

Creative Alternatives is a non-profit organization that provides comprehensive educational, therapeutic, social-emotional development, residential STRTP, and family-based services to youth ages 6-20 years of age.



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Our Core Values

- Commitment to the children we serve
- Trust and support of the community
- Quality of care
- Mutual respect and dignity of the children we serve and the staff that work with them
- Dedication to the agencies we serve, staff, and children
- A willingness to overcome barriers and always work towards a creative alternative to institutionalization of children
- We are one team, with one goal: "Happy, healthy, hopeful children"

*Our **Mission** is to deliver comprehensive therapeutic services in a nurturing environment, to youth and young adults.*

*It is Creative Alternatives' **Vision** to be the growing model of private non-profit Human Service Agencies for children in the state of California*

Our Strategic Priorities

Recruitment and Retention. Creative Alternatives will continue to recruit, develop and maintain employees to support effective operations in all programs. Stay interviews with various tenured staff will be conducted to determine ways to improve the cultures and work environment to make this the best place to work.

Operational Efficiency. Several employees in key leadership positions intend to retire in the next 2-5 years. Nearing vacancies of these position, the organizational structure in each position will periodically be evaluated based on the current workforce and regulatory standards to remain operationally efficient. Greater focus will be placed on building the skills of the agency's workforce for possible succession planning.

Financial Sustainability. The agency will continue to build a financially strong and sustainable organization through improving services to clients and students. Effective training and tools for staff success will be provided to reduce turnover expenses. Ensure investments are productive and abundant.

To learn more about Creative Alternatives, Inc., please visit us at www.creative-alternatives.org