustment to Blindness Training	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.5; Strategy 2.1: Objective 2.1.2	Output Measure	2011-12	July 1 - June 30	EBMRC Consumer Files	Quarterly	Manual Count	
42	Children's Service Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2011-12	July 1 - June 30	Mainframe Client information System	Quarterly	AWARE Case Management System Reports	
64	Children's Services Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.3	Efficiency Measure	2011-12	July 1 - June 30	Mainframe Client information System	Annually	AWARE Case Management System Reports	
46	Consumers Served - All Programs	Strategy 1.1: Objective 1.1.1, 1.1.2, 1.1.5, 1.1.6; Strategy 2.1: Objectives 2.1.12.1.3	Output Measure	2011-12	July 1 - June 30	Mainframe Client information System	Quarterly	AWARE Case Management System Reports	
53	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Strategy 2.1: Objective 2.1.2	Outcome Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Access Database	
52	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8, 1.1.9	Outcome Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Access Database	
57	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	July 1 - June 30	BEP Stand Monthly Reports & SCEIS	Annually	Excel Spreadsheet	
56	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	
55	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	
54	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	
66	Freedom of Information Act (FOIA) Response Compliance	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	July 1 - June 30	Written Request From the Public	Annually	Manual Count	
51	Low Vision Clinic Consumers Served	Strategy 1.1: Objective 1.1.5	Output Measure	2011-12	July 1 - June 30	Low Vison Consumer Files	Quarterly	Manual Count	
63	Older Blind Program Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.1	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	

41	Older Blind Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Quarterly	Excel Spreadsheet	
43	Prevention of Blindness Referrals	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2011-12	July 1 - June 30	Mainframe CIS	Quarterly	Excel Spreadsheet	
50	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Strategy 1.1: Objective 1.1.9	Outcome Measure	2011-12	July 1 - June 30	Business Enterprise Program Stand Monthly Reports, Quarterly census of employment and wages, Bureau of Labor Statistics	Annually	Manually (cumulative total of vendor wages divided by the total number of BEP stand managers)	
49	Training and Employment Consumers Served	Strategy 1.1: Objectives 1.1.2, 1.1.5, 1.1.7	Output Measure	2011-12	July 1 - June 30	T & E Consumer Files	Annually	Manual Count	
65	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Strategy 1.1: Objective 1.1.3, 1.1.6, 1.1.8	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	
62	Vocational Rehabilitation Applicants and Eligibility Determinations	Strategy 1.1: Objective 1.1.1, 1.1.2, 1.1.4, 1.1.6	Efficiency Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Annually	Excel Spreadsheet	
45	Vocational Rehabilitation Closure Quality Rate	Strategy 1.1: Objectives 1.1.3, 1.1.4, 1.1.5, 1.1.9	Outcome Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Quarterly	Excel Spreadsheet	
47	Vocational Rehabilitation Placements by Occupation	Strategy 1.1: Objectives 1.1.7, 1.1.9	Outcome Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Quarterly	Excel Spreadsheet	
40	Vocational Rehabilitation Referrals	Strategy 1.1: Objectives 1.1.1,1.1.6	Output Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Quarterly	Excel Spreadsheet	
44	Vocational Rehabilitation Successful Closures	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.1.8, 1.1.9	Output Measure	2011-12	July 1 - June 30	Mainframe CIS and AWARE	Quarterly	Excel Spreadsheet	
58	Workforce Engagement: Employee Performance Management System	Strategy 3.1: Objective 3.1.2	Outcome Measure	2011-12	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
59	Workforce Engagement: Employee Separation Reasons	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2011-12	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
60	Workforce Engagement: Training Opportunities	Strategy 3.1: Objective 3.1.3	Outcome Measure	2011-12	July 1 - June 30	SCCB Training Coordinator Files	Annually	Manual Count	

61	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Strategy 1.1: Objective 1.1.4	Outcome Measure	2011-12	July 1 - June 30	SCCB Training Coordinator Files	Annually	Excel Spreadsheet	
67	Vocational Rehabilitation Referrals	Strategy 1.1: Objectives 1.1.1, 1.1.6	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	AWARE Case Management System Reports	
68	Older Blind Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
69	Children's Service Referrals	Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
70	Prevention of Blindness Referrals	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
71	Vocational Rehabilitation Successful Closures	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.3, 1.1.4, 1.1.5, 1.1.6, 1.1.7, 1.1.8, 1.1.9	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
72	Vocational Rehabilitation Closure Quality Rate	Strategy 1.1: Objectives 1.1.3, 1.1.4, 1.1.5, 1.1.9	Outcome Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
73	Consumers Served - All Programs	Strategy 1.1: Objective 1.1.1, 1.1.2, 1.1.5, 1.1.6; Strategy 2.1: Objectives 2.1.1, 2.1.3	Output Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
74	Vocational Rehabilitation Placements by Occupation	Strategy 1.1: Objectives 1.1.7, 1.1.9	Outcome Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Quarterly	Excel Spreadsheet	
75	Adjustment to Blindness Training	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.5; Strategy 2.1: Objective 2.1.2	Output Measure	2010-11	July 1 - June 30	EBMRC Consumer Files	Quarterly	Manual Count	
76	Training and Employment Consumers Served	Strategy 1.1: Objectives 1.1.2, 1.1.5, 1.1.7	Output Measure	2010-11	July 1 - June 30	T & E Consumer Files	Annually	Manual Count	
77	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Strategy 1.1: Objective 1.1.9	Outcome Measure	2010-11	July 1 - June 30	Business Enterprise Program Stand Monthly Reports, Quarterly census of employment and wages, Bureau of Labor Statistics	Annually	Manually (cumulative total of vendor wages divided by the total number of BEP stand managers)	
78	Low Vision Clinic Consumers Served	Strategy 1.1: Objective 1.1.5	Output Measure	2010-11	July 1 - June 30	Low Vision Case Files	Quarterly	Manual Count	

79	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Strategy 1.1: Objectives 1.1.1, 1.1.2, 1.1.4, 1.1.5, 1.1.7, 1.1.8, 1.1.9	Outcome Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Annually	Access Database	
80	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Strategy 2.1: Objective 2.1.2	Outcome Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Annually	Access Database	
81	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	July 1 - June 30	Mainframe Client Information System & SCIES	Annually	Excel Spreadsheet	
82	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	July 1 - June 30	Mainframe Client Information System & SCIES	Annually	Excel Spreadsheet	
83	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	July 1 - June 30	Mainframe Client Information System & SCIES	Annually	Excel Spreadsheet	
84	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	July 1 - June 30	Mainframe Client Information System & SCIES	Annually	Excel Spreadsheet	
85	Workforce Engagement: Employee Performance Management System	Strategy 3.1: Objective 3.1.2	Outcome Measure	2010-11	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
86	Workforce Engagement: Employee Separation Reasons	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2010-11	July 1 - June 30	SCEIS HR	Annually	Manual Count from SCEIS HR Data Report	
87	Workforce Engagement: Training Opportunities	Strategy 3.1: Objective 3.1.3	Outcome Measure	2010-11	July 1 - June 30	SCCB Training Coordinator Files	Annually	Manual Count	
88	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Strategy 1.1: Objective 1.1.4	Outcome Measure	2010-11	July 1 - June 30	SCCB Training Coordinator Files	Annually	Excel Spreadsheet	
89	Vocational Rehabilitation Applicants and Eligibility Determinations	Strategy 1.1: Objective 1.1.1, 1.1.2, 1.1.4, 1.1.6	Efficiency Measure	2010-11	July 1 - June 30	Mainframe	Annually	Excel Spreadsheet	
90	Older Blind Program Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.1	Efficiency Measure	2010-11	July 1 - June 30	Mainframe SCIES	Annually	Excel Spreadsheet	
91	Children's Services Applicants and Eligibility Determinations	Strategy 2.1: Objective 2.1.3	Efficiency Measure	2010-11	July 1 - June 30	Mainframe Client Information System	Annually	Excel Spreadsheet	
92	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Strategy 1.1: Objectives 1.1.3, 1.1.6, 1.1.8	Efficiency Measure	2010-11	July 1 - June 30	Mainframe	Annually	Excel Spreadsheet	

93	Freedom of Information Act (FOIA) Response Compliance	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	July 1 - June 30	Written Request From the Public	Annually	Manual Count	
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Agency Blind Commission for the
Responding
Date of 7/27/2015
Submission

Resources utilized to Complete Chart

Cost	\$224.39
Total Employee Time	7 hours
# of Employees who worked on it	11 people

Similar Information Requested Information Requested below is also requested in...

Other Report:	N/A
Question # of the Other Report:	

Instructions: Please copy and paste the information from the Performance Measures - Explained Chart into the first five columns of this chart. Under the "Target Value for that Year" column, type the target or value the agency wanted to reach for the performance measure for the year stated in the "Year Utilized" column. Under the "Actual Value for that Year" column, type the actual value the agency had for that performance measure at the end of the year stated in the "Year Utilized" column. Finally, go back through and **copy and paste any rows necessary so that each row has only one associated strategy or objective per row**. (i.e. if the performance measure had 3 associated objectives one year, the performance measure for that year would be listed on three (3) separate rows with each associated objective on a different row.) NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.

Performance Measure Item #	Performance Measure	Associated Strategy or Objective # (ONLY ONE PER ROW)	Type of Measure	Year Utilized	Target Value for that Year	Actual Value for that Year
1	Vocational Rehabilitation Referrals	Objective 1.1.1	Output Measure	2014-15	1008	689
2	Vocational Rehabilitation Referrals	Objective 1.1.2	Output Measure	2014-15	1008	689
3	Vocational Rehabilitation Referrals	Objective 1.1.6	Output Measure	2014-15	1008	689

4	Vocational Rehabilitation Successful Closures	Objective 1.1.1	Output Measure	2014-15	175	153
5	Vocational Rehabilitation Successful Closures	Objective 1.1.2	Output Measure	2014-15	175	152
6	Vocational Rehabilitation Successful Closures	Objective 1.1.3	Output Measure	2014-15	175	152
7	Vocational Rehabilitation Successful Closures	Objective 1.1.4	Output Measure	2014-15	175	152
8	Vocational Rehabilitation Successful Closures	Objective 1.1.5	Output Measure	2014-15	175	152
9	Vocational Rehabilitation Successful Closures	Objective 1.1.6	Output Measure	2014-15	175	152
10	Vocational Rehabilitation Successful Closures	Objective 1.1.7	Output Measure	2014-15	175	152
11	Vocational Rehabilitation Successful Closures	Objective 1.1.8	Output Measure	2014-15	175	152
12	Vocational Rehabilitation Successful Closures	Objective 1.1.9	Output Measure	2014-15	175	152
13	Competitive Employment Closure Quality Rate	Objective 1.1.2	Outcome Measure	2014-15	80%	79%
14	Competitive Employment Closure Quality Rate	Objective 1.1.3	Outcome Measure	2014-15	80%	79%
15	Competitive Employment Closure Quality Rate	Objective 1.1.4	Outcome Measure	2014-15	80%	79%
16	Competitive Employment Closure Quality Rate	Objective 1.1.5	Outcome Measure	2014-15	80%	79%
17	Competitive Employment Closure Quality Rate	Objective 1.1.7	Outcome Measure	2014-15	80%	79%
18	Competitive Employment Closure Quality Rate	Objective 1.1.8	Outcome Measure	2014-15	80%	79%
19	Competitive Employment Closure Quality Rate	Objective 1.1.9	Outcome Measure	2014-15	80%	79%
20	Independent Living Referrals	Objective 2.1.1	Output Measure	2014-15	480	725
21	Independent Living Referrals	Objective 2.1.3	Output Measure	2014-15	None	27
22	Independent Living Successful Closures	Objective 2.1.2	Output Measure	2014-15	160	352
23	Consumers Served - All Programs	Objective 1.1.1	Output Measure	2014-15	N/A	2052

24	Consumers Served - All Programs	Objective 1.1.2	Output Measure	2014-15	N/A	2052
25	Consumers Served - All Programs	Objective 1.1.5	Output Measure	2014-15	N/A	2052
26	Consumers Served - All Programs	Objective 1.1.6	Output Measure	2014-15	N/A	2052
27	Consumers Served - All Programs	Objective 2.1.1	Output Measure	2014-15	N/A	2052
28	Consumers Served - All Programs	Objective 2.1.3	Output Measure	2014-15	N/A	2052
29	Consumers Served - All Programs	Objective 3.1.3	Output Measure	2014-15	N/A	2052
30	Consumers Served - All Programs	Objective 3.1.4	Output Measure	2014-15	N/A	2052
31	Vocational Rehabilitation Referrals	Objective 1.1.1	Output Measure	2013-14	1008	880
32	Vocational Rehabilitation Referrals	Objective 1.1.2	Output Measure	2013-14	1008	880
33	Vocational Rehabilitation Referrals	Objective 1.1.6	Output Measure	2013-14	1008	880
34	Vocational Rehabilitation Successful Closures	Objective 1.1.1	Output Measure	2013-14	272	174
35	Vocational Rehabilitation Successful Closures	Objective 1.1.2	Output Measure	2013-14	272	174
36	Vocational Rehabilitation Successful Closures	Objective 1.1.3	Output Measure	2013-14	272	174
37	Vocational Rehabilitation Successful Closures	Objective 1.1.4	Output Measure	2013-14	272	174
38	Vocational Rehabilitation Successful Closures	Objective 1.1.5	Output Measure	2013-14	272	174
39	Vocational Rehabilitation Successful Closures	Objective 1.1.6	Output Measure	2013-14	272	174
40	Vocational Rehabilitation Successful Closures	Objective 1.1.7	Output Measure	2013-14	272	174
41	Vocational Rehabilitation Successful Closures	Objective 1.1.8	Output Measure	2013-14	272	174
42	Vocational Rehabilitation Successful Closures	Objective 1.1.9	Output Measure	2013-14	272	174
43	Competitive Employment Closure Quality Rate	Objective 1.1.2	Outcome Measure	2013-14	80%	79%

44	Competitive Employment Closure Quality Rate	Objective 1.1.3	Outcome Measure	2013-14	80%	79%
45	Competitive Employment Closure Quality Rate	Objective 1.1.4	Outcome Measure	2013-14	80%	79%
46	Competitive Employment Closure Quality Rate	Objective 1.1.5	Outcome Measure	2013-14	80%	79%
47	Competitive Employment Closure Quality Rate	Objective 1.1.7	Outcome Measure	2013-14	80%	79%
48	Competitive Employment Closure Quality Rate	Objective 1.1.8	Outcome Measure	2013-14	80%	79%
49	Competitive Employment Closure Quality Rate	Objective 1.1.9	Outcome Measure	2013-14	80%	79%
50	Independent Living Referrals	Objective 2.1.1	Output Measure	2013-14	480	421
51	Independent Living Referrals	Objective 2.1.3	Output Measure	2013-14	480	421
52	Independent Living Successful Closures	Objective 2.1.2	Output Measure	2013-14	160	297
53	Consumers Served - All Programs	Objective 1.1.1	Output Measure	2013-14	N/A	2115
54	Consumers Served - All Programs	Objective 1.1.2	Output Measure	2013-14	N/A	2115
55	Consumers Served - All Programs	Objective 1.1.5	Output Measure	2013-14	N/A	2115
56	Consumers Served - All Programs	Objective 1.1.6	Output Measure	2013-14	N/A	2115
57	Consumers Served - All Programs	Objective 2.1.1	Output Measure	2013-14	N/A	2115
58	Consumers Served - All Programs	Objective 2.1.3	Output Measure	2013-14	N/A	2115
59	Consumers Served - All Programs	Objective 3.1.3	Output Measure	2013-14	N/A	2115
60	Consumers Served - All Programs	Objective 3.1.4	Output Measure	2013-14	N/A	2115
61	Consumers Served - All Programs	Objective 1.1.1	Output Measure	2013-14	N/A	2115
62	Vocational Rehabilitation Referrals	Objective 1.1.2	Output Measure	2012-13	1008	938
63	Vocational Rehabilitation Referrals	Objective 1.1.6	Output Measure	2012-13	1008	938

64	Older Blind Referrals	Objective 2.1.1	Output Measure	2012-13	480	336
65	Older Blind Referrals	Objective 2.1.3	Output Measure	2012-13	480	336
66	Children's Service Referrals	Objective 2.1.1	Output Measure	2012-13	Did not have a target value	41
67	Children's Service Referrals	Objective 2.1.3	Output Measure	2012-13	Did not have a target value	41
68	Prevention of Blindness Referrals	Does not have an associated Strategy/Objective in the current SCCB Strategic Plan	Output Measure	2012-13	N/A	158
69	Consumers Served - All Programs	Objective 1.1.1	Output Measure	2012-13	N/A	2235
70	Vocational Rehabilitation Successful Closures	Objective 1.1.1	Output Measure	2012-13	285	263
71	Vocational Rehabilitation Successful Closures	Objective 1.1.2	Output Measure	2012-13	285	263
72	Vocational Rehabilitation Successful Closures	Objective 1.1.3	Output Measure	2012-13	285	263
73	Vocational Rehabilitation Successful Closures	Objective 1.1.4	Output Measure	2012-13	285	263
74	Vocational Rehabilitation Successful Closures	Objective 1.1.5	Output Measure	2012-13	285	263
75	Vocational Rehabilitation Successful Closures	Objective 1.1.6	Output Measure	2012-13	285	263
76	Vocational Rehabilitation Successful Closures	Objective 1.1.7	Output Measure	2012-13	285	263
77	Vocational Rehabilitation Successful Closures	Objective 1.1.8	Output Measure	2012-13	285	263
78	Vocational Rehabilitation Successful Closures	Objective 1.1.9	Output Measure	2012-13	285	263
79	Competitive Employment Closure Quality Rate	Objective 1.1.2	Outcome Measure	2012-13	80%	81%
80	Competitive Employment Closure Quality Rate	Objective 1.1.3	Outcome Measure	2012-13	80%	81%
81	Competitive Employment Closure Quality Rate	Objective 1.1.4	Outcome Measure	2012-13	80%	81%

82	Competitive Employment Closure Quality Rate	Objective 1.1.5	Outcome Measure	2012-13	80%	81%
83	Competitive Employment Closure Quality Rate	Objective 1.1.7	Outcome Measure	2012-13	80%	81%
84	Competitive Employment Closure Quality Rate	Objective 1.1.8	Outcome Measure	2012-13	80%	81%
85	Competitive Employment Closure Quality Rate	Objective 1.1.9	Outcome Measure	2012-13	80%	81%
86	Consumers Served - All Programs	Objective 1.1.2	Output Measure	2012-13	N/A	2235
87	Consumers Served - All Programs	Objective 1.1.5	Output Measure	2012-13	N/A	2235
88	Consumers Served - All Programs	Objective 1.1.6	Output Measure	2012-13	N/A	2235
89	Consumers Served - All Programs	Objective 2.1.1	Output Measure	2012-13	N/A	2235
90	Consumers Served - All Programs	Objective 2.1.3	Output Measure	2012-13	N/A	2235
91	Consumers Served - All Programs	Objective 3.1.3	Output Measure	2012-13	N/A	2235
92	Consumers Served - All Programs	Objective 3.1.4	Output Measure	2012-13	N/A	2235
93	Vocational Rehabilitation Placements by Occupation	Objective 1.1.7	Outcome Measure	2012-13	N/A	Professional (17%), Clerical/Sales (19%), Service (25%), Agricultural (5%), Processing (0%), Machine Trades (3%), Benchwork (1%), Structural (5%), Miscellaneous (25%)
94	Vocational Rehabilitation Placements by Occupation	Objective 1.1.9	Outcome Measure	2012-13	N/A	Professional (17%), Clerical/Sales (19%), Service (25%), Agricultural (5%), Processing (0%), Machine Trades (3%), Benchwork (1%), Structural (5%), Miscellaneous (25%)
95	Adjustment to Blindness Training	Objective 1.1.2	Output Measure	2012-13	N/A	46
96	Adjustment to Blindness Training	Objective 1.1.5	Output Measure	2012-13	N/A	46

97	Adjustment to Blindness Training	Objective 2.1.2	Output Measure	2012-13	N/A	46
98	Training and Employment Consumers Served	Objective 1.1.2	Output Measure	2012-13	N/A	410
99	Training and Employment Consumers Served	Objective 1.1.5	Output Measure	2012-13	N/A	410
100	Training and Employment Consumers Served	Objective 1.1.7	Output Measure	2012-13	N/A	410
101	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Objective 1.1.9	Outcome Measure	2012-13	N/A	SC Average Earnings of \$38,700 compared to Blind Licensed Vendor Average Earnings of \$41,423 - Vendor Earnings were 7% higher than SC Average Earnings
102	Low Vision Clinic Consumers Served	Objective 1.1.5	Output Measure	2012-13	N/A	499
103	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.1	Outcome Measure	2012-13	100%	95%
104	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.2	Outcome Measure	2012-13	100%	95%
105	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.4	Outcome Measure	2012-13	100%	95%
106	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.5	Outcome Measure	2012-13	100%	95%
107	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.7	Outcome Measure	2012-13	100%	95%
108	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.8	Outcome Measure	2012-13	100%	95%
109	Customer Satisfaction: Vocational Rehabilitation Consumer Satisfaction Survey Results	Objective 1.1.9	Outcome Measure	2012-13	100%	95%

110	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2012-13	100%	95%
111	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.3	Outcome Measure	2012-13	100%	95%
112	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2012-13	100%	95%
113	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2012-13	None	\$1,265
114	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2012-13	None	\$145
115	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2012-13	None	\$58
116	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2012-13	None	\$1,900
117	Workforce Engagement: Employee Performance Management System	Objective 3.1.2	Outcome Measure	2012-13		Exceptional Rating (47); Successful Rating (42)
118	Workforce Engagement: Employee Separation Reasons	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2012-13	None	Percentage Breakout of Employee Separation: 50% Dismissed, 30% Retired, 20% Found Other Employment
119	Workforce Engagement: Training Opportunities	Objective 3.1.3	Outcome Measure	2012-13	None	28

120	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Objective 1.1.4	Outcome Measure	2012-13	100% Meeting Educational Requirements	Meets Educational Requirement (77%), Master's Degree but Additional Hours Needed (13%)
121	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.1	Outcome Measure	2011-12	100%	96%
122	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.1	Efficiency Measure	2012-13	Applicants (624), Eligibility Determinations (416)	Applicants (568), Eligibility Determinations (433)
123	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.2	Efficiency Measure	2012-13	Applicants (624), Eligibility Determinations (416)	Applicants (568), Eligibility Determinations (433)
124	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.4	Efficiency Measure	2012-13	Applicants (624), Eligibility Determinations (416)	Applicants (568), Eligibility Determinations (433)
125	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.6	Efficiency Measure	2012-13	Applicants (624), Eligibility Determinations (416)	Applicants (568), Eligibility Determinations (433)
126	Older Blind Program Applicants and Eligibility Determinations	Objective 2.1.1	Efficiency Measure	2012-13	Applicants (679), Eligibility Determinations (588)	Applicants (379), Eligibility Determinations (366)
127	Children's Services Applicants and Eligibility Determinations	Objective 2.1.3	Efficiency Measure	2012-13	None	None
128	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.3	Efficiency Measure	2012-2013	100% Compliance	90%
129	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.6	Efficiency Measure	2012-2013	100% Compliance	90%
130	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.8	Efficiency Measure	2012-2013	100% Compliance	90%
131	Freedom of Information Act (FOIA) Response Compliance	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2012-13	15 Day Maximum	14 Days
132	Vocational Rehabilitation Referrals	Objective 1.1.2	Output Measure	2011-12	1008	713
133	Vocational Rehabilitation Referrals	Objective 1.1.6	Output Measure	2011-12	1008	713

134	Older Blind Referrals	Objective 2.1.1	Output Measure	2011-12	480	455
135	Older Blind Referrals	Objective 2.1.3	Output Measure	2011-12	480	455
136	Children's Service Referrals	Objective 2.1.1	Output Measure	2011-12	None	28
137	Children's Service Referrals	Objective 2.1.3	Output Measure	2011-12	None	28
138	Prevention of Blindness Referrals	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2011-12	None	141
139	Vocational Rehabilitation Successful Closures	Objective 1.1.1	Output Measure	2011-12	312	255
140	Vocational Rehabilitation Successful Closures	Objective 1.1.2	Output Measure	2011-12	312	255
141	Vocational Rehabilitation Successful Closures	Objective 1.1.3	Output Measure	2011-12	312	255
142	Vocational Rehabilitation Successful Closures	Objective 1.1.4	Output Measure	2011-12	312	255
143	Vocational Rehabilitation Successful Closures	Objective 1.1.5	Output Measure	2011-12	312	255
144	Vocational Rehabilitation Successful Closures	Objective 1.1.6	Output Measure	2011-12	312	255
145	Vocational Rehabilitation Successful Closures	Objective 1.1.7	Output Measure	2011-12	312	255
146	Vocational Rehabilitation Successful Closures	Objective 1.1.8	Output Measure	2011-12	312	255
147	Vocational Rehabilitation Successful Closures	Objective 1.1.9	Output Measure	2011-12	312	255
148	Competitive Employment Closure Quality Rate	Objective 1.1.2	Outcome Measure	2011-12	80%	76%
149	Competitive Employment Closure Quality Rate	Objective 1.1.3	Outcome Measure	2011-12	80%	76%
150	Competitive Employment Closure Quality Rate	Objective 1.1.4	Outcome Measure	2011-12	80%	76%
151	Competitive Employment Closure Quality Rate	Objective 1.1.5	Outcome Measure	2011-12	80%	76%

152	Competitive Employment Closure Quality Rate	Objective 1.1.7	Outcome Measure	2011-12	80%	76%
153	Competitive Employment Closure Quality Rate	Objective 1.1.8	Outcome Measure	2011-12	80%	76%
154	Competitive Employment Closure Quality Rate	Objective 1.1.9	Outcome Measure	2011-12	80%	76%
155	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.1	Efficiency Measure	2011-12	Applicants (624), Eligibility Determinations (416)	Applicant (579), Eligibility Determinations (426)
156	Consumers Served - All Programs	Objective 1.1.2	Output Measure	2011-12		2419
157	Consumers Served - All Programs	Objective 1.1.5	Output Measure	2011-12		2419
158	Consumers Served - All Programs	Objective 1.1.6	Output Measure	2011-12		2419
159	Consumers Served - All Programs	Objective 2.1.1	Output Measure	2011-12		2419
160	Consumers Served - All Programs	Objective 2.1.3	Output Measure	2011-12		2419
161	Consumers Served - All Programs	Objective 3.1.3	Output Measure	2011-12		2419
162	Consumers Served - All Programs	Objective 3.1.4	Output Measure	2011-12		2419
163	Vocational Rehabilitation Placements by Occupation	Objective 1.1.7	Outcome Measure	2011-12	N/A	Professional (13%), Clerical/Sales (17%), Service (18%), Agricultural (4%), Processing (4%), Machine Trades (2%), Benchwork (5%), Structural (7%), Miscellaneous (27%)
164	Vocational Rehabilitation Placements by Occupation	Objective 1.1.9	Outcome Measure	2011-12	N/A	Professional (13%), Clerical/Sales (17%), Service (18%), Agricultural (4%), Processing (4%), Machine Trades (2%), Benchwork (5%), Structural (7%), Miscellaneous (27%)
165	Adjustment to Blindness Training	Objective 1.1.2	Output Measure	2011-12	None	73*

166	Adjustment to Blindness Training	Objective 1.1.5	Output Measure	2011-12	None	73*
167	Adjustment to Blindness Training	Objective 2.1.2	Output Measure	2011-12	None	73*
168	Training and Employment Consumers Served	Objective 1.1.2	Output Measure	2011-12	None	290
169	Training and Employment Consumers Served	Objective 1.1.5	Output Measure	2011-12	None	290
170	Training and Employment Consumers Served	Objective 1.1.7	Output Measure	2011-12	None	290
171	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Objective 1.1.9	Outcome Measure	2011-12	N/A	SC Average Earnings of \$36,637 compared to Blind Licensed Vendor Average Earnings of \$36,106 - Vendor Earnings were 1.4% lower than SC Average Earnings
172	Low Vision Clinic Consumers Served	Objective 1.1.5	Output Measure	2011-12	None	440
173	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.2	Outcome Measure	2011-12	100%	96%
174	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.4	Outcome Measure	2011-12	100%	96%
175	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.5	Outcome Measure	2011-12	100%	96%
176	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.7	Outcome Measure	2011-12	100%	96%
177	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.8	Outcome Measure	2011-12	100%	96%
178	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.9	Outcome Measure	2011-12	100%	96%
179	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2011-12	100%	96%

180	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.3	Outcome Measure	2011-12	100%	96%
181	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2011-12	100%	96%
182	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	None	\$1,523
183	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	None	\$516
184	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	None	\$193
185	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	None	\$2,090
186	Workforce Engagement: Employee Performance Management System	Objective 3.1.2	Outcome Measure	2011-12	None	Exceptional Rating (54); Successful Rating (35)
187	Workforce Engagement: Employee Separation Reasons	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2011-12	None	Percentage Breakout of Employee Separation: Other Reason 45%, Other Employment 30%, Dismissed 15%, Full Retirement 10%
188	Workforce Engagement: Training Opportunities	Objective 3.1.3	Outcome Measure	2011-12	None	32
189	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Objective 1.1.4	Outcome Measure	2011-12	100% Meeting Educational Requirements	Meets Educational Requirement (74%), Master's Degree but Additional Hours Needed (26%)

190	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.2	Efficiency Measure	2011-12	Applicants (624), Eligibility Determinations (416)	Applicant (579), Eligibility Determinations (426)
191	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.4	Efficiency Measure	2011-12	Applicants (624), Eligibility Determinations (416)	Applicant (579), Eligibility Determinations (426)
192	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.6	Efficiency Measure	2011-12	Applicants (624), Eligibility Determinations (416)	Applicant (579), Eligibility Determinations (426)
193	Older Blind Program Applicants and Eligibility Determinations	Objective 2.1.1	Efficiency Measure	2011-12	Applicants (679), Eligibility Determinations (588)	Applicant (384), Eligibility Determinations (336)
194	Children's Services Applicants and Eligibility Determinations	Objective 2.1.3	Efficiency Measure	2011-12	None	Applicant (14), Eligibility Determinations (14)
195	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.3	Efficiency Measure	2011-12	100%	90%
196	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.6	Efficiency Measure	2011-12	100%	90%
197	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.8	Efficiency Measure	2011-12	100%	90%
198	Freedom of Information Act (FOIA) Response Compliance	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2011-12	15 Day Maximum	9 Days
199	Vocational Rehabilitation Referrals	Objective 1.1.1	Output Measure	2012-13	1008	938
200	Vocational Rehabilitation Referrals	Objective 1.1.2	Output Measure	2010-11	1008	1168
201	Vocational Rehabilitation Referrals	Objective 1.1.6	Output Measure	2010-11	1008	1168
202	Older Blind Referrals	Objective 2.1.1	Output Measure	2010-11	840	923
203	Older Blind Referrals	Objective 2.1.3	Output Measure	2010-11	840	923
204	Children's Service Referrals	Objective 2.1.1	Output Measure	2010-11	None	39

205	Prevention of Blindness Referrals	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2010-11	None	444
206	Vocational Rehabilitation Referrals	Objective 1.1.1	Output Measure	2011-12	1008	713
207	Vocational Rehabilitation Successful Closures	Objective 1.1.1	Output Measure	2010-11	312	255
208	Vocational Rehabilitation Successful Closures	Objective 1.1.2	Output Measure	2010-11	312	255
209	Vocational Rehabilitation Successful Closures	Objective 1.1.3	Output Measure	2010-11	312	255
210	Vocational Rehabilitation Successful Closures	Objective 1.1.4	Output Measure	2010-11	312	255
211	Vocational Rehabilitation Successful Closures	Objective 1.1.5	Output Measure	2010-11	312	255
212	Vocational Rehabilitation Successful Closures	Objective 1.1.6	Output Measure	2010-11	312	255
213	Vocational Rehabilitation Successful Closures	Objective 1.1.7	Output Measure	2010-11	312	255
214	Vocational Rehabilitation Successful Closures	Objective 1.1.8	Output Measure	2010-11	312	255
215	Vocational Rehabilitation Successful Closures	Objective 1.1.9	Output Measure	2010-11	312	255
216	Competitive Employment Closure Quality Rate	Objective 1.1.2	Outcome Measure	2010-11	75%	72%
217	Competitive Employment Closure Quality Rate	Objective 1.1.3	Outcome Measure	2010-11	75%	72%
218	Competitive Employment Closure Quality Rate	Objective 1.1.4	Outcome Measure	2010-11	75%	72%
219	Competitive Employment Closure Quality Rate	Objective 1.1.5	Outcome Measure	2010-11	75%	72%
220	Competitive Employment Closure Quality Rate	Objective 1.1.7	Outcome Measure	2010-11	75%	72%
221	Competitive Employment Closure Quality Rate	Objective 1.1.8	Outcome Measure	2010-11	75%	72%
222	Competitive Employment Closure Quality Rate	Objective 1.1.9	Outcome Measure	2010-11	75%	72%

223	Vocational Rehabilitation Referrals	Objective 1.1.1	Output Measure	2010-11	1008	1168
224	Consumers Served - All Programs	Objective 1.1.1	Output Measure	2010-11	None	3317
225	Consumers Served - All Programs	Objective 1.1.2	Output Measure	2010-11	None	3317
226	Consumers Served - All Programs	Objective 1.1.5	Output Measure	2010-11	None	3317
227	Consumers Served - All Programs	Objective 1.1.6	Output Measure	2010-11	None	3317
228	Consumers Served - All Programs	Objective 2.1.1	Output Measure	2010-11	None	3317
229	Consumers Served - All Programs	Objective 2.1.3	Output Measure	2010-11	None	3317
230	Consumers Served - All Programs	Objective 3.1.3	Output Measure	2010-11	None	3317
231	Consumers Served - All Programs	Objective 3.1.4	Output Measure	2010-11	None	3317
232	Vocational Rehabilitation Placements by Occupation	Objective 1.1.7	Outcome Measure	2010-11	N/A	Professional (26%), Clerical/Sales (22%), Service (30%), Agricultural (2%), Processing (3%), Machine Trades (2%), Benchwork (3%), Structural (6%), Miscellaneous (6%)
233	Vocational Rehabilitation Placements by Occupation	Objective 1.1.9	Outcome Measure	2010-11	N/A	Professional (26%), Clerical/Sales (22%), Service (30%), Agricultural (2%), Processing (3%), Machine Trades (2%), Benchwork (3%), Structural (6%), Miscellaneous (6%)
234	Adjustment to Blindness Training	Objective 1.1.2	Output Measure	2010-11	N/A	45
235	Adjustment to Blindness Training	Objective, 1.1.5	Output Measure	2010-11	N/A	45
236	Adjustment to Blindness Training	Objective 2.1.2	Output Measure	2010-11	N/A	45
237	Training and Employment Consumers Served	Objective 1.1.2	Output Measure	2010-11	N/A	366

238	Training and Employment Consumers Served	Objective 1.1.5	Output Measure	2010-11	N/A	366
239	Training and Employment Consumers Served	Objective 1.1.7	Output Measure	2010-11	N/A	366
240	SC Average Earnings versus Blind Licensed Vendor Average Earnings	Objective 1.1.9	Outcome Measure	2010-11	N/A	SC Average Earnings of \$33,163 compared to Blind Licensed Vendor Average Earnings of \$30,909 - Vendor Earnings were 7% higher than SC Average Earnings
241	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.1	Outcome Measure	2010-11	100%	86%
242	Low Vision Clinic Consumers Served	Objective 1.1.5	Output Measure	2010-11	N/A	560
243	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.2	Outcome Measure	2010-11	100%	86%
244	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.4	Outcome Measure	2010-11	100%	86%
245	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.5	Outcome Measure	2010-11	100%	86%
246	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.7	Outcome Measure	2010-11	100%	86%
247	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.8	Outcome Measure	2010-11	100%	86%
248	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 1.1.9	Outcome Measure	2010-11	100%	86%
249	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2010-11	100%	86%

250	Customer Satisfaction: Vocational Rehabilitation Program Consumer Satisfaction Survey Results	Objective 2.1.3	Outcome Measure	2010-11	100%	86%
251	Customer Satisfaction: Older Blind Program Consumer Satisfaction Survey Results	Objective 2.1.2	Outcome Measure	2010-11	100%	90%
252	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	N/A	\$1,352
253	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	N/A	\$408
254	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	N/A	\$54
255	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	N/A	\$1,782
256	Workforce Engagement: Employee Performance Management System	Objective 3.1.2	Outcome Measure	2010-11		Exceptional Rating (43); Successful Rating (36)
257	Workforce Engagement: Employee Separation Reasons	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Output Measure	2010-11	N/A	Percentage Breakout of Employee Separation: Personal (47%), Full Retirement (18%), Transferred to Another Agency (18%), Dismissed (17%)
258	Workforce Engagement: Training Opportunities	Objective 3.1.3	Outcome Measure	2010-11	N/A	66

259	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.1	Efficiency Measure	2010-11	Applicants (624), Eligibility Determinations (416)	Applicants (578), Eligibility Determinations (444)
260	Workforce Engagement: Vocational Rehabilitation Compliance with Comprehensive System of Personnel Development (CSPD) Standards	Objective 1.1.4	Outcome Measure	2010-11	100% Meeting Educational Requirements	Meets Educational Requirement (62%), Master's Degree but Additional Hours Needed (24%), Bachelor's Degree Only (14%)
261	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.2	Efficiency Measure	2010-11	Applicants (624), Eligibility Determinations (416)	Applicants (578), Eligibility Determinations (444)
262	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.4	Efficiency Measure	2010-11	Applicants (624), Eligibility Determinations (416)	Applicants (578), Eligibility Determinations (444)
263	Vocational Rehabilitation Applicants and Eligibility Determinations	Objective 1.1.6	Efficiency Measure	2010-11	Applicants (624), Eligibility Determinations (416)	Applicants (578), Eligibility Determinations (444)
264	Older Blind Program Applicants and Eligibility Determinations	Objective 2.1.1	Efficiency Measure	2010-11	Applicants (679), Eligibility Determinations (588)	Applicants (593), Eligibility Determinations (526)
265	Children's Services Applicants and Eligibility Determinations	Objective 2.1.3	Efficiency Measure	2010-11	N/A	Applicants (10), Eligibility Determinations (9)
266	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.3	Efficiency Measure	2010-11	100%	92%
267	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.6	Efficiency Measure	2010-11	100%	92%
268	Vocational Rehabilitation 60 Day Eligibility Compliance Percentage	Objective 1.1.8	Efficiency Measure	2010-11	100%	92%
269	Children's Service Referrals	Objective 2.1.3	Output Measure	2010-11	None	39
270	Freedom of Information Act (FOIA) Response Compliance	SCCB does not have an associated Strategy/Objective in the current Strategic Plan	Efficiency Measure	2010-11	15 Day Maximum	7 Days

Agency Responding	Blind, Commission for the				
Date of Submission	7/27/2015				
Resources utilized to Complete Chart					
Cost	\$146				
Total Employee Time	4 hours				
# of Employees who worked on it	12 people				
Similar Information Requested					
Information Requested below is also requested in...					
Other Report:	N/A				
Question # of the Other Report:					
Instructions: Please list all sources of funding available in all bank accounts at the end of fiscal year 2013-14, all currently available to the agency and all anticipated funding sources in 2015-16. Examples of funding sources include, but are not limited to, Foundations, Non-Profits, General Assembly, Federal Government, grants, sales, fines, outside contracts, interest from bank accounts holding restricted or any other type of funds, etc. NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.					
Source of Funds	Restrictions on use of funds (List any restrictions; If no restrictions, type "None")	Amount available at end of 2013-14	Amount currently available (i.e. cash on hand)	Bank Account in which funds are held	Additional funds reasonably anticipated from source in 2015-16
General Assembly	none	274,406.26	264,761.39	STO	3,114,963
Sales	A small portion of this fund is unrestricted operating funds. The remainder of this fund is restricted to use by the BEP department to benefit the Blind Licensed Vendors.	581,437.71	581,854.31	STO	
Donations	This fund is restricted by how the donors wish for the funds to be spent. There is currently funding available for Administration and the Older Blind program.	69,520.37	82,399.47	STO	10,000
Internal Transfer	This fund is restricted and is to be used for the Low Vision Clinic.	31,486.30	31,486.30	STO	-
Sales	This fund is restricted to use by the BEP department to benefit the Blind Licensed Vendors.	12,291.99	8,903.49	STO	10,000
Internal Transfer	This fund is for education placement of consumers.	1,330.50	1,330.50	STO	-
General Assembly	This fund is for capital reserve projects	51,893.50	51,893.50	STO	-
General Assembly	This fund is restricted to use for offset of employee benefit expenditures.	14,754.29	14,754.29	STO	-
State Agency	none	357.12	357.12	STO	-
Federal Government	This fund is to offset federal expenditures.	13,291.18	-	STO	50,000
Sales	none	43,846.21	47,733.89	STO	5,000
Federal Grants	These funds have to be spent in accordance with the respective grants guidelines.	(180,174.37)	(49,118.24)	STO	8,800,642

Agency Responding		Blind, Commission for the											
Date of Submission		7/27/2015											
Resources utilized to Complete Chart													
Cost		\$84											
Total Employee Time		17 hours											
# of Employees who worked on it		11 people											
Similar Information Requested				Information Requested below is also requested in...									
Other Report:		N/A											
Question # of the Other Report:													
<p>Instructions: Please copy and paste the information from the Strategically Planned Outcomes Chart into the first four columns of this chart (i.e. under G#, S#, O# and Description). The remaining columns include the categories listed for the agency in the final 2014-15 General Appropriations Bill. The first row includes the total amount budgeted for each category. For each objective in the remaining rows (or strategy if there are no objectives under a strategy), please type the amount of money spent from each category in an effort to accomplish that objective (or strategy). When added together, the individual amounts spent on each objective (or strategy) should add together to equal the Total Budget for the applicable category. Remember, only type the amounts in the boxes highlighted in yellow.</p>													
Fiscal Year				2014-15									
From Strategic Planning Template agency submits with Accountability Report				Cash on Hand at Start of Year			New Money, per category, outlined in General Appropriations Bill						
G#	S#	O#	Description	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
			Total Money Available	\$274,406	\$2,586,225	\$113,977	\$0	\$0	\$0	\$7,328,633	\$156,681	\$10,459,922	
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment										
	S1.1		Increase the number of consumers served by the vocational rehabilitation program										
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	\$13,720	\$49,329	\$2,280	\$0	\$0	\$0	\$291,217	\$2,245	\$358,791	
		O1.1.2	Recruit community rehabilitation programs	\$41,161	\$123,464	\$1,140				\$683,520	\$3,777	\$853,062	
		O1.1.3	Engage in random case service review process	\$13,720	\$88,753	\$1,140				\$578,605	\$20,506	\$702,724	
		O1.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	\$13,720	\$83,990	\$5,699				\$570,172	\$27,396	\$700,977	
		O1.1.5	Provide adjustment to blindness, assistive technology and job readiness training	\$13,721	\$152,221	\$39,892				\$897,897	\$27,793	\$1,131,524	
		O1.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	\$27,441	\$143,727	\$11,398				\$817,877	\$11,808	\$1,012,251	
		O1.1.7	Expand job search, development and placement opportunities	\$27,441	\$120,641	\$0				\$714,692	\$5,894	\$868,668	
		O1.1.8	Increase the number of successful closures by 10% in FY 2015	\$41,161	\$113,168	\$5,699				\$618,070	\$6,143	\$784,241	

		O1.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	\$13,720	\$71,526	\$0				\$456,219	\$12,373	\$553,838
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers									
	S2.1		Maintain consistent and quality individualized independent living services									
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	\$13,720	\$43,198	\$2,280				\$249,380	\$2,245	\$310,823
		O2.1.2	Conduct home and community meetings to coordinate individualized training	\$0	\$21,111	\$19,376				\$127,660	\$10,054	\$178,201
		O2.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	\$0	\$19,649	\$13,677				\$54,675	\$7,097	\$95,098
G3			Provide the administrative leadership necessary to accomplish the agency mission									
	S3.1		Ensure that the job functions of all staff contribute to the achievement of the agency's mission									
		O3.1.1	Maintain a diversified workforce	\$13,720	\$212,704	\$2,849				\$324,428	\$4,138	\$557,839
		O3.1.2	Ensure the timely submission of EPMS documents for all permanent employees	\$13,720	\$211,847	\$2,849				\$296,168	\$4,183	\$528,767
		O3.1.3	Provide staff development training to improve employee's skills	\$21,953	\$385,906	\$2,849				\$440,329	\$4,954	\$855,991
		O3.1.4	Automate and maintain the integrity of agency workflow data systems	\$5,488	\$744,991	\$2,849				\$207,724	\$6,075	\$967,127
			Total Spent per Budget Category	\$274,406	\$2,586,225	\$113,977	\$0	\$0	\$0	\$7,328,633	\$156,681	\$10,459,922
G#	S#	O#	Explanations or Additional Notes from Agency (Optional)									
all	all	all	SCCB does not capture expenditures at the objective level. This information has been calculated using data compiled by the senior management team on how different divisions spend time on these activities.									
all	all	all	SCCB does not track funding by the year in which it is received, with the exception of the State Allocation. This is why only our State fund carryforward is used in the first column of data in this chart.									
all	all	all	Per a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we have spread the actual expenditures for FY15, instead of the total authorization.									

Agency Responding			Blind, Commission for the		
Date of Submission			7/27/2015		
Resources utilized to Complete Chart					
Cost			\$114.07		
Total Employee Time			3 Hours		
# of Employees who			11 people		
Similar Information					
Other Report:			Information Requested below is also requested in...		
Question # of the Other			N/A		
Instructions: Please type in the statute, regulation and proviso which provides a basis for the agency to pursue each goal, strategy and objective. Next to each statute, regulation and proviso type a short summary of the statute (if they agency previously listed the law in the Legal Standards Chart of the Restructuring Act, the agency can copy and paste the summary from there, which is also found in the Laws to Further Evaluate Chart of this Report). Type only one law per row. If multiple laws apply to a particular goal, strategy or objective, copy and paste that row as many times as needed to ensure you list each law that applies on a separate row.					
From Strategic Planning Template agency submits with Accountability Report					
G#	S#	O#	Description	Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
	S1.1		Increase the number of consumers served by the vocational rehabilitation program	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.1	Expand outreach services to the unserved and underserved rural counties	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))

		O1.1.2	Recruit community rehabilitation programs	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.3	Engage in random case service review process	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—(a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.5	Provide adjustment to blindness, assistive technology and job readiness training	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))

		O1.1.7	Expand job search, development and placement opportunities	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.8	Increase the number of successful closures by 10% in FY 2015	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O1.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.
	S2.1		Maintain consistent and quality individualized independent living services	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—(a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))

	S2.1		Maintain consistent and quality individualized independent living services	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))
	S2.1		Maintain consistent and quality individualized independent living services	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.
		O2.1.2	Conduct home and community meetings to coordinate individualized training	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O2.1.2	Conduct home and community meetings to coordinate individualized training	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))
		O2.1.2	Conduct home and community meetings to coordinate individualized training	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.
		O2.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.

G3		Provide the administrative leadership necessary to accomplish the agency mission	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
	S3.1	Ensure that the job functions of all staff contribute to the achievement of the agency's mission	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O3.1.1 Maintain a diversified workforce	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O3.1.2 Ensure the timely submission of EPMS documents for all permanent employees	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))
		O3.1.3 Provide staff development training to improve employee's skills	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))

		03.1.4	Automate and maintain the integrity of agency workflow data systems	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>
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Agency Responding		Blind, Commission for the		
Date of Submission		7/27/2015		
Resources utilized to Complete Chart				
Cost		\$96		
Total Employee Time		3 hours		
# of Employees who worked on it		11 people		
Similar Information Requested				
Other Report:		Information Requested below is also requested in...		
Question # of the Other Report:		N/A		
<p>Instructions: Below is a list of all the laws the agency said were related to it in the agency's 2015 Restructuring and Seven Year Plan Report. In the "Related, Impacted Goal, Strategy or Objective #" column, please type the goal, strategy or objective number which is related to or impacted by the law (i.e. G1, O1.1.1, etc.). If a particular law relates/impacts more than one goal, strategy or objective, make a separate row for each different Related, Impacted Goal, Strategy or Objective by copying and pasting the law to as many separate rows as needed. In the column, titled "Recommend Further Evaluation," please put a Y beside any laws the agency would like the Committee to review for further discussion and/or possibly recommend revision or elimination of in the Committee's Oversight Report. In the column, titled "Basis for Further Evaluation," please provide a brief explanation/basis for any laws which the agency would like the Committee to review by choosing one of the options available from the drop down menu.</p>				
				<p>NOTE: If the agency grouped individual laws together, but would like the Committee to perform further evaluation of a law, the agency must add a row which states the specific law so it is clear what the agency wants the Committee to evaluate.</p>
Related, Impacted Goal, Strategy or Objective# (i.e. G1, O1.1.1)	Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)
G1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1	

S1.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.2	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.3	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		

O1.1.4	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.5	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.6	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.7	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		

O1.1.8	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O1.1.9	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
G2	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
S2.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		

O2.1.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O2.1.2	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
G3	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
S3.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		

O3.1.1	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O3.1.2	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O3.1.3	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		
O3.1.4	361.13 (a) Title I, Part B	<p>Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—</p> <p>(a) An integral part of a statewide workforce investment system; and</p> <p>(b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.</p> <p>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</p>	1		

	361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))	1		
G2	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))	2		
S2.1	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))	2		
O2.1.1	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))	2		
O2.1.2	34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))	2		
G2	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.	3		
S2.1	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.	3		
O2.1.1	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.	3		
O2.1.2	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.	3		
O2.1.3	Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.	3		

Agency Responding	Blind, Commission for the							
Date of Submission	7/27/2015							
Resources utilized to Complete Chart								
Cost	\$452							
Total Employee Time	13 hours							
# of Employees who	12 people							
Similar Information Requested	Information Requested below is also requested in...							
Other Report:	N/A							
Question # of the Other								
Instructions: Please list what the agency considers the most potential negative impact to the public that may occur as a result of the agency not accomplishing each objective. Under the column, "Most Potential Negative Impact," type the most potential negative impact to the public that may occur as a result of the agency not accomplishing the objective. Under the column, "Level Requires Outside Help," type the level at which the agency considers the potential negative impact too big to handle internally. Under the column, "Outside Help to Request," type the entities to whom the agency would reach out if the potential negative impact rises to a level that is too big to handle internally. Under the column, "Level Requires Inform G.A.," type the level at which the agency thinks the General Assembly should be put on notice of level at which potential negative impact has risen. Under column, "3 G.A. Options," type three options for what the General Assembly could do to help resolve the issue once it was on notice.								
From Strategic Planning Template agency submitted in its 2013-14								
G#	S#	O#	Description	Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.
G1			Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment					
	S1.1		Increase the number of consumers served by the vocational rehabilitation program					
		01.1.1	Expand outreach services to the unserved and underserved rural counties	Blind and visually impaired citizens of SC will be unable to obtain the disability adjustment and employment services needed to live independently and/or rejoin the workforce. This will result in undue burdens on families, local communities, charities, and will result in additional dependence of government programs such as food stamps, medicaid, housing, etc.	1. Consider additional funding to increase services in rural counties. 2. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired in rural counties. 3. Consider providing state funds to rural communities to improve accessibility to blind and visually impaired individuals in the form of audible traffic islands, safe sidewalks, and Braille markers in public areas.	When SCCB is unable to respond to citizens with visual impairments in rural counties due to lack of resources.	SCCB partners with other state Vocational Rehabilitation Agencies in the region and across the nation, as well as the Rehabilitation Services Administration, and seeks out technical assistance and training support.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.
		01.1.2	Recruit community rehabilitation programs	Lack of existing community partnerships and programs limits services and resources that could assist consumers in reaching employment, independence, and self-sufficiency.	1. Consider additional funding for VR services provided by SCCB. 2. Consider start-up or establishment grants for community rehabilitation programs to support and partner with SCCB in providing services. 3. Consider legislation and funding that would require local education agencies to develop school to work transition job placement and supported employment partnerships with SCCB.	When SCCB no longer has any options to provide services through community rehabilitation programs in the local communities.	Contact agencies within the community who currently partner with SCCB and coordinate contacts with other community rehabilitation programs.	When no community programs will partner with SCCB.
		01.1.3	Engage in random case service review process	Without case record reviews SCCB management would be unable to ensure the quality, consistency, effectiveness, and level of compliance with state and federal laws.	1. Consider additional funds to upgrade automated system to reduce paperwork requirements. 2. Consider funds for additional quality assurance staff. 3. Consider utilizing SCCB case record review data in legislative communications to promote public confidence in the effectiveness and understanding of the program.	When consistency among expectations and provided services no longer exists and consumer numbers are drastically dropping, it would be time to ask for help.	There are no outside resources to assist with this situation.	When the agency can no longer assure the General Assembly of the quality and effectiveness of services in compliance with state and federal laws.
		01.1.4	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery	Vocational Rehabilitation effectiveness, quality, compliance, and outcomes decrease as Client to VR Counselor ratios exceed normal ranges. This limits the number of consumers who achieve quality employment outcomes and reach independence and self-sufficiency. Citizens who are blind are forced to become dependent on other government programs, community charities, or their families.	1. Consider funds to place more VR Counselors in the field and reduce caseload sizes in high need areas. 2. Consider funding for SCCB to offer a competitive salary consistent with the professional educational requirements for VR Counselors to improve recruitment and retention. 3. Consider legislation that would require state funded public technical and community colleges to partner with SCCB in the development of short term demand driven training programs that result in jobs for blind individuals.	When Client to VR Counselor ratios exceed research based industry standards and turnover increases due to burnout.	There are no outside resources to assist with this situation.	When the agency can no longer hire or retain staff.
		01.1.5	Provide adjustment to blindness, assistive technology and job readiness training	Without this training, a person with visual impairments is unable to obtain employment that matches their skill level and is often unable to live at home alone, thus creating the burden on families, communities, and government programs to support the individual.	1. Consider additional funds for creation of job readiness training sites. 2. Consider additional funds for upgrading and obtaining the most up to date A.T. devices. 3. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired.	When SCCB can no longer provide all of the necessary services to a person experiencing a visual impairment.	SCCB would need to reach out to community agencies for training assistance.	When there is no assistance forthcoming from community agencies and consumer needs cannot be met by SCCB.

		O1.1.6	Maintain interagency collaboration and community contacts to increase public awareness of SCCB services	Without strong interagency collaboration and contacts that increase the public awareness of SCCB, blind and visually impaired citizens may not achieve employment, independence, and self-sufficiency resulting in stress on families, communities, and other government programs.	1. Consider additional funding for a public awareness campaign designed to increase the public's awareness of SCCB. 2. Consider legislation that encourages interagency collaboration and partnerships to facilitate coordinated service provision. 3. Consider legislation that would require state funded public technical and community colleges to partner with SCCB in the	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as Lions Club or Helen Keller National Center to request assistance	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.
		O1.1.7	Expand job search, development and placement opportunities	Without job search, job development, and job placement resources available, SCCB is unable to effectively connect job ready blind consumers with job vacancies. This limits the number of consumers who achieve quality employment outcomes and reach independence and self-sufficiency. Citizens who are blind are forced to become dependent on other government programs, community charities, or their families.	1. Consider additional funds for creation of job readiness training sites. 2. Consider additional funds for SCCB to hire and expand Job Placement and Job Coaching staff. 3. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired.	When employers refuse to hire blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities with businesses.
		O1.1.8	Increase the number of successful closures by 10% in FY 2015	Success is measured by the number of consumers who reach an employment outcome and increase their independence and self-sufficiency. The most negative impact would be the result of SCCB consumers being unable to obtain employment and increase independence and self-sufficiency.	1. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired. 2. Consider providing additional funding for a public awareness campaign that creates an expectation of employment for citizens who are blind and connects them with SCCB. 3. Provide funding to expand rural services.	When employers refuse to hire blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities with businesses.
		O1.1.9	Maintain 80% of competitive employment placements at or above the minimum wage	If SCCB is unable to assist blind consumers in obtaining quality employment at or above the minimum wage, consumers will continue to be dependent on families, charities, and/or other government welfare programs. They will not maximize their independence and self-sufficiency.	1. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired. 2. Consider legislation making it against state labor laws to pay less than minimum wage to any employee doing the same job as someone making minimum wage or higher in the same workplace. 3. Consider legislation that would make state government agencies model employers of qualified blind individuals by creating an expedited hiring process for blind individuals who meet the minimum qualifications for state vacancies. (Utah & California Model)	When employers refuse to hire, or competitively compensate blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities and businesses within the communities of SC will not respond.
G2			Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers					
	S2.1		Maintain consistent and quality individualized independent living services					
		O2.1.1	Maintain community interaction and develop referral sources in unserved and underserved rural counties	Blind and visually impaired citizens of SC will be unable to obtain the disability adjustment and employment services needed to live independently and/or rejoin the workforce. This will result in undue burdens on families, local communities, charities, and will result in additional dependence of government programs such as food stamps, medicaid, housing, etc.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as Lions Club or Helen Keller National Center to request assistance	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.
		O2.1.2	Conduct home and community meetings to coordinate individualized training	Without home and community meetings it would not be possible to determine the needs of consumers and individualized training could not happen. This would leave consumers unable to maintain their independence and place greater burdens on their communities and families.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.
		O2.1.3	Collaborate with nonprofit, social and human service organizations to provide early intervention services	Blind and visually impaired children would grow up without the tools they need to succeed in society and in school. This would leave children with a visual impairment totally dependent upon their families, communities, charities, and government welfare programs. It would also mean these children would not receive an appropriate education and would be unable to become contributing taxpayers or independent citizens.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as the Helen Keller National Center to request assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.
G3			Provide the administrative leadership necessary to accomplish the agency mission					
	S3.1		Ensure that the job functions of all staff contribute to the achievement of the agency's mission					

		03.1.1	Maintain a diversified workforce	Without a diversified workforce the agency could be viewed as discriminatory, and would not benefit from a diversity of experience, thinking, and problem solving. SCCB would also not have a diversified cultural base in staff to meet the diversity of consumers. This would reduce the number of consumers served which would place that burden on the taxpayers and families.	1. Consider additional funds to place more VR Counselors in the field and reduce caseload sizes in high need areas. 2. Consider additional funding for SCCB to offer competitive salaries for highly trained and educated VR Counselors to encourage recruitment and retention. 3. Consider legislation that would make state government agencies model employers of qualified blind individuals by creating an expedited hiring process for blind individuals who meet the minimum qualifications for state vacancies. (Utah & California Model)	When qualified candidates from a diverse background cannot be hired due to low pay, high caseloads, high travel time, and current counselors are unable to keep up with the demand due to the vacancies.	Contact local employment agencies and advertise vacancies anywhere possible in print and online.	When the agency can no longer hire or retain staff due to lack of responses to vacancy postings.
		03.1.2	Ensure the timely submission of EPMS documents for all permanent employees	Failure to maintain employee performance standards and accountability would negatively affect SCCB's ability to meet its mandated mission, maintain high quality and effective services, and quality employment outcomes for blind citizens.	1. Consider adjusting evaluation requirements so after the first year of service the employee changes to the state fiscal year and all permanent employees are reviewed once a year at the same time based on their program. (Each internal program is assigned a month for evaluations.) 2. Consider moving all state employee performance management tools to an internet based automated system such as SCEIS. 3. Consider funding for state agencies to obtain technical assistance on how to improve agency effectiveness and productivity through the design of impactful performance review tools.	When there is no longer any connection between an employee's performance plan and reviews and their contribution to the agency's mission, vision, and outcome measures.	There are no outside resources to assist with this situation.	When the agency can no longer hire or retain staff due to lack of responses to vacancy postings.
		03.1.3	Provide staff development training to improve employee's skills	The VR profession is an ever changing research and development based profession, lack of staff development and training results in staff not being current with industry trends, best practices, innovations, or research findings. Consumers who are not served in the most up to date manner will be unable to meet the qualifications for available employment opportunities and will be unable to remain self-sufficient as technology changes rapidly.	1. Consider funding for specialized staff training to allow for professional growth and better service to consumers. 2. Consider expanding agencies authority to send staff to national and regional professional conferences. 3. Consider funding for high definition video conferencing to expand training while decreasing travel time and travel costs.	When staff is unable to answer questions posed by consumers, unable to train or offer training on the latest technology, and is unable to renew their specific licensures due to lack of ongoing development, it is time for help.	Reach out to other state agencies and online for free and low cost training opportunities for staff to build their skills.	When staff is unable to maintain licensures and are not able to provide up to date services to the consumers.
		03.1.4	Automate and maintain the integrity of agency workflow data systems	Without automated systems it is more difficult and time consuming to maintain accuracy and accountability in record keeping. This also affects the integrity of the programs and requires more staff hours to complete a job. More staff hours would translate into the need for a greater percentage of funding to go to salaries and benefits which in turn would reduce funding to provide services to consumers.	1. Consider additional funds to upgrade automated system to reduce paperwork requirements. 2. Consider funds for additional IT staff to support innovation of work flow technology. 3. Consider funding to enable state agencies to explore innovative technologies to improve data management, security, and program outcome reporting.	When automated systems become outdated and no longer operate efficiently but there are no funds to upgrade the system or train staff on new systems then it would be time to ask for help.	Develop relationships with software providers to negotiate upgrades and trainings.	When automated systems no longer function in a way that allows SCCB to operate efficiently.

Agency Responding	Blind, Commission for the					
Date of Submission	7/27/2015					
Resources utilized to Complete Chart						
Cost	\$84					
Total Employee Time	2 hours					
# of Employees who worked on it	11 people					
Similar Information Requested	Information Requested below is also requested in...					
Other Report:	N/A					
Question # of the Other Report:						

Instructions: In this Chart please list all external or internal reviews, audits, investigations or studies ("Reviews") of the agency during the past five (5) fiscal years. If a particular Review relates/impacts more than one goal, strategy or objective, **make a separate row for each different Associated Goal, Strategy and Objective** by copying and pasting the Review to as many separate rows as needed. Please remember to provide copies of the report from the Review and any other information generated by the entity performing the Review (in word/excel if available, if not, please scan in .pdf version). NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.

Review Item #	Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)	Associated Goal, Strategy or Objective # which relates to the matter/issue under review (only one per row)
1	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.1
2	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.2
3	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.3
4	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.4
5	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.5
6	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.6
7	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.7
8	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.8
9	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O1.1.9
10	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O2.1.1
11	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O2.1.2
12	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O2.1.3
13	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O3.1.1
14	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O3.1.2
15	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O3.1.3
16	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015	O3.1.4
17	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.1
18	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.2
19	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.3
20	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.4
21	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.5
22	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.6
23	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.7
24	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.8
25	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O1.1.9
26	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O2.1.1

27	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O2.1.2
28	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O2.1.3
29	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O3.1.1
30	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O3.1.2
31	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O3.1.3
32	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/1/2013	7/27/2014	O3.1.4
33	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.1
34	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.2
35	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.3
36	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.4
37	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.5
38	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.6
39	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.7
40	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.8
41	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O1.1.9
42	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O2.1.1
43	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O2.1.2
44	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O2.1.3
45	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O3.1.1
46	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O3.1.2
47	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O3.1.3
48	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/3/2012	6/6/2013	O3.1.4
49	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.1
50	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.2
51	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.3
52	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.4
53	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.5
54	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.6
55	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.7
56	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.8
57	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O1.1.9
58	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O2.1.1
59	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O2.1.2
60	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O2.1.3
61	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O3.1.1
62	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O3.1.2
63	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	2/1/2012	5/24/2012	O3.1.3
64	Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	trewq	5/24/2012	O3.1.4
65	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.1
66	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.2
67	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.3

68	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.4
69	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.5
70	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.6
71	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.7
72	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.8
73	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O1.1.9
74	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O2.1.1
75	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O2.1.2
76	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O2.1.3
77	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O3.1.1
78	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O3.1.2
79	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O3.1.3
80	Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014	O3.1.4
81	AUP		External	Rogers and Laban, CPA	7/24/2012	7/3/2013	
82	AUP		External	SAO	6/30/2013	10/14/2014	

Agency Responding	Blind, Commission for the																			
Date of Submission	7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$462																			
Total Employee Time	11 hours																			
# of Employees who worked on it	12 people																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G__, S__, O__" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O.1.1.1																			
Description	Expand outreach services to the unserved and underserved rural counties																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			

STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program																			
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment																			

RESPONSIBLE LEAD																				
Name	Kyle Walker																			
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 months																			
Position	Director of Vocational Rehabilitation Consumer Services																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Vocational Rehabilitation																			
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.																			

MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	46,337		46,643																
Direct Costs of Results	Costs to achieve objective	310,104		312,148																
Total Costs of Results		356,441		358,791																

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
	\$31,923	\$61,495	\$3,000	\$0	\$0	\$0	\$337,667	\$4,206	\$434,085	

PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
Department of Archives & History - Disability Coordinator	Includes SCCB information at job fairs.									
National Federation of the Blind	Promotes SCCB at their meetings.									
South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.									
Goodwill Industries	Promotes SCCB to their consumers and partners.									
Department of Education	Promotes SCCB to schools and other partners.									
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
5	Vocational Rehabilitation Referrals		1168	713	938	880	1008	689	1008	223, 206, 199, 31, 1
5	Total number of consumers served		3317	2419	2235	2115	N/A	2052	N/A	224, 69, 61, 53, 23
3	Vocational Rehabilitation Successful Closures		255	255	263	174	175	153	175	207, 139, 70, 34, 4
3	Customer Satisfaction--VR Consumer Survey Results		86%	96%	95%					241, 121, 103
3	VR Applicants & Eligibility Determinations		Applicants--578 Eligibility--444	Applicants--579 Eligibility--426	Applicants--568 Eligibility--433					259, 155, 122
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		Serving rural areas will assist persons with visual impairments to obtain and/or maintain competitive employment where they may not be able to without SCCB assistance.								
Reasoning for 2014-15 Target Value?		An increase in outreach to rural areas would create a 15% increase in referrals.								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		moderate challenge								
Reasoning for missing 2014-15 Target Value, if missed?		Staff turnover in rural areas was high so there were periods of time no outreach was done.								
Work being done to improve deficiencies?		Vacancies are being filled as quickly as possible with qualified candidates.								
Reasoning for 2015-16 Target Value?		With vacancies being filled it is projected that SCCB will receive an increased number of referrals and therefore produce increases in services and closures.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Provide the names of employees who are responsible for...		Shana Robinson								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove		Kyle Walker								
Making any changes needed to ensure the target value is reached		James Kirby, Kyle Walker								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Kyle Walker, Director of Vocational Rehabilitation Consumer Services.								
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						

Blind and visually impaired citizens of SC will be unable to obtain the disability adjustment and employment services needed to live independently and/or rejoin the workforce. This will result in undue burdens on families, local communities, charities, and will result in additional dependence of government programs such as food stamps, medicaid, housing, etc.	1. Consider additional funding to increase services in rural counties. 2. Consider legislation that encourages and incentivises South Carolina businesses to hire persons who are blind or visually impaired in rural counties. 3. Consider providing state funds to rural communities to improve accessibility to blind and visually impaired individuals in the form of audible traffic islands, safe sidewalks, and Braille markers in public areas.	When SCCB is unable to respond to citizens with visual impairments in rural counties due to lack of resources.	SCCB partners with other state Vocational Rehabilitation Agencies in the region and across the nation, as well as the Rehabilitation Services Administration, and seeks out technical assistance and training support.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.						
LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

Agency Responding	Blind, Commission for the																			
Date of Submission	7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$38.46																			
Total Employee Time	1 hour																			
# of Employees who worked on it	1 person																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				
<p>Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.</p>																				
STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O1.1.2																			
Description	Recruit community rehabilitation programs																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			
STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program																			
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment																			
RESPONSIBLE LEAD																				
Name	Kyle Walker																			
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 months																			
Position	Director of Vocational Rehabilitation Consumer Services																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Vocational Rehabilitation																			
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.																			
MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	112,908		110,898																
Direct Costs of Results	Costs to achieve objective	755,614		742,164																
Total Costs of Results		868,522		853,062																

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 State Funds	Federal Funds	Other Funds	Total	
	\$75,670	\$161,933	\$1,500				\$792,755	\$7,078	\$1,031,858	
PARTNERS										
<i>Instructions</i> : The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
N/A										
PERFORMANCE MEASURES										
<i>Instructions</i> : The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										PM Item #
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	225, 156, 86, 54, 24
5	Competitive Employment Closures		255	255	263	174	175	153	175	216, 148, 79, 43, 13
5	Vocational Rehabilitation Referrals		1168	713	938	880	1008	689	1008	200, 132, 62, 32, 2
2	Training & Employment Consumers Served		366	290	410					237, 168, 98
3	Adjustment to Blindness Training		45	73*	46					234, 165, 95
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					243, 173, 104
3	VR Applicants & Eligibility Determination		Applicants--578; Eligibility--444	Applicants--579; Eligibility--426	Applicants--568; Eligibility--433					261, 190, 123
2	Competitive Employment Closure Quality Rate					79%	80%	79%	80%	216, 148, 79, 43, 13
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been		Each of the above performance measures track the number of consumers served in various areas and their satisfaction.								
Reasoning for 2014-15 Target Value?		A targeted increase in referrals for VR would lead to an increase in referrals for training programs.								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Reasoning for missing 2014-15 Target Value, if missed?		Several vacant positions and loss of funding for the Independent Living Skills program reduced the number of referrals to all programs.								
Work being done to improve deficiencies?		Vacancies are being filled with qualified candidates as quickly as possible.								
Reasoning for 2015-16 Target Value?		With vacancies filled it is projected that SCCB will increase referrals and therefore increase services and successful closures.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Provide the names of employees who are responsible for...		Shana Robinson								
Comparison of actual performance to target value										
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove		James Kirby, Kyle Walker, Edward Bible, Rhonda Thompson								
Making any changes needed to ensure the target value is reached		James Kirby, Kyle Walker, Edward Bible, Rhonda Thompson								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Kyle Walker, Director of Vocational Rehabilitation Consumer Services; Edward Bible, Director of Training & Employment; Rhonda Thompson, Director of Older Blind,								

REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Lack of existing community partnerships and programs limits services and resources that could assist consumers in reaching employment, independence, and self-sufficiency.	1. Consider additional funding for VR services provided by SCCB. 2. Consider start-up or establishment grants for community rehabilitation programs to support and partner with SCCB in providing services. 3. Consider legislation and funding that would require local education agencies to develop school to work transition job placement and supported employment partnerships with SCCB.	When SCCB no longer has any options to provide services through community rehabilitation programs in the local communities.	Contact agencies within the community who currently partner with SCCB and coordinate contacts with other community rehabilitation programs.	When no community programs will partner with SCCB.						
LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

Date of Submission	Blind, Commission for the 7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$38.46																			
Total Employee Time	1 hour																			
# of Employees who worked on it	1 person																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				
<p>Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.</p>																				
STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O1.1.3																			
Description	Engage in random case service review process																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			
STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program																			
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment																			
RESPONSIBLE LEAD																				
Name	Shana Robinson																			
Length of Time (individual has been responsible for goal, strategy or objective) in months																				
Position	Director of Quality Assurance																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Quality Assurance																			
Dept./Division Summary	Conducts internal reviews, audits, and maintains the electronic recordkeeping system, AWARE. Researches and compiles data necessary to assist programs in achieving the stated goals and objectives.																			
MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	87,558		91,354																
Direct Costs of Results	Costs to achieve objective	585,963		611,370																
Total Costs of Results		673,521		702,724																

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$61,793	\$91,562	\$1,500				\$655,275	\$38,276	\$810,130
PARTNERS									

Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners
N/A	

PERFORMANCE MEASURES
Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	VR 60 Day Eligibility Compliance Percentage		92%	90%	90%					266, 195, 128
3	Vocational Rehabilitation Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	217, 149, 80, 44, 14
3	Vocational Rehabilitation Successful Closures		255	255	263	174	175	153	175	209, 141, 72, 36, 6

Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		These measures track compliance to policy and closure rates that demonstrate quality services.								
Reasoning for 2014-15 Target Value?		Based on 2013-14 RSA standards.								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Reasoning for missing 2014-15 Target Value, if missed?		Vacancies within the agency.								
Work being done to improve deficiencies?		Vacancies are being filled with qualified candidates as quickly as possible.								
Reasoning for 2015-16 Target Value?		With vacancies filled the referral, application, eligibility, placement, and closure rates are all projected to increase.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Provide the names of employees who are responsible for...										
Comparison of actual performance to target value		Shana Robinson Kyle Walker								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)										
Making any changes needed to ensure the target value is reached		Kyle Walker								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Kyle Walker, Director of Vocational Rehabilitation Consumer Services; Shana Robinson, Director of Quality Control								

REVIEWS/AUDITS
Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)

Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015						
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014						
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013						
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012						
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014						
POTENTIAL NEGATIVE IMPACT											
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.											
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.							
Without case record reviews SCCB management would be unable to ensure the quality, consistency, effectiveness, and level of compliance with state and federal laws.	1. Consider additional funds to upgrade automated system to reduce paperwork requirements. 2. Consider funds for additional quality assurance staff. 3. Consider utilizing SCCB case record review data in legislative communications to promote public confidence in the effectiveness and understanding of the program.	When consistency among expectations and provided services no longer exists and consumer numbers are drastically dropping, it would be time to ask for help.	There are no outside resources to assist with this situation.	When the agency can no longer assure the General Assembly of the quality and effectiveness of services in compliance with state and federal laws.							
LAWS AS BASIS											
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.											
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted										
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is—(a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))										
LAWS TO FURTHER EVALUATE											
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.											
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation							
N/A											

Agency Responding	Blind, Commission for the																			
Date of Submission	7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$38.46																			
Total Employee Time	1 hour																			
# of Employees who worked on it	1 person																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				
<p>Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.</p>																				
STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O1.1.4																			
Description	Maintain an adequate consumer to counselor ratio to ensure expediency of service delivery																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			
STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program																			
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment																			
RESPONSIBLE LEAD																				
Name	Kyle Walker																			
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 months																			
Position	Director of Vocational Rehabilitation Consumer Services																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Vocational Rehabilitation																			
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.																			
MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	84,501		91,127																
Direct Costs of Results	Costs to achieve objective	565,509		609,850																
Total Costs of Results		650,010		700,977																

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$61,633	\$84,178	\$7,500				\$641,740	\$51,151	\$795,050

PARTNERS
Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners
N/A	

PERFORMANCE MEASURES
Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
4	VR Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	218, 150, 81, 45, 15
5	VR Successful Closures		255	255	263	174	175	153	175	210, 142, 73, 37, 7
3	VR Compliance with CSPD Standards		62%	74%	77%					260, 189, 120
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					244, 174, 105
3	VR Applicants & Eligibility Determinations		Applicants--578; Eligibility--444	Applicants--579; Eligibility--426	Applicants--568; Eligibility--433					262, 191, 124

Questions Related to Performance Measure	Comparison of actual performance to target value
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	The measures track the educational level of counselors, ability to move consumers from application status to quality closure, and consumer satisfaction, all of which assist in determining caseload sizes to prevent burnout of counselors.
Reasoning for 2014-15 Target Value?	All of the counselors at SCCB now meet the highest level of qualification and education.
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Reasoning for missing 2014-15 Target Value, if missed?	Vacancies within the agency.
Work being done to improve deficiencies?	Vacancies are being filled with qualified candidates as quickly as possible.
Reasoning for 2015-16 Target Value?	With vacancies filled it is projected that a higher number of quality closures will occur.
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Provide the names of employees who are responsible for...	
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)	Shana Robinson Kyle Walker
Making any changes needed to ensure the target value is reached	James Kirby, Kyle Walker
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Kyle Walker, Director of Vocational Rehabilitation Consumer Services

REVIEWS/AUDITS

Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					

POTENTIAL NEGATIVE IMPACT
Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Vocational Rehabilitation effectiveness, quality, compliance, and outcomes decrease as Client to VR Counselor ratios exceed normal ranges. This limits the number of consumers who achieve quality employment outcomes and reach independence and self-sufficiency. Citizens who are blind are forced to become dependent on other government programs, community charities, or their families.	1. Consider funds to place more VR Counselors in the field and reduce caseload sizes in high need areas. 2.Consider funding for SCCB to offer a competitive salary consistent with the professional educational requirements for VR Counselors to improve recruitment and retention. 3. Consider legislation that would require state funded public technical and community colleges to partner with SCCB in the development of short term demand driven training programs that result in jobs for blind individuals.	When Client to VR Counselor ratios exceed research based industry standards and turnover increases due to burnout.	There are no outside resources to assist with this situation.	When the agency can no longer hire or retain staff.						

LAWS AS BASIS
Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									

LAWS TO FURTHER EVALUATE
Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the																			
Date of Submission	7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$38.46																			
Total Employee Time	1 hour																			
# of Employees who worked on it	1 person																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				
<p>Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G__, S__, O__" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.</p>																				
STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O1.1.5																			
Description	Provide adjustment to blindness, assistive technology and job readiness training																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			
STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program																			
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment																			
RESPONSIBLE LEAD																				
Name	Kyle Walker																			
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 months																			
Position	Director of Vocational Rehabilitation Consumer Services																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Vocational Rehabilitation																			
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.																			
MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	144,532		147,098																
Direct Costs of Results	Costs to achieve objective	967,256		984,426																
Total Costs of Results		1,111,788		1,131,524																

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$100,975	\$145,854	\$52,500				\$1,035,003	\$52,033	\$1,334,332

PARTNERS
Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners
National Federation of the Blind	Provides training assistance.
South Carolina Schools for the Deaf and Blind	Provides training assistance.
Goodwill Industries	Provides training assistance.
SC Vision Education Partners	Provides training assistance.
SC State University Orientation and Mobility	Provides updates on upcoming assistive technology.
Medical University of SC, Storm Eye Clinic	Provides updates on upcoming assistive technology.
ABLE SC	Provides independent living skills training.
Blue Cross Blue Shield	Provides sensitivity training.
Verizon Wireless	Provides sensitivity training.
Community Libraries* (We work with libraries in several communities)	Provides soft skills training for consumers.
Department of Employment and Workforce	Provides soft skills training for consumers
Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	Provide updates on upcoming assistive technology.
Richland County Library	Provides soft skills training.
SC State Library-Talking Book Services	Provides soft skills training.
Freedom Scientific	Free online training for JAWS software.

PERFORMANCE MEASURES
Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					245, 175, 106
3	Low Vision Clinic Consumers Served		560	440	499					242, 172, 102
3	Adjustment to Blindness Training		45	73*	46					235, 166, 96
3	Training & Employment Consumers Served		366	290	410					238, 169, 99
5	VR Successful Closures		255	255	263	174	175	153	175	211, 143, 74, 38, 8
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	226, 157, 87, 55, 25
4	VR Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	219, 151, 82, 46, 16

Questions Related to Performance Measure
 Why was this performance measure chosen as a gauge of whether the objective had been accomplished?
 The three areas in this objective are the primary focus of the services provided by the agency to assist consumers in reaching employment goals and living independently.

Reasoning for 2014-15 Target Value?	To comply with RSA standards.									
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target									
Reasoning for missing 2014-15 Target Value, if missed?	Vacancies within the agency.									
Work being done to improve deficiencies?	Vacancies are being filled with qualified candidates as quickly as possible.									
Reasoning for 2015-16 Target Value?	With vacancies filled it is projected that SCCB will increase consumers served and successful closures.									
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target									
Provide the names of employees who are responsible for...	Shana Robinson									
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)	Kyle Walker, Edward Bible, Rhonda Thompson									
Making any changes needed to ensure the target value is reached	Kyle Walker, Edward Bible, Rhonda Thompson									
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Edward Bible, Director of Training & Employment; Rhonda Thompson, Director of Older Blind, Children's Services, and Low Vision Clinics; Shana Robinson, Director of Quality									
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Without this training, a person with visual impairments is unable to obtain employment that matches their skill level and is often unable to live at home alone, thus creating the burden on families, communities, and government programs to support the individual.	1. Consider additional funds for creation of job readiness training sites. 2. Consider additional funds for upgrading and obtaining the most up to date A.T. devices. 3. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired.	When SCCB can no longer provide all of the necessary services to a person experiencing a visual impairment.	SCCB would need to reach out to community agencies for training assistance.	When there is no assistance forthcoming from community agencies and consumer needs cannot be met by SCCB.						
LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation	
N/A					

Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*					
Support Costs Apportioned	Administration	133,443		131,593						
Direct Costs of Results	Costs to achieve objective	893,043		880,658						
Total Costs of Results		1,026,486		1,012,251						

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$89,827	\$161,486	\$15,000				\$944,890	\$22,097	\$1,211,203

PARTNERS

Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners								
National Federation of the Blind	Talks about SCCB at their meetings and conferences.								
Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	SCCB is listed as a resource on AERBVI of Charleston website.								
Department of Archives & History - Disability Coordinator	Includes SCCB information at job fairs.								
South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.								
Goodwill Industries	Promotes SCCB to their consumers and partners.								
Department of Education	Promotes SCCB to schools and other partners.								
Helen Keller National Center (HKNC)	Provides free consultations.								

PERFORMANCE MEASURES

Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
2	Vocational Rehabilitation Referrals		1168	713	938	880	1008	689	1008	201, 133, 63, 33, 3
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	227, 158, 88, 56, 26
5	VR Successful Closures		255	255	263	174	175	153	175	212, 144, 75, 39, 9
3	VR Applicants & Eligibility Determinations		Applicants--578; Eligibility--444	Applicants--579; Eligibility--426	Applicants--568; Eligibility--433					263, 192, 125
2	VR 60 Day Eligibility Compliance Percentage		92%	90%	90%					267, 196, 129

Questions Related to Performance Measure

Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	To provide the best service, especially to rural areas, it is important that SCCB work with other agencies in the communities that we serve and to strive for greater public awareness to reach the SC citizens who need our assistance.
Reasoning for 2014-15 Target Value?	To comply with RSA standards.
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Reasoning for missing 2014-15 Target Value, if missed?	Vacancies within the agency.
Work being done to improve deficiencies?	Vacancies are being filled with qualified candidates as quickly as possible.

Reasoning for 2015-16 Target Value?		With vacancies filled it is projected that referrals will increase which will also provide an increase in services and closures.							
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target							
Provide the names of employees who are responsible for...									
Comparison of actual performance to target value		Shana Robinson							
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		Kyle Walker, Edward Bible, Rhonda Thompson							
Making any changes needed to ensure the target value is reached		Kyle Walker, Edward Bible, Rhonda Thompson							
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Edward Bible, Director of Training & Employment; Rhonda Thompson, Director of Older Blind, Children's Services, and Low Vision Clinics; Kyle Walker,							
REVIEWS/AUDITS									
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012				
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014				
POTENTIAL NEGATIVE IMPACT									
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.					
Without strong interagency collaboration and contacts that increase the public awareness of SCCB, blind and visually impaired citizens may not achieve employment, independence, and self-sufficiency resulting in stress on families, communities, and other government programs.	1. Consider additional funding for a public awareness campaign designed to increase the public's awareness of SCCB. 2. Consider legislation that encourages interagency collaboration and partnerships to facilitate coordinated service provision. 3. Consider legislation that would require state funded public technical and community colleges to partner with SCCB in the development of short term demand driven training programs that result in jobs for blind individuals.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as Lions Club or Helen Keller National Center to request assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.				
LAWS AS BASIS									
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted								
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))								

LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

Agency Responding	Blind, Commission for the													
Date of Submission	7/27/2015													
Resources utilized to Complete Chart														
Cost	\$31.41													
Total Employee Time	1 hour													
# of Employees who worked on it	1 person													
Similar Information Requested	Information Requested below is also requested in...													
Other Report:	N/A													
Question # of the Other Report:														

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE														
Strategy or Objective #	O1.1.7													
Description	Expand job search, development and placement opportunities													
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.													
STRATEGIC PLAN CONTEXT														
Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program													
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment													
RESPONSIBLE LEAD														
Name	Edward Bible													
Length of Time (individual has been responsible for goal, strategy or objective) in months														
Position	Director of Training & Employment													
Office Address	1430 Confederate Ave. Columbia, SC 29201													
Dept./Division	Training & Employment													
Dept./Division Summary	Supervises all consumer training activities and all employment consultants. Oversees the creation of worksites and employer relationships within the communities served by SCCB.													
MONEY SPENT														
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*									
Support Costs Apportioned	Administration	112,682		112,926										
Direct Costs of Results	Costs to achieve objective	754,100		755,742										
Total Costs of Results		866,782		868,668										

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
	\$77,008	\$143,699	\$0				\$825,580	\$11,016	\$1,046,287	
PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
Goodwill Industries	Offers job placement assistance.									
Blue Cross Blue Shield	OJT and placement opportunities.									
Verizon Wireless	OJT and placement opportunities.									
Office of Federal Contract Compliance Programs	Provides information and contacts for federal job placement opportunities.									
Department of Employment and Workforce	Job placement assistance									
National Employment Team (NET)-South East Region	Job placement assistance									
Medical University of SC, Storm Eye Clinic	internships									
SC State Museum	internships									
South Carolina Vocational Rehabilitation Department	Job placement assistance									
McKissick Museum/Library	Job placement assistance									
USC-Thomas Cooper Library	Job placement assistance									
Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	Job placement assistance									
SC State University Assistive Technology Program--USC School of Medicine	internships									
Anderson Mayors Committee	Job placement assistance									
Richland- Columbia Mayor's Committee on Employment of People with Disabilities	Job placement assistance									
SC Governor's Committee	Job placement assistance									
Spartanburg Mayor Committee	Job placement assistance									
Summerville Mayor's Committee	Job placement assistance									
American Red Cross -Non-Profit	internships									
United Way 211-Non Profit	internships									
VA Hospital -Non Profit	Job placement assistance									
Harvest Hope Food Bank -Non Profit	internships									
Richland County Library	Job search									
SC State Library-Talking Book Services	internships									
Greater Charleston Call Center Alliance-Division of Charleston Chamber of Commerce	Job placement assistance									
SC Liaison Industrial Group	Job placement assistance									
PERFORMANCE MEASURES										

Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Actual Results	2015-16 Actual Results	2015-16 Targets	PM Item #
3	Training & Employment Consumers Served		366	290	410					239, 170, 100
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					246, 176, 107
5	VR Successful Closures		255	255	263	174	175	153	175	213, 145, 76, 40, 10
4	VR Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	220, 152, 83, 47, 17
1	Vocational Rehabilitation Placements by Occupation		Professional (26%), Clerical/Sales (22%), Service (30%), Agricultural (2%), Processing (3%), Machine Trades (2%), Benchwork (3%), Structural (6%), Miscellaneous (6%)	Professional (13%), Clerical/Sales (17%), Service (18%), Agricultural (4%), Processing (4%), Machine Trades (2%), Benchwork (5%), Structural (7%), Miscellaneous (27%)	Professional (17%), Clerical/Sales (19%), Service (25%), Agricultural (5%), Processing (0%), Machine Trades (3%), Benchwork (1%), Structural (5%), Miscellaneous (25%)					232, 163, 93
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		These measures show the number of consumers who were placed in employment, the type of employment, and consumer satisfaction with services received.								
Reasoning for 2014-15 Target Value?		To comply with RSA standards.								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Reasoning for missing 2014-15 Target Value, if missed?		Vacancies within the agency.								
Work being done to improve deficiencies?		Vacancies are being filled with qualified candidates as quickly as possible.								
Reasoning for 2015-16 Target Value?		With vacancies filled it is projected that SCCB will received more referrals which will result in a higher number of quality closures.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Provide the names of employees who are responsible for...		Comparison of actual performance to target value Shana Robinson								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		Edward Bible, Kyle Walker								
Making any changes needed to ensure the target value is reached		Edward Bible, Kyle Walker								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Edward Bible, Director of Training & Employment; Kyle Walker, Director of VR Consumer Services								
REVIEWS/AUDITS										
Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						

Without job search, job development, and job placement resources available, SCCB is unable to effectively connect job ready blind consumers with job vacancies. This limits the number of consumers who achieve quality employment outcomes and reach independence and self-sufficiency. Citizens who are blind are forced to become dependent on other government programs, community charities, or their families.	1. Consider additional funds for creation of job readiness training sites. 2. Consider additional funds for SCCB to hire and expand Job Placement and Job Coaching staff. 3. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired.	When employers refuse to hire blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities with businesses.							
LAWS AS BASIS											

Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted										
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. <i>(Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))</i>										

LAWS TO FURTHER EVALUATE

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Support Costs Apportioned	Administration	104,675		101,951						
Direct Costs of Results	Costs to achieve objective	700,516		682,290						
Total Costs of Results		805,191		784,241						

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$69,603	\$150,206	\$7,500				\$716,810	\$11,511	\$944,119

PARTNERS
Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners
Goodwill Industries	Skills training and placement assistance.
Blue Cross Blue Shield	Job placement assistance
Verizon Wireless	Job placement assistance
Office of Federal Contract Compliance Programs	Contacts for federal job placement.
Department of Employment and Workforce	Contacts for federal job placement.

PERFORMANCE MEASURES
Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
5	VR Successful Closures		255	255	263	174	175	153	175	214, 146, 77, 41, 11
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					247, 177, 108
2	VR 60 Day Eligibility Compliance Percentage		92%	90%	90%					268, 197, 130
4	VR Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	221, 153, 84, 48, 18

Questions Related to Performance Measure	
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	These measures track closures and wage information.
Reasoning for 2014-15 Target Value?	To comply with RSA standards.
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Reasoning for missing 2014-15 Target Value, if missed?	Vacancies within the agency.
Work being done to improve deficiencies?	Vacancies are being filled with qualified candidates as quickly as possible.
Reasoning for 2015-16 Target Value?	With vacancies filled it is projected that SCCB will receive a greater number of referrals and therefore have a greater number of closures.
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Provide the names of employees who are responsible for...	
Comparison of actual performance to target value	Shana Robinson

Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		Kyle Walker							
Making any changes needed to ensure the target value is reached		Kyle Walker							
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Shana Robinson, Director of Quality Assurance; Kyle Walker, Director of VR Consumer Services							
REVIEWS/AUDITS									
<i>Instructions</i> : The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012				
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014				
POTENTIAL NEGATIVE IMPACT									
<i>Instructions</i> : The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.					
Success is measured by the number of consumers who reach an employment outcome and increase their independence and self-sufficiency. The most negative impact would be the result of SCCB consumers being unable to obtain employment and increase independence and self-sufficiency.	1. Consider legislation that encourages and incentivises South Carolina businesses to hire persons who are blind or visually impaired. 2. Consider providing additional funding for a public awareness campaign that creates an expectation of employment for citizens who are blind and connects them with SCCB. 3. Provide funding to expand rural services.	When employers refuse to hire blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities with businesses.					
LAWS AS BASIS									
<i>Instructions</i> : The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted								
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))								
LAWS TO FURTHER EVALUATE									

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the
Date of Submission	7/27/2015

Resources utilized to Complete Chart

Cost	\$38.46
Total Employee Time	1 hour
# of Employees who worked on it	1 person

Similar Information Requested Information Requested below is also requested in...

Other Report:	N/A
Question # of the Other Report:	

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G __, S __, O __" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE

Strategy or Objective #	O1.1.9
Description	Maintain 80% of competitive employment placements at or above the minimum wage
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.

STRATEGIC PLAN CONTEXT

Higher Strategy Objective Supports:	Increase the number of consumers served by the vocational rehabilitation program art
Higher Goal Strategy Supports:	Deliver quality, individualized vocational rehabilitation services that will assist Blind and visually impaired individuals in obtaining or maintaining competitive employment

RESPONSIBLE LEAD

Name	Kyle Walker
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 months
Position	Director of Vocational Rehabilitation Consumer Services
Office Address	1430 Confederate Ave. Columbia, SC 29201
Dept./Division	Vocational Rehabilitation
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.

MONEY SPENT

Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*
Support Costs Apportioned	Administration	69,500		71,999	
Direct Costs of Results	Costs to achieve objective	465,112		481,839	
Total Costs of Results		534,612		553,838	

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$48,819	\$78,703	\$0				\$519,654	\$23,097	\$647,176

PARTNERS

Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners
Goodwill Industries	Training and placement
Blue Cross Blue Shield	Placement
Verizon Wireless	Placement
Office of Federal Contract Compliance Programs	Provides information on companies with federal contracts who must meet the
National Federation of the Blind	Offers IDL training to rural and underserved areas which allows consumers the opportunity to maintain employment.
Social Security Administration/Work Incentives	Provides work incentives to encourage employment for consumers.
Copy and Paste from Strategically Planned Partners Chart	Copy and Paste from Strategically Planned Partners Chart

PERFORMANCE MEASURES

Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
4	VR Closure Quality Rate		72%	76%	81%	79%	80%	79%	80%	222, 154, 85, 49, 19
5	VR Successful Closures		255	255	263	174	175	153	175	215, 147, 78, 42, 12
3	Vocational Rehabilitation Placements by Occupation		Professional (26%), Clerical/Sales (22%), Service (30%), Agricultural (2%), Processing (3%), Machine Trades (2%), Benchwork (3%), Structural (6%), Miscellaneous (6%)	Professional (13%), Clerical/Sales (17%), Service (18%), Agricultural (4%), Processing (4%), Machine Trades (2%), Benchwork (5%), Structural (7%), Miscellaneous (27%)	Professional (17%), Clerical/Sales (19%), Service (25%), Agricultural (5%), Processing (0%), Machine Trades (3%), Benchwork (1%), Structural (5%), Miscellaneous (25%)					233, 164, 94
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					248, 178, 109
3	SC Average Earnings vs. Blind Licensed Vendor Average Earnings		SC Average Earnings of \$33,163 compared to Blind Licensed Vendor Average Earnings of \$30,909 - Vendor Earnings were 7% higher than SC Average Earnings	SC Average Earnings of \$36,637 compared to Blind Licensed Vendor Average Earnings of \$36,106 - Vendor Earnings were 1.4% lower than SC Average Earnings	SC Average Earnings of \$38,700 compared to Blind Licensed Vendor Average Earnings of \$41,423 - Vendor Earnings were 7% higher than SC Average Earnings					240, 171, 101

Questions Related to Performance Measure

Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	These measures track closures and wage information.
Reasoning for 2014-15 Target Value?	To comply with RSA standards.
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Reasoning for missing 2014-15 Target Value, if missed?	Vacancies within the agency.
Work being done to improve deficiencies?	Vacancies are being filled with qualified candidates as quickly as possible.

Reasoning for 2015-16 Target Value?	With vacancies filled it is projected that SCCB will receive a greater number of referrals and therefore have a greater number of closures.
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target
Provide the names of employees who are responsible for...	
Comparison of actual performance to target value	Shana Robinson Kyle Walker
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)	
Making any changes needed to ensure the target value is reached	Kyle Walker
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Shana Robinson, Director of Quality Assurance; Kyle Walker, Director of VR Consumer Services

REVIEWS/AUDITS

Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014

POTENTIAL NEGATIVE IMPACT

Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.
If SCCB is unable to assist blind consumers in obtaining quality employment at or above the minimum wage, consumers will continue to be dependent on families, charities, and/or other government welfare programs. They will not maximize their independence and self-sufficiency.	1. Consider legislation that encourages and incentivizes South Carolina businesses to hire persons who are blind or visually impaired. 2. Consider legislation making it against state labor laws to pay less than minimum wage to any employee doing the same job as someone making minimum wage or higher in the same workplace. 3. Consider legislation that would make state government agencies model employers of qualified blind individuals by creating an expedited hiring process for blind individuals who meet the minimum qualifications for state vacancies. (Utah & California Model)	When employers refuse to hire, or competitively compensate blind consumers no matter how many services SCCB provides or how much training is offered.	SCCB would reach out to local employment agencies and businesses to develop opportunities for consumers.	When SCCB has exhausted all efforts to create opportunities and businesses within the communities of SC will not respond.

LAWS AS BASIS

Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act: 29 U.S.C. 720(a)(2))

LAWS TO FURTHER EVALUATE

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the																			
Date of Submission	7/27/2015																			
Resources utilized to Complete Chart																				
Cost	\$38.46																			
Total Employee Time	1 hour																			
# of Employees who worked on it	1 person																			
Similar Information Requested	Information Requested below is also requested in...																			
Other Report:	N/A																			
Question # of the Other Report:																				
<p>Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.</p>																				
STRATEGY OR OBJECTIVE																				
Strategy or Objective #	O2.1.1																			
Description	Maintain community interaction and develop referral sources in unserved and underserved rural counties																			
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.																			
STRATEGIC PLAN CONTEXT																				
Higher Strategy Objective Supports:	Maintain consistent and quality individualized independent living services																			
Higher Goal Strategy Supports:	Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers																			
RESPONSIBLE LEAD																				
Name	Kyle Walker																			
Length of Time (individual has been responsible for goal, strategy or objective) in months	2 Months																			
Position	Director of Vocational Rehabilitation Consumer Services																			
Office Address	1430 Confederate Ave. Columbia, SC 29201																			
Dept./Division	Vocational Rehabilitation																			
Dept./Division Summary	Supervises all activities of VR counselors, EMBRC, O & M instructors, Home management instructors, manual arts instructors, and A.T. instructors.																			
MONEY SPENT																				
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*															
Support Costs Apportioned	Administration	40,665		40,407																

Direct Costs of Results	Costs to achieve objective	272,143		270,416					
Total Costs of Results		312,808		310,823					

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$27,635	\$55,399	\$3,000				\$289,178	\$4,206	\$375,212

PARTNERS
Instructions: The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Current Partner Entities	Ways Agency works with Current Partners								
National Federation of the Blind	Talks about SCCB at their meetings and conferences.								
Association for Education and Rehabilitation of the Blind and Visually Impaired, SC Chapter	SCCB is listed as a resource on AERBVI of Charleston website.								
Department of Archives & History - Disability Coordinator	Includes SCCB information at job fairs.								
South Carolina Schools for the Deaf and Blind	Promotes SCCB to their consumers and partners.								
Goodwill Industries	Promotes SCCB to their consumers and partners.								
Department of Education	Promotes SCCB to schools and other partners.								
Helen Keller National Center (HKNC)	Provides free consultations.								
Department of Archives & History - Disability Coordinator	Includes SCCB information at job fairs.								

PERFORMANCE MEASURES

Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	228, 159, 89, 57, 27
2	Independent Living Referrals					421	480	725	480	50, 20
3	Older Blind Referrals		923	455	336					202, 134, 64
3	Children's Services Referrals		39	28	41					204, 136, 66
3	Older Blind Program Applicants and Eligibility Determinations		Applicants (593), Eligibility Determinations (526)	Applicant (384), Eligibility Determinations (336)	Applicants (379), Eligibility Determinations (366)					264, 193, 126

Questions Related to Performance Measure

Why was this performance measure chosen as a gauge of whether the objective had been Reasoning for 2014-15 Target Value?
 Serving rural areas will assist persons with visual impairments to obtain and/or maintain competitive employment where they may not be able to without SCCB assistance.
 An increase in outreach to rural areas would create a 15% increase in referrals.

Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	moderate challenge								
Reasoning for missing 2014-15 Target Value, if missed?	Staff turnover in rural areas was high so there were periods of time no outreach was done.								
Work being done to improve deficiencies?	Vacancies are being filled as quickly as possible with qualified candidates.								
Reasoning for 2015-16 Target Value?	With vacancies being filled it is projected that SCCB will receive an increased number of referrals and therefore produce increases in services and closures.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target								
Provide the names of employees who are responsible for...									
Comparison of actual performance to target value	Shana Robinson								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to	Kyle Walker								
Making any changes needed to ensure the target value is reached	James Kirby, Kyle Walker								
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Kyle Walker, Director of Vocational Rehabilitation Consumer Services								
REVIEWS/AUDITS									
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)				
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Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013				
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012				
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014				
POTENTIAL NEGATIVE IMPACT									
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.									
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.					
Blind and visually impaired citizens of SC will be unable to obtain the disability adjustment and employment services needed to live independently and/or rejoin the workforce. This will result in undue burdens on families, local communities, charities, and will result in additional dependence of government programs such as food stamps, medicaid, housing, etc.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as Lions Club or Helen Keller National Center to request assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.					
LAWS AS BASIS									

Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted								
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))								
34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))								
Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.								
LAWS TO FURTHER EVALUATE									

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the													
Date of Submission	7/27/2015													
Resources utilized to Complete Chart														
Cost	\$38.46													
Total Employee Time	1 hour													
# of Employees who worked on it	1 person													
Similar Information Requested	Information Requested below is also requested in...													
Other Report:	N/A													
Question # of the Other Report:														

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G __, S __, O __" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE														
Strategy or Objective #	O2.1.2													
Description	Conduct home and community meetings to coordinate individualized training													
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.													
STRATEGIC PLAN CONTEXT														
Higher Strategy Objective Supports:	Maintain consistent and quality individualized independent living services													
Higher Goal Strategy Supports:	Provide adjustment to blindness and independent living skills training to Blind and visually impaired consumers													
RESPONSIBLE LEAD														
Name	Rhonda Thompson													
Length of Time (individual has been responsible for goal, strategy or objective) in months														
Position	Director of Older Blind, Children's Services, Low Vision Clinics													
Office Address	1430 Confederate Ave. Columbia, SC 29201													
Dept./Division	Older Blind, Children's Services, Low Vision Clinic													
Dept./Division Summary	Supervises OB and CS counselors, low vision clinics in 3 areas of the state, and conducts presentations to potential service providers. Oversees all services to consumers who are eligible for services but not able/interested in employment.													
MONEY SPENT														
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*									
Support Costs Apportioned	Administration	21,074		23,166										
Direct Costs of Results	Costs to achieve objective	141,032		155,035										
Total Costs of Results		162,106		178,201										

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
	\$16,223	\$14,598	\$25,500				\$147,576	\$18,839	\$203,896	
PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
N/A										
PERFORMANCE MEASURES										
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					249, 179, 110
3	Older Blind Consumer Satisfaction Survey Results		90%	96%	95%					251, 181,
3	Adjustment to Blindness Training		45	73*	46					236, 167, 97
2	Independent Living Successful Closures					297	160	352	353	52, 22
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	These measures show consumer satisfaction with services they receive at home as these are primarily for the Older Blind community.									
Reasoning for 2014-15 Target Value?	The target value was set low due to staff reduction at planning time. The actual results were much higher than projected for this reason.									
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target									
Reasoning for missing 2014-15 Target Value, if missed?	N/A									
Work being done to improve deficiencies?	N/A									
Reasoning for 2015-16 Target Value?	With staff now leveled out it is projected that the program will maintain current levels.									
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	standard target									
Provide the names of employees who are responsible for...										
Comparison of actual performance to target value	Shana Robinson									
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)	Rhonda Thompson									
Making any changes needed to ensure the target value is reached	Rhonda Thompson									
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Rhonda Thompson, Director of Older Blind, Children's Services, and Low Vision Clinics.									
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										

Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Without home and community meetings it would not be possible to determine the needs of consumers and individualized training could not happen. This would leave consumers unable to maintain their independence and place greater burdens on their communities and families.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.						

LAWS AS BASIS
Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
34 CFR Part 367	This program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind that are described in §367.3(b); (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the problems of these individuals. (Authority: 29 U.S.C. 796k(a) and (b))									
Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.									

LAWS TO FURTHER EVALUATE
Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
	\$8,586	\$14,902	\$18,000				\$63,098	\$13,298	\$104,587	
PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
BabyNet	Coordinates with SCCB to provide free services to children with visual impairments.									
PRO-Parents of SC	Coordinates with SCCB to provide free services to children with visual impairments.									
PERFORMANCE MEASURES										
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
2	Independent Living Referrals					421	480	725	726	51, 21
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	229, 160, 90, 58, 28
3	Older Blind Referrals		923	455	336					203, 135, 65
3	Children's Services Referrals		39	28	41					269, 137, 67
3	VR Consumer Satisfaction Survey Results		86%	96%	95%					250, 180, 111
3	Children's Services Applicants & Eligibilities		Applicants (10), Eligibility Determinations (9)	Applicant (14), Eligibility Determinations (14)	None					265, 194, 127
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		To provide the best service, especially to rural areas, it is important that SCCB work with other agencies in the communities that we serve and to strive for greater public awareness to reach the SC Children with visual impairments who need our assistance.								
Reasoning for 2014-15 Target Value?		To comply with RSA standards.								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Reasoning for missing 2014-15 Target Value, if missed?		Vacancies within the agency.								
Work being done to improve deficiencies?		Vacancies are being filled with qualified candidates as quickly as possible.								
Reasoning for 2015-16 Target Value?		With vacancies filled it is projected that referrals will increase which will also provide an increase in services and closures.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		standard target								
Provide the names of employees who are responsible for...										
Comparison of actual performance to target value		Shana Robinson								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		Rhonda Thompson								
Making any changes needed to ensure the target value is reached		Rhonda Thompson								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Rhonda Thompson, Director of Older Blind, Children's Services, and Low Vision Clinics.								
REVIEWS/AUDITS										

Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					

POTENTIAL NEGATIVE IMPACT
Instructions: The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.

Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Blind and visually impaired children would grow up without the tools they need to succeed in society and in school. This would leave children with a visual impairment totally dependent upon their families, communities, charities, and government welfare programs. It would also mean these children would not receive an appropriate education and would be unable to become contributing taxpayers or independent citizens.	1. Consider additional funding for rural services. 2. Consider funding to state agencies in rural counties to assist in expanding services. 3. Consider legislation requiring rural communities to be accessible to the visually impaired with audible traffic islands, safe sidewalks, and Braille markers to identify public areas to assist those who SCCB is unable to serve.	When SCCB is unable to respond to citizens with visual impairments due to lack of resources it would be time to reach out for assistance.	The first step would be to contact other state agencies who serve persons with disabilities. Next would be to contact non-profit and nearby agencies who might also offer assistance. Last would be to contact larger agencies such as the Helen Keller National Center to request assistance.	When no outside assistance can be found and funding does not exist for SCCB to expand services to help all citizens with visual impairments in the state of SC.						

LAWS AS BASIS
Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
Chapter 6.1, Section 71-296 1966)	Provides services to legally blind children between the ages of three and thirteen. The goal of the Children's Services Program is to assist legally blind children and their families with adjustment to blindness, achievement of educational goals and the development of their maximum personal growth.									

LAWS TO FURTHER EVALUATE
Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the												
Date of Submission	7/27/2015												
Resources utilized to Complete Chart													
Cost	\$31.13												
Total Employee Time	1 hour												
# of Employees who worked on it	1 person												
Similar Information Requested	Information Requested below is also requested in...												
Other Report:	N/A												
Question # of the Other Report:													

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G __, S __, O __" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE													
Strategy or Objective #	O3.1.1												
Description	Maintain a diversified workforce												
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.												
STRATEGIC PLAN CONTEXT													
Higher Strategy Objective Supports:	Ensure that the job functions of all staff contribute to the achievement of the agency's mission												
Higher Goal Strategy Supports:	Provide the administrative leadership necessary to accomplish the agency mission												
RESPONSIBLE LEAD													
Name	Wanda Miller												
Length of Time (individual has been responsible for goal, strategy or objective) in months													
Position	Director of Human Resources												
Office Address	1430 Confederate Ave. Columbia, SC 29201												
Dept./Division	Human Resources												
Dept./Division Summary	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.												
MONEY SPENT													
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*								
Support Costs Apportioned	Administration	72,238		72,518									
Direct Costs of Results	Costs to achieve objective	483,436		485,321									
Total Costs of Results		555,674		557,839									

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
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	\$47,912	\$223,538	\$3,750				\$374,880	\$7,742	\$650,081		
PARTNERS											
<i>Instructions</i> : The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.											
Current Partner Entities	Ways Agency works with Current Partners										
indeed.com	Browse resumes and contact potential qualified candidates										
State Ethics Commission	Provides ethical guidance through yearly activity reporting										
SC Human Affairs	Provides consultative services and serves as a collecting house for workforce utilization data										
SC Budget and Control Board	Provides consultative services on HR matters										
Department of Homeland Security/E-Verify	Provides verification of eligibility and identify of hired individuals										
Copy and Paste from Strategically Planned Partners Chart	Copy and Paste from Strategically Planned Partners Chart										
PERFORMANCE MEASURES											
<i>Instructions</i> : The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.											
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #	
N/A											
Questions Related to Performance Measure											
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?	N/A										
Reasoning for 2014-15 Target Value?	N/A										
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?	N/A										
Reasoning for missing 2014-15 Target Value, if missed?	N/A										
Work being done to improve deficiencies?	N/A										
Reasoning for 2015-16 Target Value?	N/A										
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?	N/A										
Provide the names of employees who are responsible for...	N/A										
Comparison of actual performance to target value	N/A										
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)	Wanda Miller										
Making any changes needed to ensure the target value is reached	Wanda Miller										
Names and Titles of individuals who set this as a performance measure	James Kirby, Commissioner; Wanda Miller, Director of Human Resources; Shana Robinson, Director of Quality Assurance.										
REVIEWS/AUDITS											
<i>Instructions</i> : The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.											
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Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013						

Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Without a diversified workforce the agency could be viewed as discriminatory, and would not benefit from a diversity of experience, thinking, and problem solving. SCCB would also not have a diversified cultural base in staff to meet the diversity of consumers. This would reduce the number of consumers served which would place that burden on the taxpayers and families.	1. Consider additional funds to place more VR Counselors in the field and reduce caseload sizes in high need areas. 2. Consider additional funding for SCCB to offer competitive salaries for highly trained and educated VR Counselors to encourage recruitment and retention. 3. Consider legislation that would make state government agencies model employers of qualified blind individuals by creating an expedited hiring process for blind individuals who meet the minimum qualifications for state vacancies. (Utah & California Model)	When qualified candidates from a diverse background cannot be hired due to low pay, high caseloads, high travel time, and current counselors are unable to keep up with the demand due to the vacancies.	Contact local employment agencies and advertise vacancies anywhere possible in print and online.	When the agency can no longer hire or retain staff due to lack of responses to vacancy postings.						
LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

Agency Responding	Blind, Commission for the													
Date of Submission	7/27/2015													
Resources utilized to Complete Chart														
Cost	\$31,13													
Total Employee Time	1 hour													
# of Employees who worked on it	1 person													
Similar Information Requested	Information Requested below is also requested in...													
Other Report:	N/A													
Question # of the Other Report:														

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G__, S__, O__" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE														
Strategy or Objective #	O3.1.2													
Description	Ensure the timely submission of EPMS documents for all permanent employees													
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.													
STRATEGIC PLAN CONTEXT														
Higher Strategy Objective Supports:	Ensure that the job functions of all staff contribute to the achievement of the agency's mission													
Higher Goal Strategy Supports:	Provide the administrative leadership necessary to accomplish the agency mission													
RESPONSIBLE LEAD														
Name	Wanda Miller													
Length of Time (individual has been responsible for goal, strategy or objective) in months														
Position	Director of Human Resources													
Office Address	1430 Confederate Ave. Columbia, SC 29201													
Dept./Division	Human Resources													
Dept./Division Summary	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.													
MONEY SPENT														
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*									
Support Costs Apportioned	Administration	67,828		68,740										
Direct Costs of Results	Costs to achieve objective	453,928		460,027										
Total Costs of Results		521,756		528,767										

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$45,301	\$222,954	\$3,750				\$342,139	\$7,825	\$614,144

PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities		Ways Agency works with Current Partners								
N/A										
PERFORMANCE MEASURES										
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	Workforce Engagement: EPMS		Exceptional Rating (43); Successful Rating (36)	Exceptional Rating (54); Successful Rating (35)	Exceptional Rating (47); Successful Rating (42)					256, 186, 117
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		This objective is no longer being measured.								
Reasoning for 2014-15 Target Value?		N/A								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Reasoning for missing 2014-15 Target Value, if missed?		N/A								
Work being done to improve deficiencies?		N/A								
Reasoning for 2015-16 Target Value?		N/A								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Provide the names of employees who are responsible for...		N/A								
Comparison of actual performance to target value		N/A								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		N/A								
Making any changes needed to ensure the target value is reached		N/A								
Names and Titles of individuals who set this as a performance measure		N/A								
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Failure to maintain employee performance standards and accountability would negatively affect SCCB's ability to meet its mandated mission, maintain high quality and effective services, and quality employment outcomes for blind citizens.	1. Consider adjusting evaluation requirements so after the first year of service the employee changes to the state fiscal year and all permanent employees are reviewed once a year at the same time based on their program. (Each internal program is assigned a month for evaluations.) 2. Consider moving all state employee performance management tools to an internet based automated system such as SCEIS. 3. Consider funding for state agencies to obtain technical assistance on how to improve agency effectiveness and productivity through the design of impactful performance review tools.	When there is no longer any connection between an employee's performance plan and reviews and their contribution to the agency's mission, vision, and outcome measures.	There are no outside resources to assist with this situation.	When the agency can no longer hire or retain staff due to lack of responses to vacancy postings.						

LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

Agency Responding	Blind, Commission for the													
Date of Submission	7/27/2015													
Resources utilized to Complete Chart														
Cost	\$31.13													
Total Employee Time	1 hour													
# of Employees who worked on it	1 person													
Similar Information Requested	Information Requested below is also requested in...													
Other Report:	N/A													
Question # of the Other Report:														

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE														
Strategy or Objective #	O3.1.3													
Description	Provide staff development training to improve employee's skills													
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.													
STRATEGIC PLAN CONTEXT														
Higher Strategy Objective Supports:	Ensure that the job functions of all staff contribute to the achievement of the agency's mission													
Higher Goal Strategy Supports:	Provide the administrative leadership necessary to accomplish the agency mission													
RESPONSIBLE LEAD														
Name	Wanda Miller													
Length of Time (individual has been responsible for goal, strategy or objective) in months														
Position	Director of Human Resources													
Office Address	1430 Confederate Ave. Columbia, SC 29201													
Dept./Division	Human Resources													
Dept./Division Summary	Maintains all personnel documents, tracks all staff training, and oversees all benefit programs.													
MONEY SPENT														
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*									
Support Costs Apportioned	Administration	108,898		111,279										
Direct Costs of Results	Costs to achieve objective	728,781		744,712										
Total Costs of Results		837,679		855,991										

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total
	\$72,854	\$405,059	\$3,750				\$509,336	\$9,270	\$990,999
PARTNERS									

<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
Labor Licensing & Regulation	Provides staff training at no cost									
Insurance Reserve Fund	Provides staff training at no cost.									
Helen Keller National Center (HKNC)	Provides staff training									
Hadley School for the Blind	Staff participates in free online courses									
American Red Cross -Non-Profit	Trains outreach staff in CPR.									
SC Division of Technology Operations	Training for I.T. staff									
Microsoft	Training for I.T. staff on their website.									
Freedom Scientific	Free A.T. training for staff.									
PERFORMANCE MEASURES										
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	Workforce Engagement: Training Opportunities		66	32	28					258, 188, 119
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	230, 161, 91, 59, 29
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		The total number of consumers served directly correlates with staff performing the functions of their job description in the provision of services.								
Reasoning for 2014-15 Target Value?		N/A								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Reasoning for missing 2014-15 Target Value, if missed?		N/A								
Work being done to improve deficiencies?		N/A								
Reasoning for 2015-16 Target Value?		It is difficult to set a target for this objective as there is no way to determine the number of people with visual impairments in SC who will seek assistance. Each year people move, students arrive at local colleges, and life circumstances often create visual impairments suddenly. Therefore this is an unpredictable number each year.								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Provide the names of employees who are responsible for...										
Comparison of actual performance to target value		N/A								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		N/A								
Making any changes needed to ensure the target value is reached		N/A								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Shana Robinson, Director of Quality Assurance.								
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					
POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						

The VR profession is an ever changing research and development based profession, lack of staff development and training results in staff not being current with industry trends, best practices, innovations, or research findings. Consumers who are not served in the most up to date manner will be unable to meet the qualifications for available employment opportunities and will be unable to remain self-sufficient as technology changes rapidly.	1. Consider funding for specialized staff training to allow for professional growth and better service to consumers. 2. Consider expanding agencies authority to send staff to national and regional professional conferences. 3. Consider funding for high definition video conferencing to expand training while decreasing travel time and travel costs.	When staff is unable to answer questions posed by consumers, unable to train or offer training on the latest technology, and is unable to renew their specific licensures due to lack of ongoing development, it is time for help.	Reach out to other state agencies and online for free and low cost training opportunities for staff to build their skills.	When staff is unable to maintain licensures and are not able to provide up to date services to the consumers.						

LAWS AS BASIS
Instructions: The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									

LAWS TO FURTHER EVALUATE

Instructions: The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.

Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation
N/A				

Agency Responding	Blind, Commission for the													
Date of Submission	7/27/2015													
Resources utilized to Complete Chart														
Cost	\$26.41													
Total Employee Time	1 hour													
# of Employees who worked on it	1 person													
Similar Information Requested	Information Requested below is also requested in...													
Other Report:	N/A													
Question # of the Other Report:														

Instructions: Below is a template to use for each Objective (and Strategy if there are no objectives listed under a Strategy) listed in the Strategically Planned Public Benefits Chart. It is recommended that the agency copy and paste the data in this tab into multiple other tabs or into a separate excel workbook, while it is still blank. The agency will then have a blank version to complete for each separate Objective, and when necessary, Strategy. Please save the information related to each Strategy and Objective as a separate excel worksheet. Label the Tab, "G___, S___, O___" and insert the applicable numbers in the blanks after each goal, strategy and objective (For example "G1, S1.1, O1.1.1"). Most of the subsets of questions below are self-explanatory and the information may be copied from other Charts in this Report. However, some, like Performance Measures, have additional questions. **NOTE: Call the Committee Staff for assistance in how to filter the other charts completed by the agency in this report so the agency can see which ones it identified as relating to each of the strategies/objectives and easily copy and paste that information into this chart.**

STRATEGY OR OBJECTIVE														
Strategy or Objective #	O3.1.4													
Description	Automate and maintain the integrity of agency workflow data systems													
Public Benefit (Type of public benefit provided or public harm prevented by accomplishment of the strategy or objective (i.e. tangible benefit realized by citizens))	Adjustment to blindness, assistive technology, and job readiness training is essential to successfully rehabilitation person with blindness. These services result in successful employment outcomes. Increased employment results in increased economic self-sufficiency, independence, and self-reliance. Decreases demand on other public service and benefit programs such as welfare programs, subsidized housing, etc.													
STRATEGIC PLAN CONTEXT														
Higher Strategy Objective Supports:	Ensure that the job functions of all staff contribute to the achievement of the agency's mission													
Higher Goal Strategy Supports:	Provide the administrative leadership necessary to accomplish the agency mission													
RESPONSIBLE LEAD														
Name	James Swindler													
Length of Time (individual has been responsible for goal, strategy or objective) in months														
Position	Director of Information Technology													
Office Address	1430 Confederate Ave. Columbia, SC 29201													
Dept./Division	Information Technology													
Dept./Division Summary	Supervises and maintains I.T. systems for the agency and continuously monitors the integrity of the automated systems.													
MONEY SPENT														
Type of Cost	Cost Includes	2013-14 Actual	2014-15 Planned*	2014-15 Actual	2015-16 Planned*									
Support Costs Apportioned	Administration	120,442		125,727										
Direct Costs of Results	Costs to achieve objective	806,037		841,401										
Total Costs of Results		926,479		967,128										

*SCCB does not capture costs in this manner. Based on historical data, SCCB is using 13% as the percent of total costs that are Support Costs. SCCB does not plan expenditures in this manner. Based on a phone conference with Charles Appleby and Jennifer Dobson on July 14th, we are leaving the planning columns blank and attaching our spending plan for FY16. It is by functional area in our agency.

By Major Program Area in 2014-15	Amount available at end of 2013-14	FY 2014-15 Agency Beginning Base	Aging Blind - Part 1A Recurring Funds H.4701 - State Funds	Nonrecurring Proviso 118.16 - State Funds	Tobacco MSA Provisos 118.15 - State Funds	FY 2013-14 Capital Reserve Fund H.4702 - State Funds	Federal Funds	Other Funds	Total	
	\$78,680	\$748,797	\$3,750				\$237,672	\$11,355	\$1,068,899	
PARTNERS										
<i>Instructions:</i> The agency already listed the partner entities which relate to each strategy and objective in the Strategically Planned Partners. Please sort that Chart by Strategy or Objective # and copy and paste the partner entities connected with this strategy or objective. Call the Committee Staff for assistance in how to sort the partner entities in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Current Partner Entities	Ways Agency works with Current Partners									
N/A										
PERFORMANCE MEASURES										
<i>Instructions:</i> The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each Performance Measure that applies to this objective.										
# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
5	Total Number of Consumers Served		3317	2419	2235	2115	N/A	2052	N/A	231, 162, 92, 60, 30
Questions Related to Performance Measure										
Why was this performance measure chosen as a gauge of whether the objective had been accomplished?		The total number of consumers served directly correlates								
Reasoning for 2014-15 Target Value?		N/A								
Was 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Reasoning for missing 2014-15 Target Value, if missed?		N/A								
Work being done to improve deficiencies?		N/A								
Reasoning for 2015-16 Target Value?		It is difficult to set a target for this objective as there is no way to determine the number of people with visual impairments in SC who will seek assistance. Each year people move, students arrive at local								
Is the 2014-15 Target a standard target, moderate challenge or a stretch challenge?		N/A								
Provide the names of employees who are responsible for...										
Comparison of actual performance to target value		N/A								
Determination of whether corrective action is necessary (key objectives of correction are: (1) to remove defects, in many cases this is worker-controllable; (2) to remove the causes of defects, this may be worker or management controllable; (3) to attain a new state of process performance, one that will prevent defects from happening; and (4) to maintain or enhance the efficiency and effectiveness of the process, which is an essential condition for continuing process improvement and ultimately increasing the competitiveness and profitability of the business itself)		N/A								
Making any changes needed to ensure the target value is reached		N/A								
Names and Titles of individuals who set this as a performance measure		James Kirby, Commissioner; Shana Robinson, Director of Quality Assurance								
REVIEWS/AUDITS										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Matter(s) or Issue(s) Under Review	Reason Review was Initiated (outside request, internal policy, etc.)	Was Reviewing Entity External or Internal?	Entity Performing the Review	Date Review Began (MM/DD/YYYY)	Date Review Ended (MM/DD/YYYY)					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO	7/27/2014	3/16/2015					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		7/27/2014					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		6/16/2013					
Vocational Rehab Grant	Single Audit Act of 1996	External	SAO		5/24/2012					
Review of HR Exception Procedures	Internal Policy	External	Budget & Control Board		11/10/2014					

POTENTIAL NEGATIVE IMPACT										
<i>Instructions:</i> The agency already listed the potential negative impacts which relate to each strategy and objective in the Potential Negative Impact Chart. Please sort that Chart by Strategy or Objective # and copy and paste the negative impacts which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the negative impacts in the other chart so the agency can see which ones it has identified as relating to each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Most Potential Negative Impact	3 G.A. Options	Level Requires Outside Help	Outside Help to Request	Level Requires Inform G.A.						
Without automated systems it is more difficult and time consuming to maintain accuracy and accountability in record keeping. This also affects the integrity of the programs and requires more staff hours to complete a job. More staff hours would translate into the need for a greater percentage of funding to go to salaries and benefits which in turn would reduce funding to provide services to consumers.	1. Consider additional funds to upgrade automated system to reduce paperwork requirements. 2. Consider funds for additional IT staff to support innovation of work flow technology. 3. Consider funding to enable state agencies to explore innovative technologies to improve data management, security, and program outcome reporting.	When automated systems become outdated and no longer operate efficiently but there are no funds to upgrade the system or train staff on new systems then it would be time to ask for help.	Develop relationships with software providers to negotiate upgrades and trainings.	When automated systems no longer function in a way that allows SCCB to operate efficiently.						
LAWS AS BASIS										
<i>Instructions:</i> The agency already listed the Laws which support each strategy and objective in the Strategic Plan-Laws as Basis Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute, Regulation, Proviso	Summary of Statutory Requirement and/or Authority Granted									
361.13 (a) Title I, Part B	Under the State Vocational Rehabilitation Services Program (Program), the Secretary provides grants to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable programs, each of which is— (a) An integral part of a statewide workforce investment system; and (b) Designed to assess, plan, develop, and provide vocational rehabilitation services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment. (Authority: Section 100(a)(2) of the Act; 29 U.S.C. 720(a)(2))									
LAWS TO FURTHER EVALUATE										
<i>Instructions:</i> The agency already listed the Laws to further evaluate in the Laws to Further Evaluate Chart. Please sort that Chart by Strategy or Objective # and copy and paste the laws which relate or impact this strategy or objective which the agency recommended the Committee further evaluate. Call the Committee Staff for assistance in how to sort the laws in the other chart so the agency can see which ones it has identified as relating to or impacting each of the agency's strategies and objectives and easily copy and paste it into this chart.										
Statute/Regulation/Provisos	Summary of Statutory Requirement and/or Authority Granted	Law Item #	Recommend Further Evaluation (Yes or leave blank)	Basis for Further Evaluation						
N/A										

PERFORMANCE MEASURES

SCCB does not have an associated Strategy/Objective in the current Strategic Plan

Instructions: The agency already listed the Performance Measures for each objective in the Performance Measures Explained Chart so it knows if there is one or multiple Performance Measures which apply to this objective. Please complete the template below for each

# of years agency has tracked the measure	Performance Measure Description	2009-10 Results	2010-11 Actual Results	2011-12 Actual Results	2012-13 Actual Results	2013-14 Actual Results	2014-15 Targets	2014-15 Actual Results	2015-16 Targets	PM Item #
3	Freedom of Information Act (FOIA) Response Compliance		7 Days	9 Days	14 Days					
3	Workforce Engagement: Employee Separation Reasons		Percentage Breakout of Employee Separation: Personal (47%), Full Retirement (18%), Transferred to Another Agency (18%), Dismissed (17%)	Percentage Breakout of Employee Separation: Other Reason 45%, Other Employment 30%, Dismissed 15%, Full Retirement 10%	Percentage Breakout of Employee Separation: 50% Dismissed, 30% Retired, 20% Found Other Employment					
3	Financial Performance: Older Blind Program Average Dollars Spent Per Consumer		\$408	\$516	\$145					
3	Financial Performance: Vocational Rehabilitation Program Average Dollars Spent Per Consumer		\$1,352	\$1,523	\$1,265					
3	Financial Performance: Children's Services Program Average Dollars Spent Per Consumer		\$54	\$193	\$58					
3	Financial Performance: Business Enterprise Program Average Dollar Spent Per Vending Facility		\$1,782	\$2,090	\$1,900					
3	Prevention of Blindness Referrals		444	141	158					

Agency Responding	Blind, Commission for the
Date of Submission	7/27/2015
Resources utilized to Complete Chart	
Cost	\$50
Total Employee Time	1 hour
# of Employees who worked on it	11 people
Similar Information Requested	Information Requested below is also requested in...
Other Report:	N/A
Question # of the Other Report:	
Instructions: Please list the types of searches the agency can perform within the electronic version(s) of its budget, maintained at the agency (i.e. budget by year, office, department, program, etc.), and the information the search would provide. NOTE: Responses are not limited to the number of rows below that have borders around them, please list all	
Search Available to Perform	Information Search would Provide
State Funded Program	Searching the budget by State Funded Program makes the current budget comparable to the Detail Budget/Budget Request that is submitted each year.
Department	Searching the budget by Department allows SCCB to see how each internal program is spending funds.
General Ledger Account	Searching the budget by General Ledger Account allows SCCB to see what types of items and services the agency is purchasing.

Agency Responding	Blind, Commission for the	
Date of Submission	7/27/2015	
Resources utilized to Complete Chart		
Cost	\$19	
Total Employee Time	0.5 hour	
# of Employees who worked on it	1 person	
Similar Information Requested		
Information Requested below is also requested in...		
Other Report:	N/A	
Question # of the Other Report:		
Instructions: Please answer the questions below to provide feedback to the Committee on this Program Evaluation Report.		
Please list changes to the Report questions, format, etc. the agency recommends to Committee.	1. Clarification on type of partners as SCCB works with thousands of businesses, agencies, and individuals in the daily course of business. To list them all would take weeks.	
	2. Breaking down financial information by program is very doable and accurate. However attempting to do this by objective was a difficult process because many objectives overlap and different staff focus on different objectives. Attempting to break down the hourly activities of 150 people is a difficult process.	
	3. Copying and pasting was not always possible as the grids from sheet to sheet did not always line up. Moving the performance measures to the Strategic, Objective Details pages was a very time consuming process as the grids were very different.	
	4. There was not consistency in all of the information needed on the Objective Details pages. The financial information was very different from the other financial spreadsheets. If the Objective Details page is supposed to be a synopsis of each objective with information taken from the other pages, it should be set up with the same grids for copying and pasting.	
Please list 2-3 benefits the agency sees in the public having access to the information requested in the report, in the format it was requested.	1. The public can see exactly where the tax dollars go in the agency.	

		2. The public can be aware of what exactly the agency offers and the goals they strive for each year, along with all the objectives to reach those goals.
Please list 2-3 benefits in performing a study of the agency that the agency sees the Committee having by having the information requested in this report available and in this format.		1. This report gives a clear picture of where the dollars are spent and the number of SC citizens who benefit each year.
		2. The Committee can see at a glance the public benefit of each objective, know who is responsible if they have questions, and can see the negative impact on the citizens of SC if SCCB were not able to provide services.
Now that the agency has completed the report, please list 2-3 things the agency could do differently next time (or it could advise other agencies to do) to complete the report in less time and at a lower cost to the agency.		1. Maintain an Excel spreadsheet with 5 year data in each of the categories.
		2. When completing the Accountability report, create a more detailed report for agency records that would include the majority of facts and figures requested on this report.
Please add any other feedback the agency would like to provide (add as many additional rows as necessary)		

Agency Responding	Blind, Commission for the		
Date of Submission	7/27/2015		
<p>Instructions: Please list the contact information for the Current Head of the Agency first. Next, please provide the contact information for individuals at the agency the Legislative Oversight Committee should contact regarding the Oversight Study. Any correspondence from LOC about meeting or hearing dates and times, questions from the Committee, etc. will go to the Primary Contact and, if unavailable, the Secondary Contact. If the individuals serving as primary or secondary contact change or if the contact information for the primary or secondary contact change, the agency is responsible for informing LOC. If the agency wants to have the Current Head of the Agency serve as the Primary or Secondary Contact, please include that individuals information next to "Current Head of Agency" and then again next to Primary or Secondary Contact.</p>			
	Current Head of Agency	Primary Contact	Secondary Contact
Date of Hire	11/5/2005	3/28/1996	5/18/2015
Name	James M. Kirby	Shana Robinson	Elaine Robertson
Phone	803-898-8822	803-898-8593	803-898-1049
Email	jkirby@sccb.sc.gov	srobinson@sccb.sc.gov	erobertson@sccb.sc.gov
Asst. email (if applicable)	Linda Johnston - ljohnston@sccb.sc.gov		
Mailing Address	PO Box 2467, Columbia, SC 29202	PO Box 2467, Columbia, SC 29202	PO Box 2467, Columbia, SC 29202
Street	1430 Confederate Avenue	1430 Confederate Avenue	1430 Confederate Avenue
City, State	Columbia, South Carolina	Columbia, South Carolina	Columbia, South Carolina
Zip Code	29201	29201	29201

Agency Responding	Blind, Commission for the
Date of Submission	7/27/2015
Resources utilized to Complete Chart	
Cost in Employee Time	\$43
Total Employee Time	1 hour
# of Employees who worked on it	11 people
Similar Information Requested	
Information Requested below is also requested in...	
Other Report:	N/A
Question # of the Other Report:	
Instructions: Please list the terms, phrases or acronyms the agency uses which the Committee or general public may not know, along with the meaning of the term, phrase or acronym. NOTE: Responses are not limited to the number of rows below that have borders around them, please list all that are applicable.	
Term, Phrase or Acronym	
Meaning of the Term, Phrase or Acronym	
SCCB	South Carolina Commission for the Blind
VR	Vocational Rehabilitation
VPN	Virtual Private Network
SOC	Security Operations Center
SC	South Carolina
JAWS	Jobs Access With Speech (Adaptive software for visually impaired)
OJT	On the Job Training
NET	National Employment Team
HKNC	Helen Keller National Training Center
HR	Human Resources
AWARE	Automated recordkeeping and report software system.
SCEIS	South Carolina Enterprise Information System
Mainframe CIS	Mainframe Client Information System
BEP	Business Enterprise Program
T & E	Training and Employment
EBMRC	Ellen Beach Mack Rehabilitation Center
EPMS	Employee Performance Management System
AUP	Agreed Upon Procedures
SAO	State Auditors Office
RSA	Rehabilitation Services Administration

Transportation Infrastructure Bank, State
Deaf and the Blind, School for the
Blind, Commission for the
Public Safety, Department of
Treasurer, S.C. Office of the

By practice the requirements in the law are no longer performed
by the agency

The requirements in the law are performed by another agency

The Committee should consider adding to the law standard
qualifications for certain positions within the agency

The law prohibits or makes it more difficult to implement ideas or
plans which may decrease administrative costs, increase
efficiency, allow the agency to focus more on its mission, etc.

Other

Types of Partner Entities (PartnerEntityType)

Non-Profit

Federal Agency

State Agency

Private Company

Individual

Board

Committee

Other

Types of Measures

Outcome Measure

Efficiency Measure

Output Measure

Input/Explanatory Measure

South Carolina Commission for the Blind

Date of Submission: *July 24, 2015*

On the following pages are spaces for the signature of the Head of the Agency, Board/Commission Chair (if applicable) and all agency personnel who can verify the information utilized when answering the questions in this report.

Please read the information at the top of both pages prior to signing.

After all individuals have signed the document, please scan and send it to the Committee with the rest of the agency's Program Evaluation Report.

Also, please include documents with the original signatures in the complete Program Evaluation Report the agency submits in hard copy.

The signature pages are included on these separate pages because the Committee does not intend to publish the signature pages on the Committee website in an effort to avoid anyone copying the signatures of the individuals listed herein.

PROGRAM EVALUATION REPORT - SIGNATURE PAGES

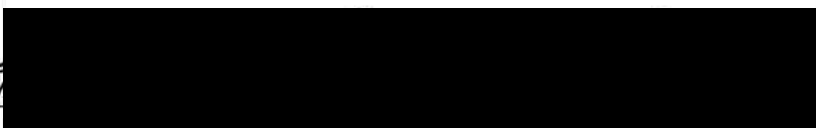
Testimony Provided in Effort to Build Greater Confidence in State Government

In an effort to build greater confidence in state government, I am signing my name below to affirm that I have reviewed and approve this report and the information contained in it. In addition, I affirm I am wilfully submitting the information in this report as testimony before the Committee, as those terms are used in S.C Code Section 2-2-100. I understand that providing false, materially misleading, or materially incomplete information is a criminal offense.

In addition, by way of their signature on the attached Personnel Involved Chart, each person listed on that sheet(s) affirms they are wilfully submitting the information, which appears in response to the question which is typed by their name in the Personnel Involved Chart, as testimony before the Committee, as those terms are used in S.C Code Section 2-2-100. Each person understands that providing false, materially misleading, or materially incomplete information is a criminal offense.


Current Agency Director
(Sign/Date):

(Type/Print Name):



Juan Sims / James Kirby

**If applicable,
Board/Commission Chair**
(Sign/Date):


(Type/Print Name):


Peter A. Smith


PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Juan Sims
Phone	803-898-7701
Email	jsims@sccb.sc.gov
Department/Division	Accounting/Finance
Title	Director of Accounting & Facilities Services
Question	All financial & audit questions.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	


PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Elaine Robertson
Phone	803-898-1049
Email	erobertson@sccb.sc.gov
Department/Division	Special Projects
Title	Special Projects Coordinator
Question	All questions concerning the assembly of this package and creation of the individual worksheets.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are willfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

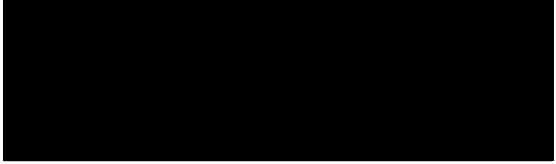
PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Rhonda Thompson
Phone	864-241-1111
Email	rhompson@sccb.sc.gov
Department/Division	Older Blind, Children's Services, Low Vision
Title	Director of Older Blind, Children's Services, and Low Vision Clinics
Question	All questions concerning Older Blind, Children's Services, and Low Vision programs.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

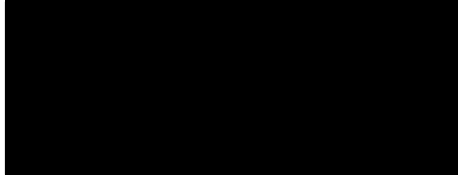
PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Wanda Miller
Phone	803-898-8823
Email	wmillersccb.sc.gov
Department/Division	Human Resources
Title	Director of Human Resources
Question	All questions concerning personnel, wages, cost of preparing report, and staff training questions.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	


PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Shana Robinson
Phone	803-898-8593
Email	srobinson@sccb.sc.gov
Department/Division	Quality Assurance
Title	Director of Quality Assurance
Question	All questions concerning methods of performance measurements and the resulting reports.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are willfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

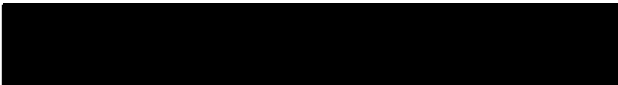
PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Kyle Walker
Phone	803-898-0175
Email	kwalker@sccb.sc.gov
Department/Division	Vocational Rehabilitation
Title	Director of Vocational Rehabilitation Consumer Services
Question	All questions concerning VR objectives.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Otis Stevenson
Phone	803-898-8748
Email	ostevenston@sccb.sc.gov
Department/Division	Business Enterprise Program
Title	Director of Business Enterprise Program
Question	All questions concerning the objectives for Business Enterprise programs.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	Edward Bible
Phone	803-898-8786
Email	ebible@sccb.sc.gov
Department/Division	Training & Employment
Title	Director of Training & Employment
Question	All questions concerning the objectives for Training & Employment consumer services.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	

PROGRAM EVALUATION REPORT - SIGNATURE PAGES

Name	James Swindler
Phone	803-898-8743
Email	jswindler@sccb.sc.gov
Department/Division	Information Technology
Title	Director of Information Technology
Question	All questions concerning the objectives for Information Technology and computer security within the agency.
Individual's Signature which indicates the individual understands he/she is affirming the answer(s) provided to the specific question(s) listed above their name, are wilfully being submitted by them as testimony before the Committee, as those terms are used in S.C. Code Section 2-2-100	