



Organizational Priorities and Practices Inventory

The Organizational Priorities and Practices Inventory (OPPI) is a comprehensive tool designed by the National Leadership Consortium to measure the alignment of organizational priorities and performance with evidence-informed practices. It integrates principles such as person-directed services, self-determination, participatory management, diversity, equity and inclusion, organizational governance, and effective and transparent leadership with daily workplace practices. Specifically, the OPPI assesses six overarching areas of organizational performance: **Autonomy, Choice, and Control; Community Living; Employment and Engagement; Stakeholder Input into Governance; Staff Participation, Value, Impact, Support; Leadership Strength and Development and Diversity, Equity, and Inclusion.**

The most recent OPPI findings use data collected from more than 800 professionals in the disabilities field with different roles and organizations in the disabilities system. Respondents are Executives, Directors, Managers, and Frontline Employees from organizations that directly provide services and supports, advocate for policy that supports best practices, and fund and monitor direct services.

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Questions? Comments? Contact Us!

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Areas of Organizational Best Practices (n=820)



Key Findings:

- Organizational priorities are statistically significantly higher than practices in all areas
- The lowest rated priorities area was Staff Participation, Value, Impact and Support
- The highest rated priorities area was Autonomy, Choice, and Control
- The lowest rated practice area was Staff Participation, Value, Impact and Support
- The highest rated practice area was Diversity, Equity, and Inclusion

While the area of **Autonomy, Choice, and Control** has the highest priorities scores, it also has some of the lowest practices scores, showing the biggest gap between priorities and practices of all the areas on the OPPI. Autonomy, Choice, and Control is an area of organizational practices that can enhance service delivery by contributing to the quality of life of people with disabilities. Researchers claim that when organizations help people connect with community activities and others with and without disabilities that share similar interests, they are more likely to build meaningful relationships that positively impact their lives.

Stakeholder Input into Organizational Government shows a smaller gap between priorities and practices scores, indicating a high alignment in this area. This is a domain of best practices that service agencies should embrace and evaluate periodically. Enfranchising people with disabilities and their families is an essential process to ensure that the mission and practices of an organization align with the needs of the people most impacted. Organizations can use this information to identify and explore more opportunities to engage stakeholders and consequently improve services delivery by supporting their needs better.

The principles of DEI have the highest practice scores, indicating effective policy implementation in this area. Also, this area shows one of the smallest gaps between priorities and practices. These findings reveal the successful efforts that organizations in our field are perusing to foster a diverse and inclusive work environment that supports all employees' individualities. Diverse and inclusive workplaces make employees equally involved and engaged in all workplace areas, positively impacting performance and stakeholders' experience.

The principles of Staff Participation, Value, Impact, and Support have the lowest practice and priorities scores, indicating that the current policies related to this area require revisions and enhancements. These results resonate with the long-standing DSP workforce crisis that the field faces. Organizational efforts must be focused towards bridging this gap since organizations' performance benefits from involving volunteers and staff members in all decisions that will affect them, as well as supporting and valuing them. Involving staff in decisions is a best practice of organizational management that makes them feel valued, which increases positive attitudes toward employers.

