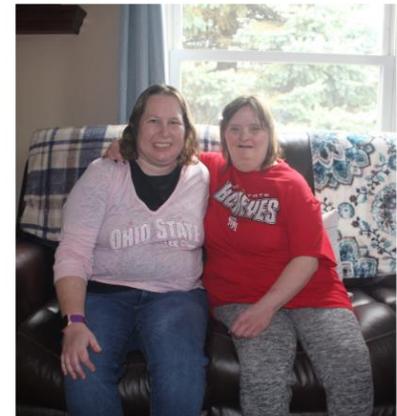
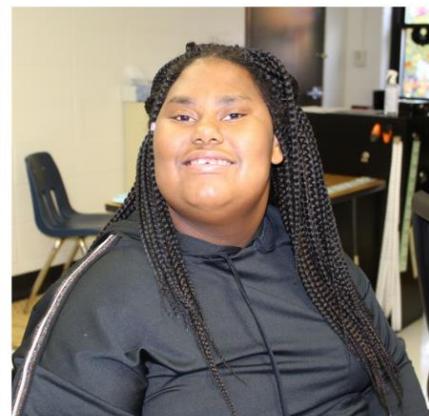




2021 – 2023 Strategic Plan



Our mission:

Supporting people through strong partnerships and high quality services.

Our vision:

A community that recognizes the importance and potential of all people.

About the Strategic Plan

In 2020, the Allen County Board of Developmental Disabilities engaged in strategic planning with a consultant. This was especially challenging, given the unique protocol of the COVID-19 pandemic during 2020. However, the Planning Committee of the Board, the consultant, and leadership met at various times over the course of a few months to evaluate the mission, vision and values of the Board, create a survey for constituents, and hold a Community Forum. Using all the data gathered, Administration and the Planning Committee created this 2021 – 2023 Strategic Plan. Its purpose is two-fold: we want to clearly communicate who we are and how we will continue to serve people with developmental disabilities to the absolute best of our ability.

2021-2023 Goals

- People are welcome and supported in their communities.
- People are supported by a system of strong and healthy partnerships.
- People are supported in an environment that is person-centered, high quality, and fiscally responsible.
- People recognize and understand the role of Allen County Board of Developmental Disabilities.

Leadership Team

Theresa M. Schnipke, Superintendent

Martha J. Nance, Director of Business

Jana McVetta, Director of Community Support Services

Barbara Blass, Director of Education and Early Intervention

Christine Calvelage, Director of Human Resources

Board Members

Thomas J. Fleming, President

Christina Hood

Linda Lehman

Bob McPheron, Vice President

Marty Garlock

Ty Butterfield

Phyllis Montrose, Secretary

Core Values

Excellence

Customer-focused

Integrity

Collaboration

Stewardship

Services

Early Intervention

Education

Service and Support Administration

Community Connections

Employment Services

Advocacy & Disability Awareness

Medicaid Services

Business & Operations

Human Resources

Communications

GOAL 1: People are welcome and supported in their communities.

Strategies	Objectives
<p>Ensure people are leading the lives they truly want in the communities they choose.</p>	<ul style="list-style-type: none"> • Provide a strong community connections program that has something to offer everyone. • Set priorities for Community Connections & FANs (Friends, Allies & Neighbors) to offer what people served want, and determine how to best utilize employees to meet these needs. • Assess need for residents of nursing homes to receive Board services. • Build a stronger self-advocacy system, including bringing back a People First Chapter.
<p>Improve access to community employment for all.</p>	<ul style="list-style-type: none"> • Assist individuals to move along the path to employment as they choose, creatively and in the ways they truly want. Increase employment by 10% annually. • Create volunteer and training opportunities in all service industries, so people have choices. • Be a leader in Ohio, as changes from the Blueprint workgroup and the redesign of Adult Day Services are implemented. • Advance Employment First initiatives.

<p>Facilitate transportation for people to access their communities.</p>	<ul style="list-style-type: none"> • Build a collaboration and task force with the Regional Planning Commission and/or other community partners to increase the options for people to go where they want, when they want, for what they want. • Create volunteer transportation options with the FANs (Friends, Allies,& Neighbors) network.
<p>Improve student access to educational services provided by their home school districts.</p>	<ul style="list-style-type: none"> • Explore the least restrictive educational environment with families at the initial meeting for placement at Marimor School. Set benchmarks for student to return to home school. • Partner with local school districts for Marimor School students to join gym, music or art classes at the school buildings. • Assess leadership roles in the Education and Early Intervention Department, and how to best meet student needs in the changing environment of special education.

GOAL 2: People receive support from a system of strong and healthy partnerships.

Strategies	Objectives
<p>Partner with parents, advocates and others to improve community employment options.</p>	<ul style="list-style-type: none"> • Form an advisory council with parents and advocates, who have a business background, to advance new initiatives in Employment First. • Partner with Ohio Means Jobs in new ways to foster an environment where people with developmental disabilities are thought of for positions available in Lima/Allen County. • Be an active member of the Lima/Allen County Chamber of Commerce to build community relations for employment for individuals served.
<p>Create new and innovative options for people.</p>	<ul style="list-style-type: none"> • Partner with local businesses or a provider to invest in new employment or day services options in Lima/Allen County. • Improve access to technology for all levels of home support services. Explore Tech Ambassador training and options for a physical environment that showcases tech options. • Offer a multitude of options for transition-aged youth to explore employment. • Expand Supported Decision Making concepts and create a Guardianship Board with community partners, so local options are effective and available.

<p>Improve access to services for school-age children by building strong local and state partnerships.</p>	<ul style="list-style-type: none"> ● Partner with the Mental Health & Recovery Services Board to offer behavior support training, positive culture awareness, and trauma-informed care practices to all local school districts. ● Be a leader in statewide multi-system youth initiatives and the Ohio Rise project. Work closely with the Allen County Family and Children First Council (FCFC) on developing options for families with youth who have many needs. ● Define the role of the Board in matters that are not picked up by children services, when the needs of the child are more than the family can provide alone. Build supports around these children and families.
<p>People want a strong staff network. Providers need a strong workforce to meet this need.</p>	<ul style="list-style-type: none"> ● Establish a community of support for providers and direct support professionals (DSPs). ● Partner with Marimor Legacy Foundation to help recruit and retain DSPs. ● Develop team-building curriculum (with a provider partner) for all providers. ● Create a healthy and supportive relationship with Independent Providers and ensure they are well-trained and provide quality services. Will meet with all new independent providers within 60 days of being selected for services.

GOAL 3: People are supported in an environment that is person-centered, high quality, and fiscally responsible.

Strategies	Objectives
<p>Improve access to services for children ages 3-5.</p>	<ul style="list-style-type: none"> • Bridge the gap of services for children after Early Intervention, during the preschool years. • Improve access to behavior support services for preschool children. • Collaborate with the Early Childhood Education Committee of FCFC to improve community screenings for children ages 3-5. • Determine the best Board service provider for children ages 3-5, and expanded services.
<p>Increase parent engagement in the transition process for students who attend Marimor School.</p>	<ul style="list-style-type: none"> • Host meetings for parents to meet the Transition Coordinator and begin learning process for future services. • Assist the Intervention Specialists and Transition Coordinator to collaborate on important transition services on the IEP.

<p>Increase community outreach and build a person-centered thinking culture with all employees.</p>	<ul style="list-style-type: none"> • Build a partnership between Community Connections and the Business/Operations employees. • Engage non-direct support staff in one-on-one relationships with individuals and families served. • Partner non-direct support staff with Community Relations and Connections staff to host one, large-scale community event to build partnerships and raise awareness.
<p>Improve Service & Support Associate (SSA) training and mentoring for person-centered services in the best working environment.</p>	<ul style="list-style-type: none"> • Improve the SSA orientation program and ensure SSAs have well-developed and competent leadership at all levels. • Provide a strong training program with excellent technology to roll out the new Ohio ISP. Advance person-centered thinking theory at all levels of the Board.
<p>Strengthen organizational effectiveness and efficiency.</p>	<ul style="list-style-type: none"> • Determine which employees have an interest in leadership development and future leadership positions. Create opportunities for leadership development, both formally and informally. • Grow relationships with county leadership and fiscal oversight authorities. • Create and implement plans for increased efficiency in records, technology, business office functions and facilities. • Assess the redesign of SSA services, implemented in January 2021, for effectiveness and efficiency.

GOAL 4: People recognize and understand the role of Allen County Board of Developmental Disabilities.

Strategies	Objectives
<p>People will know who we are and what we do.</p>	<ul style="list-style-type: none"> • Create ways to be more visible in the community. • Feature more people served in Board communications. • Create videos to educate the community on Board services. • Update the Board website, www.acbdd.org • Expand speaking opportunities in the community.
<p>Increase community awareness of Early Intervention services.</p>	<ul style="list-style-type: none"> • Expand outreach to all pediatricians, primary care physicians and day cares, explaining the unique differences of Early Intervention and Help Me Grow. • Partner with the Community Relations Coordinator to increase visibility at community events. • Create a Pinterest page with developmental activities and educational resources for parents of young children.
<p>Improve diversity, recruitment and retention of the Board workforce.</p>	<ul style="list-style-type: none"> • Create a task force to work on diversity initiatives and promote cultural competence in implicit bias. • Improve the well-being of employees to lead to increased retention. Enhance wellness initiatives. • Find innovative ways to recruit employees with a Bachelor-level requirement.

People will not wait for services.

- Eliminate waiting lists for all services.
- Improve timelines for service entry at all levels. Be better than the rule requires.
- People will hear “What is your need and how can we help you?” at all levels of the organization.