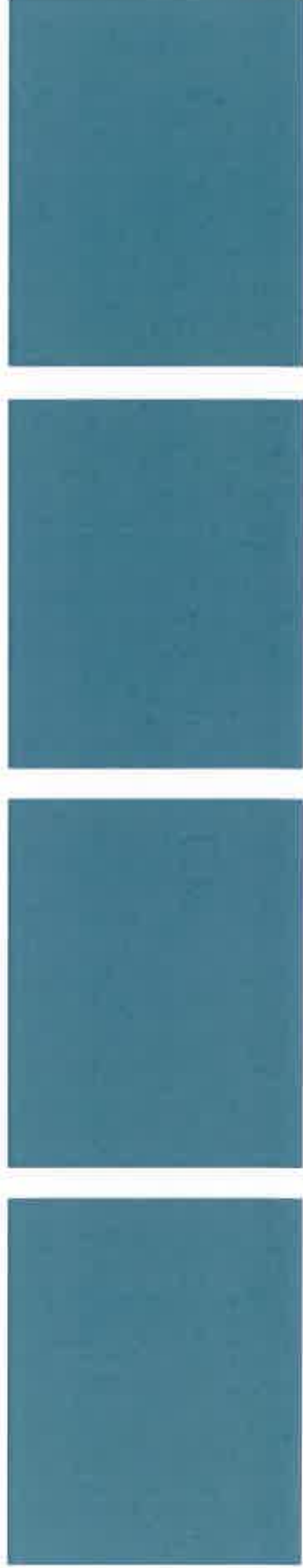




Allen County Board of
Developmental Disabilities

2025

Annual Action Plan



Our Mission:

Supporting individuals through strong partnerships and high-quality services

Our Vision:

A community that recognizes the importance and potential of all people

About the Strategic Plan

The Strategic Plan Development Team first met in August 2023 with a consultant from the Ohio Association of County Boards (OACB). Two second follow-up planning days were held in October 2023 for further development of the plan. The purpose of the plan is to clearly communicate what the Allen County Board of Developmental Disabilities represents, and how it will continue to serve individuals with disabilities and what the priority initiatives are for 2024- 2026.

2024-2026 Goals

GOAL #1: Build a strong workforce. (people, employees, providers)

GOAL #2: Ensure people are supported and receive quality services. ((people, families, providers, community)

GOAL #3: Increase independence and enhance efficiency. (transportation, resources, technology)

GOAL #4: Create effective communication and advocacy. (awareness, communication, inclusion)

- Color Coding
- Early Intervention
- Service and Support Administration
- Medicaid Services
- Advocacy and Access
- Business
- Human Resources and Community Engagement
- Superintendent & Leadership

GOAL #1: Build a strong workforce. (people, employees, providers)			
Strategies	Objectives	Action Steps to Achieve Objectives	Results
Support the provider community to ensure quality services.	Restart Direct Support Professional (DSP) learning lunches.	Partner with at least two providers in 2025 in hosting a Learning Lunch. Medicaid Services Manager , December 2025	
		Increase attendance at Learning Lunches to an average of 15 DSPs per lunch, Medicaid Services Manager , December 2025	
	Continue to offer required trainings once per month for provider partners. Assess additional required training as requested by providers.	Support providers on training to see results of higher quality services related to MUI reporting, UI reporting and behavior support approaches/interventions. Behavioral Health and Investigations Manager , June 2025	
		Support providers on training to see results of higher quality services related to ISP individual specific training when many risks are present, etc. SSAs will attend home meetings for group sites at least quarterly. IAs will be invited as needed. SSA Managers , June 2025	

Strategies

Objectives

Action Steps to Achieve Objectives

Results

Strategies	Objectives	Action Steps to Achieve Objectives	Results
	<p>Improve relationships with providers and develop relationships with Direct Support Professionals (DSPs).</p>	<p>Form a committee to execute the plan for improving provider relationships. Organize the annual recognition luncheon and plan more wide-spread event for national DSP week. Community Relations Coordinator, Director of Community Support Services & Medicaid Services Manager, 2025</p>	
		<p>Discuss and plan quarterly meetings with larger agency providers in order to build relationships with program managers. Determine if this is most effective with higher organizational administration or program specialist level. Director of Community Support Services & SSA Managers, July 2025</p>	
<p>Expand employment opportunities for individuals.</p>	<p>Plan for rule changes due to work completed by the Ohio Department of Developmental Disabilities (DODD) Blueprint Workgroup. Review outcomes and implement changes related to outcome documents.</p>	<p>The first rule changes as a result of the Blueprint Workgroup took effect in October 2024. Monitor outcomes of these changes by tracking Outcome Based Payments that are now allowable. Advocacy and Access Manager, June 2025</p>	
		<p>Engage in educational opportunities with DODD on the work the Blueprint Workgroup is compelling. Connect with ADS providers who are participating in the DODD Adult Day Services Quality Pilot Program and provide ongoing technical assistance and support throughout the pilot. Advocacy and Access Manager, December 2025</p>	
	<p>Promote "Employment First". Increase the number of people working in competitive integrated employment. Identify barriers to competitive integrated employment.</p>	<p>Address barriers to community employment benchmarks not being achieved. Track and achieve 20 new job starts yearly. Measure growth of hours worked, jobs lost and jobs attained. Advocacy and Access Manager & Employment Coordinator, June 2025</p>	
	<p>Improve individuals competitive integrated employment retention rates.</p>	<p>Set a plan for retention of jobs. Have conversations with employers and employees about why jobs did not last. Discuss ways to meet the needs of both. Outline action steps to improve retention of competitive integrated employment from the moment an employee begins a new job. Advocacy and Access Manager & Employment Coordinator, June 2025</p>	

Goal #1: Build a strong workforce

people feel supported and Goal #1: Build a strong workforce

Strategies	Objectives	Action Steps to Achieve Objectives	Results
	Promote "Employment First" in the community and public schools.	Assess the APPLE program and how it can be used more often to highlight the success of people with disabilities being employed; both for people served and for community businesses. Advocacy and Access Manager & Transition Coordinator and Educational Consultant , June 2025	
		Partner with Ohio Means Jobs (OMJ) for employment resources, networking, and relationships to increase the number of people employed in the community, Advocacy and Access Manager & Employment Coordinator , June 2025	
		Explore potential training opportunities for individuals through local colleges, OMJ, Apollo, Literacy Council, etc. to increase skills. Advocacy and Access Manager & Employment and Advocacy Coordinator , July 2025	
Develop strong leaders at the Allen County Board of Developmental Disabilities (ACBDD).	Support and mentor employees for success as future leaders.	Promote strongly "When the leader gets better the organization gets better." Ensure Leadership team and others attend two opportunities per year that will grow and enhance their leadership development. Superintendent & Administration , December 2025	
		Develop a cross walk for each employee to observe another employee (after the one year probation) whose job may be of interest. Ensuring each employee shadows at least one position per year will develop cross department relationships and greater knowledge base. Director of Human Resources & Community Engagement & Administration , 2025	
	Increase training when employees are promoted or accept a new position.	Explore training platforms/resources and implement training schedule and orientation checklist for when employees are promoted; Director of Human Resources & Community Engagement , July 2025	
	Enhance the Employee Performance System.	Form a small committee to develop a new employee performance review system for recommendation to the Superintendent; Director of Human Resources & Community Engagement February 2025 Begin using new evaluation system. Director of Human Resources & Community Engagement September 2025	

Goal #2: Ensure

GOAL #2: Ensure people are supported and receiving quality services. (community, families, providers, caregivers)

Strategies	Objectives	Action Steps to Achieve Objectives	Results
Develop healthy partnerships and collaborations.	Strengthen partnership with the Mental Health & Recovery Services Board (MHRSB).	Set goals from the meeting about MIDD Clinic and how to accomplish the goal for a DD trained and stable psychiatrist can be obtained in Lima. Superintendent & Behavioral Health and Investigations Manager , December 2025	
		Partner with other local county boards and MHRSB in order to coordinate a multi-agency Trauma Informed Care training. Contract with someone like Mary Vicaro to provide the training. Behavioral Health and Investigations Manager & Director of Community Support Services , December 2025	
		Set benchmarks and ideas to improve attendance and the strength of work completed by the Dual Diagnosis Intervention Team (DDIT). Behavioral Health and Investigations Manager , December 2025.	
	Improve communication and collaboration with community partners.	Develop a systematic schedule for interviews for benefit redeterminations with DJFS, Medicaid Services Manager and Director of Community Support Services , 2025	
	Develop new collaborations with community agencies that have not yet been a partner with ACBDD.	Identify desired partnerships and create a schedule for development with a new partner every six months. Arrange sharing of resources, cross training at meetings, or networking breakfasts or Fast Breaks to educate community agencies on ACBDD, assisting them in making appropriate referrals to ACBDD, Director of Community Support Services and SSA Managers , June 2025	

Goal #2: Ensure people feel

ted and are satisfied with services

Strategies	Objectives	Action Steps to Achieve Objectives	Results
	Establish and/or strengthen partnerships with the Allen County Schools.	Provide educational visits/presentations to at least one school district in Allen County per quarter to discuss Board services. Promote APPLE, Kids on the Block, Transition, SSA and Behavior Support Services. Advocacy and Access Manager , SSA Managers & Behavioral Health and Investigations Manager , June 2025	
		Increase presentation for APPLE & Kids on the Block by 10% annually. Advocacy and Access Manager , December 2025	
Support families and caregivers.	Improve relationships with local law enforcement.	Optimize relationships with local law enforcement administrators, learning of ways to partner and support the work of law enforcement officers. Seek creative ways to visit, support, and establish strong relationships with new administrators, ensuring confidence that individuals are being interviewed, heard and represented with legal needs or victimization issues. Superintendent & Behavioral Health and Investigations Manager , December 2025.	
	Develop volunteer base to engage people served.	Continue to increase volunteer base. Set goal 20 new volunteers per year; average 5 per quarter. Leadership	
	Engage community volunteers.	Create a list of agency-wide volunteers. Work to ask current volunteers in one area if they will help in another. Example- sending an announcement of volunteer opportunities to those who helped with the Chicken BBQ. Regularly engage volunteers to be involved and thank them through social media, newsletter, etc. Director of Human Resources & Community Engagement , July 2025	
	Ensure quality services.	Address and monitor unmet HPC needs as it relates to caregivers or families needing services for respite purposes. Medicaid Services Manager , June 2025	

Goal #2: Ensure people feel supported
Goal #3: Increase efficiency

Strategies Objectives Action Steps to Achieve Objectives Results

	<p>Ensure affordable, accessible and desired housing is available.</p>	<p>Develop the SibShop Program and host at least one gathering in 2025 for families. SSA Managers & Director of Community Support Services, December 2025</p> <p>Build a stronger relationship with HUD/MET housing in order to plan for the property sales of the Arc's units and how this may impact individuals served. Director of Community Support Services, March 2025</p> <p>Develop a training for SSAs to ensure education on all different housing options and resources in Allen County. SSA Managers, June 2025</p> <p>Develop relationships with at least two property owners/landlords in 2025 in order to expand upon housing options and resources. SSA Managers, December 2025</p>	
<p>Help individuals access services in the community and at home.</p>	<p>Identify and meet needs/maximize wants through person-centered planning and high quality services.</p>	<p>Assess and track how many people served are in need of a provider and have an unmet need to address gaps in services. Recruit providers to meet these needs. Update the Provider Pool bi-annually. Medicaid Services Manager, June 2025</p> <p>Review individuals needing services, and the timeline to meet those services, during Resource Allocation Committee (RAC) meetings. Medicaid Services Manager, 2025</p> <p>Analyze the 2024 waiver statistics and set waiver enrollment numbers for 2025. Director of Community Support Services, Medicaid Services Manager & Director of Business, September 2025</p> <p>Utilize Keeping Family Together (KFT) funding to meet significant needs and improve behavioral outcomes according to the grant guidelines. SSA Manager, June 2025</p>	
	<p>Using a person-centered approach, strengthen outcomes.</p>	<p>Increase attendance with the Person Centered Thinking Workgroup for Outcome development. SSA Managers, 2025</p> <p>Identify and coordinate a new outcome training opportunities for SSAs from an outside entity to compliment ongoing internal training. Medicaid Services Manager, June 2025</p>	

	<p>Assess the use of Charting the Life Course curriculum through a collaboration between early childhood and transition services. SSA Managers & Medicaid Services Manager (Person Centered Thinking Workgroup), March 2025</p>			
<p>Educate employees, community providers and families about the long term impact of screen usage for children birth to age 5.</p>	<p>Expand the work established in 2024 for educating the community on the long term impact of early tech usage. Explore opportunity for education session for parents and leaders in the community. Director of Early Intervention, 2025</p>			
<p>GOAL #3: Increase independence and enhance efficiency. (transportation, resources, technology)</p>				
<p>Strategies</p>	<p>Objectives</p>	<p>Action Steps to Achieve Objectives</p>	<p>Results</p>	
<p>Ensure financial stability so services are available in 2027 and beyond.</p>	<p>Analyze future funding, service needs and fiscal sustainability.</p>	<p>Establish the potential need for a levy in 2026. Begin to re-establish the Political Action Committee. Superintendent & Director of Business, 2025</p>		
	<p>Assess new waiver rules and how that will impact cost.</p>	<p>Analyze and track changes as it relates to the 1/1/24 rule changes; to include impact of exemptions to the Adult Shared Living Rule and Parents as Paid Caregivers rule, Medicaid Services Manager & Director of Community Support Services, December 2025</p>		
	<p>Prepare list of mandated vs non-mandated services.</p>	<p>Analyze changes made in 2024 to the ISS budget and monitor growth toward the total liability v. budgeted. Suggest changes related to either the budget, services or total served. Regularly review with RAC. Advocacy and Access Manager, Director of Community Support Services & Superintendent, June 2025</p>		
	<p>Reduce the number of individuals waiting for services.</p>	<p>Continue to analyze individual's waiting on services. Develop strategies for ensuring needs are met or alternative assistance is available. Quarterly report to RAC the number of individuals waiting, impact and changes from previous quarter. Medicaid Services Manager, Advocacy and Access Manager & Director of Community Support Services, June 2025</p>		

Goal #4: Create effective communication and advocacy

Strategies	Objectives	Action Steps to Achieve Objectives	Results
<p>Continue to educate on who ACBDD is and what ACBDD does.</p>	<p>Ensure a continual process for informing the public of the services and supports offered by ACBDD.</p> <p>Improve communication from Public Schools about ACBDD.</p> <p>Educate new Board member(s) on services and supports of ACBDD and importance of communication.</p>	<p>Meet and interview one individual served per month. Ensure this is a variety of people, services and providers. Set a firm calendar to ensure this is a priority. Community Relations Coordinator, 2025</p> <p>Develop a communication for local school districts to consider placing in school newsletters about services ACBDD offers individuals and families impacted by Special Education. Advocacy Manager & Access Manager & Community Relations Coordinator, June 2025.</p> <p>Schedule required orientation as developed by OACB. Discuss additional tours, training or meetings that the new Board members would like to receive. Superintendent, January 2025</p>	
<p>Continue to advance and support advocacy initiatives.</p>	<p>Expand participation at Synergy.</p>	<p>Arrange for four people to attend Synergy who have not yet had the opportunity to attend. Prioritize individuals who have outcomes related to self-advocacy or self-determination within their ISPs. Employment and Advocacy Coordinator & Advocacy and Access Manager, September 2025</p> <p>Research funding options or grant programs for Synergy, making attendance more affordable for those to whom cost may be a barrier. Employment and Advocacy Coordinator & Advocacy and Access Manager, September 2025</p>	
<p>Ensure quality services and effective communication.</p>	<p>Assess and implement a plan to host a local advocacy conference where any Allen County resident can attend.</p> <p>Hold a Project STIR refresher course for past-participants.</p> <p>Restructure the survey process of all services so it is efficient, conducted regularly and intentional.</p>	<p>Assess interest in hosting a conference by first hosting a Family, Food, and Facts on advocacy programs, resources, and efforts. Employment and Advocacy Coordinator, Advocacy and Access Manager & Director of Community Support Services, September 2025</p> <p>Review list of individuals who have been trained in Project STIR in order to determine who is still engaged and should be invited. When providing refresher course, determine future plans on new Project STIR trainings (could be hosted at day services, schools, etc). Employment and Advocacy Coordinator & Advocacy and Access Manager, July 2025</p>	