



How has the Standards Accreditation process impacted your organization?

Since our initial Standards accreditation, PathStone's operations have been divided into six (6) Management "Best Practice" Systems that serve as the foundation for the Corporate New Employee Orientation Modules.

Expected Outcome of the Modules are: In order to function effectively in their respective position, within one (1) year of full-time employment, each Employee will attain working knowledge of the six (6) Employee Orientation Modules.

Employee Orientation Module I:

- Study of PathStone
- History & Mission
- Administrative & Central Overview
- Strategic Plan
- Advocacy and Public Policy
- One PathStone

Employee Orientation Module II:

- Governance
- Governance Structure and Duties
- Board Development
- PathStone By-laws
- Interrelationship of Board & Staff

Employee Orientation Module III:

- Human Resources
- Personnel Policies/Procedures
- Leadership Coaching

Employee Orientation Module IV:

- Financial Management & Accountability
- Quality Control Procedures
- Voucher Authorization Payment Request (VAPR)
- Electronic Time Sheets

Program Operations Module V:

- Program Integration
- Program Specific

Employee Orientation Module VI:

- Data Management System

Then and now we still utilize the structured orientation modules for every employee as well as mandated staff development 2nd level modules, and ongoing management procedures that we learned throughout the standards.

What have you done differently because of the Standards process?

Above mentioned and also our grant writers have now added a copy of our accreditation certificate and standards overview to our proposal applications and we share same info during audits.

How has implementing the Standards impacted your clients?

We have a formalized procedure now in how we collect feedback from potential and current clients as well as it is a great mechanism to utilize when we follow up on client concerns and or their positive feedback.

What tips do you have for organizations planning to go through the process?

It is not an easy task to pass the standards, but with the PANO staff assistance, all who are willing can become accredited. It is a great way to run an ethical and transparent operation. It is also an opportunity to have better results with their grant writing; we have boosted the yes's from no's, in receiving local grants from various municipalities.



PathStone Mission: PathStone builds family and individual self-sufficiency by strengthening farmworker, rural and urban communities. PathStone promotes social justice through programs and advocacy. PathStone is a visionary, diverse organization empowering individuals, families and communities to attain economic and social resources for building better lives.