



310 Board

Strategic Plan

2026-2027

Mission and Vision

It is the policy of the Board to provide a comprehensive array of services to the citizens of Dallas, Perry, and Wilcox counties, including, but not limited to the citizens of Selma, Orrville, Valley Grande, Marion, Uniontown, Camden, and Pine Hill. These services shall include, but not be limited to, mental illness, developmental disabilities, substance abuse and epilepsy. They shall include prevention and treatment as per Act 310 of Alabama Law.

The Board has adopted the philosophy that the agency strives for customer satisfaction (customers defined as service recipients, family members, funding sources, etc.) through a process of continuous improvement by active involvement of the entire workforce. This entails input from recipients. It also entails ongoing evaluation to determine success or failure of actions.

The following mission statement has been derived from this philosophy (**CARE**):

Customer satisfaction

from an

Active involvement of all concerned persons

in a

Re-evaluation and ongoing improvement of services

by the

Entire workforce

Services

Cahaba Center for Mental Health and Mental Retardation serves Dallas, Perry, and Wilcox counties. The following services are provided in all three counties (unless otherwise specified).

- Intake Evaluation
- Medical Assessment and Treatment by a psychiatrist and/or psychiatric nurse practitioner
- Crisis Intervention
- Individual, Family, and Group Counseling
- Medication Administration

- Medication Monitoring
- Adult Intensive Day Treatment – Dallas County
- Adult Rehabilitative Day Program
- Treatment Plan Review
- Mental Health Care Coordination
- Adult In-Home Intervention
- Child and Adolescent In-Home Intervention
- Behavioral Health Placement Assessment
- Basic Living Skills
- Psychoeducational Services
- Peer Services – Adult, Youth, and Family
- Nursing Assessment and Care
- Therapeutic Mentoring
- Mobile Crisis Team (MCT)
- Case Management/Care Coordination
- Supported Living Services – Dallas County
- Residential Services – Dallas and Perry counties
- Day Habilitation – Dallas and Wilcox counties

Locations/Certified Programs

- Annex – 417 Medical Center Parkway, Selma
 - Administrative Services
 - Adult Intensive Day Treatment
 - Consultation and Education
 - Day Habilitation
 - Governing Body
 - Hourly Services
 - Mental Illness Program Staff
 - Nurse Delegation Program
 - Quality Assurance
 - Adult Rehabilitative Day Program
- Reynolds Building – 1017 Medical Center Parkway, Selma
 - Adult Case Management
 - Adult In-Home Intervention
 - Adult Outpatient Services

- Child and Adolescent In-Home Intervention
- Child and Adolescent Care Coordination
- Child and Adolescent Outpatient Services
- Perry County Satellite – 104 Edwards Street, Marion
 - Adult Case Management
 - Adult In-Home Intervention
 - Adult Outpatient Services
 - Child and Adolescent In-Home Intervention
 - Child and Adolescent Care Coordination
 - Child and Adolescent Outpatient Services
 - Rehabilitative Day Program
- Wilcox County Satellite – 45 Camden Bypass, Camden
 - Adult Case Management
 - Adult In-Home Intervention
 - Adult Outpatient Services
 - Adult Rehabilitative Day Program
 - Child and Adolescent In-Home Intervention
 - Child and Adolescent Care Coordination
 - Child and Adolescent Outpatient Services
 - Day Habilitation
- Bradley Heights Apartments – 1028 Dawson Avenue, Selma – Basic Living Skills
- Cahaba Place – 2990 Earl Goodwin Parkway, Selma
 - Adult Intensive Day Treatment
 - Adult Rehabilitative Day Program
 - Specialized Basic Group Home
- Earl Goodwin Home I – 2906 Earl Goodwin Parkway, Selma – Developmental Disabilities Residential program
- Earl Goodwin Home II – 2904 Earl Goodwin Parkway, Selma – Developmental Disabilities Residential program
- Harmony House – 908 Mangum Avenue, Selma – 3-bed residential program
- Hilltop Apartments – 300 Hilltop Drive – Supported Living Services; residential services
- McDonald House – 308 McDonald Avenue, Selma – Developmental Disabilities Residential program
- McDowell House – 302 Franklin Street, Selma – Specialized Basis Group Home
- Old Town Apartments – 803 Selma Avenue, Selma – Basic Living Skills
- Selma Day Training Center – 1017 ½ Medical Center Parkway – Day Habilitation

- Uniontown Group Home- 314 James Avenue, Uniontown – 3-bed residential program

Cahaba Center serves recipients ages 5 and older. Specific programs may include age requirements for admission.

Current Funding Sources

The majority of revenue comes from contracts with the Alabama Department of Mental Health and patient service fees. Other funding sources include group home rents and fees, local government support, and other contracts.

Population Served

Dallas, Perry, and Wilcox counties have a total population of approximately 53,000 people.

As of July 2025, there were 2266 individuals actively receiving services from the Center. The following demographics describe these recipients:

55% female, 45% male
82% African American, 18% Caucasian
40% insured by Medicaid
17% up to age 21
37% ages 22-45
35% ages 46-65
11% over age 65

In Alabama, approximately 15.6% of the population lives in poverty. Those individuals living in poverty in our catchment area:

Dallas County 32.9%
Perry County 35.9%
Wilcox County 29.7%

Assessment and Planning

Planning is an ongoing process, with formal plans developed at the end of each odd-numbered year. This allows for the development of two-year plans as required by the Administrative Code.

Key stakeholders include the Board of Directors, Executive Director, employees, service recipients, family members, community partners, and others. It is the role of these stakeholders to provide input to help determine Cahaba Center's goals.

Information was gathered using surveys (paper, email, and social media) distributed to recipients of services, employees, community partners, and the community at large.

Greatest Areas of Unmet Needs

Based on the survey responses, the Performance Improvement committee identified the following themes: access to care, community awareness, and staff training/customer service.

Plan Monitoring and Evaluation

Goals set out in the 310 plan will be reviewed during quarterly Performance Improvement meetings. The Performance Improvement Committee will work as a team to review, assign tasks, and monitor improvement in each area.

Three Goals/Objectives

1. Improve Access to Care
 - a. Monitor wait times for intake assessments, therapy appointments, and medical assessment/treatment. Develop strategies to decrease wait times where possible.
 - b. Explore transportation options for individuals for whom this is a barrier.
 - c. Review hours of operation and the need for adjustments to meet community needs.
2. Increase Community Awareness
 - a. Explore ideas for advertising, education, and information for community members.
 - b. Educate existing employees about Cahaba Center services in order to utilize them as a resource for referrals and community education.
 - c. Use training and outreach to encourage individuals to seek treatment and fight stigma.

3. Enhance Employee Training

- a. Provide training to employees regarding trauma, sensitivity, and cultural awareness.
- b. Respond to complaints and concerns in a timely manner.
- c. Encourage a work environment that promotes positive customer service.