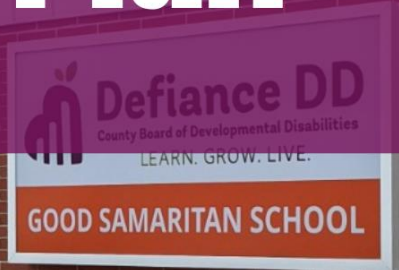


Strategic Plan



2023 - 2024



Defiance DD
County Board of Developmental Disabilities
UNITE. INSPIRE. BECOME.

(419) 782-6621

195 Island Park Ave., Defiance, OH 43512

www.defiancedd.org

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Visit from Ohio Department of Developmental Disabilities Director Kimberly Hauck in September of 2022.

Who We Are



Pictured from left to right: (Front Row) Otto Nicely, Stephanie Meyer, and Beth Headley.
(Middle Row): Erika Steece and Ruby Schindler.
(Back Row): Jami Cameron and Roberta Phlipot.

Board Members

Jami Cameron, President
Roberta Phlipot, Vice President
Stephanie Meyer, Secretary
Erika Steece
Ruby Schindler
Beth Headley
Otto Nicely

Appointment of Board Members

State law dictates who may serve as members of County Boards of Developmental Disabilities.

The Ohio Revised Code states that the Board shall consist of seven members, five appointed by the County Commissioners and two appointed by the County Probate Judge.

The Board welcomes your comments, questions and concerns.

They can be reached by email at defcbdd@defiancedd.org

Executive Summary



The Defiance County Board of Developmental Disabilities has been supporting children and adults with developmental disabilities for over 63 years. We start by assessing the needs of individuals so we can provide quality services through an Individualized Family Service Plan in Early Intervention, and Individual Education Plan through School, or and Individual Service Plan as individuals transition into adulthood. Through all of these plans we help our individuals become a more visible part of their community as contributing members who learn, grow, and live together. The board is grateful for the continued financial support from the Defiance County community which allows us to meet the needs of our individuals.

With this Strategic Plan, it is our goal to take our services to the next level over the next two years. We continue to grow our services at Good Samaritan School while focusing our efforts on maintaining person-centered services. We love our Defiance County Community and we will continue to collaborate with our community partners to create more personalized opportunities for the individuals served. We will also focus on increasing our use of technology to better serve those in need and find new and meaningful ways to support the dedicated staff who form the foundation of our agency!

Sincerely,
Heidi Hull
Superintendent

What We Do and Why

Vision

The DCBDD be a valued and trusted partner, enabling people with developmental disabilities and their supports to be successful. This success will be fostered by providing a lifetime of supports.

Mission

The Mission of the Defiance County Board of Developmental Disabilities (DCBDD) is to enrich the lives and meet the needs of individuals with developmental disabilities and their community throughout their lifetime.

Core Values

The DCBDD provides a lifetime of supports to individuals with developmental disabilities, from Early Intervention through retirement and beyond. The focus is to meet each developmental challenge with state-of-the-art support and innovation.

The DCBDD believes in helping find the least restrictive, most meaningful outcomes for individuals as they move through the transitional stages of life.

The DCBDD believes in investing in the early years, through Early Intervention, preschool and school age programs, to help shape children to be empowered and strong adults.

The DCBDD believes in safe places for children and adults to learn, to work, and to grow, cultivating self-worth, acceptance, and self-determination.

The DCBDD believes in fostering strong connections with families, friends, and natural and paid supports, so that resources can be shared to benefit all.

The DCBDD believes in being an active and important partner in the community by participating in its workforce, its growth, and its equality of all citizens.

The DCBDD believes that all individuals have the ability to be self-determined when given proper supports and guidance, through planning that is individualized and person-centered.

The DCBDD believes it should be a good steward of tax dollars by meeting the needs of the community in the most economical manner possible, without jeopardizing services to any individual.

The DCBDD believes in speaking with one voice on behalf of all individuals with disabilities, with advocacy, passion, and respect.

Tagline

Unite. Inspire. Become.

Our Process

In 2022, the Board approved a two-year strategic plan. The Defiance Board of Developmental Disabilities staff has evaluated the Mission and Vision, held regular meetings, collected information from supporting agencies as input for new strategic goal considerations. The purpose of this two-year strategic plan is to provide guidance and logic to strategically advance our boards mission for quality services throughout a person's lifetime. The goals outlined in this plan are based on the DCBDD's Core Values.

Reporting

Per OAC 5123-4-01 4;

(2) The strategic plan shall be made readily available to individuals and families who receive services, employees of the county board, citizens of the county, and any other interested persons.

(3) A county board shall prepare a strategic plan progress report at least once per year. The strategic plan progress report shall be made readily available to individuals and families who receive services, employees of the county board, citizens of the county, and any other interested persons.

(4) A county board shall have a mechanism for accepting public feedback regarding the strategic plan and strategic plan progress reports.

The overall intent of the DCBDD's Strategic Plan is to serve as a road map and must be susceptible to change and responsive to the need of those served while encouraging further development.

Critical Findings

As part of the overall Strategic Planning process we collected information from numerous stakeholders.

- Individuals Served by the DCBDD
- Families/Guardians
- Providers
- Board Employees
- Board Members
- Community Members
- School Districts

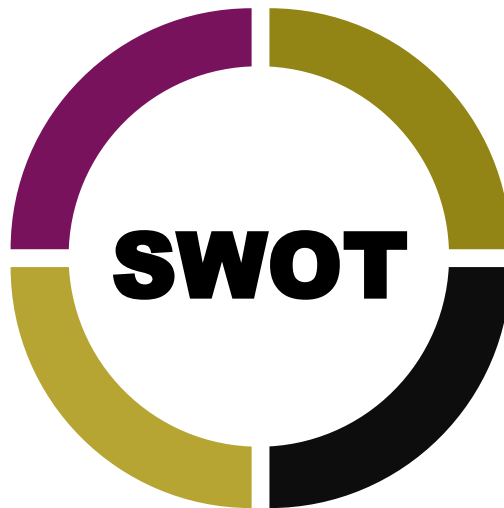
This is better known as a SWOT Analysis which is used to identify Strengths, Weaknesses, Opportunities, and Threats for the agency. These are the critical findings that helped create the new vision statement along with the overall plan that will continue to move the DCBDD forward.

STRENGTHS

- Collaboration Amongst Departments
- Community Relationships & Support
- Diverse, Experienced, & Dedicated Staff
- Good Fiscal Stewards
- Quality Programs & Services
- Serve throughout the Lifespan

OPPORTUNITIES

- Growth through team building
- Community outreach to bring awareness of all services offered full spectrum
- Increased Integration into the community for our students and adults
- Enhance Services Available to Families & Individuals (Child Care, Mental Health, Recreational Programming, Respite Care, Self-Advocacy Group, Specialized Classes, Special Olympics, & Transportation)
- Expansion of Community Partnerships
- Increase Family Engagement
- Opportunity to Increase Training for: Autism Specialization, Dual Diagnosis and Supports for Multi System Youth & Other Areas of Specialization



WEAKNESSES

- Affordable Housing for Individuals Served
- Aging Building
- Continue to Update Policies, Procedures, & Practices
- Human Resources
- Lack of Diversified Funding Options
- Technology Needs

THREATS

- Adequate Transportation
- Increasing Costs
- Inefficient Communication
- Limited Resources
- Misconception about Who We Are and What We Do
- Workforce Crisis

Strategic Plan

Culture

GOAL 1: Improve the overall work environment at the DCBDD.

OBJECTIVE 1.1: Implement strategies to build a positive culture amongst employees.

ACTION STEPS		Start/End Date	Department Responsible	Updates
1.1-1	Recruit and retain a quality and engaged workforce who are mission driven.	1-1-23 to 3-31-23	Management	
1.1-2	Establish procedures that show appreciation for all staff.	1-1-23 to 3-31-23	Management	
1.1.3	Re-Establish the Special Committees.	1-1-23 to 3-31-23	Management	
1.1-4	Review policies, procedures, and practices to support our vision and mission.	1-1-23 to 3-31-23	Management	

OBJECTIVE 1.2: Create more effective communication amongst staff.

ACTION STEPS		Start/End Date	Department Responsible	Updates
1.2-1	Provide regular updates via an all staff email newsletter.	1-1-23 to 3-31-23	Communications & Community Engagement	
1.2-2	Implement a Shared Calendar system to create ease of utilizing agency rooms and vehicles.	1-1-23 to 3-31-23	Communications & Community Engagement	
1.2-3	Hold agency meetings for team building, collaborating, and communication.	1-1-23 to 3-31-23	Management	

OBJECTIVE 1.3: Provide continual training opportunities for staff agency wide.

ACTION STEPS		Start/End Date	Department Responsible	Updates
1.3-1	Utilize school in-service days for the entire agency to ensure up to date professional development measures.	1-1-23 to 3-31-23	Management	

OBJECTIVE 1.4: Foster cross department collaborations.

ACTION STEPS		Start/End Date	Department Responsible	Updates
1.4-1	Look for opportunities that employees can work together to fulfill the needs of the agency.	1-1-23 to 3-31-23	All Staff	

Resources

GOAL 2: The Defiance County Board of Developmental Disabilities will be proactive and committed in our response to fulfill the need for quality and necessary services.

OBJECTIVE 2.1: Enhance and develop respite care opportunities and services.

ACTION STEPS		Start/End Date	Department Responsible	Updates
2.1-1	Partner and establish relationships with providers to enhance and expand potential respite care opportunities or resources.	1-1-23 to 3-31-23	SSA	
2.1-2	Create a survey to assess the need for types of respite care.	4-1-23 to 6-30-23	SSA	
2.1-3	Explore the opportunity of creating an in-house summer camp program.	7-1-23 to 9-30-23	Early Intervention Good Samaritan School SSA	

OBJECTIVE 2.2: Develop daycare services.

ACTION STEPS		Start/End Date	Department Responsible	Updates
2.2-1	Create a survey to assess the need for types of daycare.	1-1-24 to 3-31-24	Early Intervention Good Samaritan School SSA	
2.2-2	Work with local daycare providers to develop partnership opportunities.	4-1-24 to 6-30-24	Early Intervention SSA	
2.2-3	Provide training and resources to interested community partners to expand daycare opportunities.	7-1-24 to 9-30-24	Early Intervention SSA	

OBJECTIVE 2.3: Implement reliable transportation options.

ACTION STEPS		Start/End Date	Department Responsible	Updates
2.3-1	Establish an internal transportation committee to better assess the needs of the individuals served.	4-1-23 to 6-30-23	SSA	
2.3-2	Explore areas of opportunity for collaboration with established transportation companies to broaden the reach of DCBDD supporters who can increase services for individuals served by the DCBDD.	1-1-23 to 3-31-23	SSA	
2.3-3	Educate individuals and their teams of support on the options that are currently available to them.	1-1-23 to 3-31-23	SSA	

OBJECTIVE 2.4: Taking measures to recruit sufficient providers of services to meet the needs of individuals receiving services in the county.

ACTION STEPS		Start/End Date	Department Responsible	Updates
2.4-1	Provide technical support with the certification process upon request.	1/1/23 to 12/31/24	SSA	
2.4-2	Show provider appreciation through special events, promoting their services, sharing their job postings, etc.	1/1/23 to 12/31/24	SSA	
2.4-3	Meeting with each newly certified independent provider within sixty calendar days of the provider being selected to provide services to an individual, for purposes of confirming the provider understands the individual service plan and the provider's responsibilities and ensuring the provider has contact information for the county board.	1/1/23 to 12/31/24	SSA	

Technology

GOAL 3: Explore system simplification and innovation for increased efficiency and effectiveness.

OBJECTIVE 3.1: Implement Technology First Policy to increase opportunities so individuals can live, work, and thrive in their homes and communities.

INITIATIVES		Start/End Date	Department Responsible	Updates
3.1-1	Educate families, providers, individuals of the rule.	4-1-23 to 6-30-23	SSA	
3.1-2	Educate County Board staff (SSAs, Board members, school staff of policy.	4-1-23 to 6-30-23	SSA	
3.1-3	Discuss possibilities of technology at all ISP meetings.	4-1-23 to 6-30-23	SSA	
3.1-4	Develop benchmarks to show progress.	10-1-23 to 12-31-23	SSA	
ACTION STEPS		Start/End Date	Department Responsible	Updates
3.1.1-1	Hold individual meetings with each provider.	4-1-23 to 6-30-23	SSA	
3.1.1-2	Have Zoom meeting with families of those receiving services. -Later individual meetings for those with OSOC.	7-1-23 to 9-30-23	SSA	
3.1.1-3	Utilize Ladd or other video at ISP meetings to outline possibilities of technology.	7-1-23 to 9-30-23	SSA	
3.1.1-4	Consider court approved guardian training.	10-1-23 to 12-31-23	SSA	
3.1.2-1	Get a catalog of supplies available.	7-1-23 to 9-30-23	SSA	
3.1.2-2	Tour Wood County Tech house.	1-1-23 to 3-31-23	SSA	
3.1.2-3	Attend larger tech fest.	4-1-23 to 6-30-23	SSA	
3.1.2-4	Invite tech companies to SSA meetings. -Invite tech ambassador for NW Ohio.	4-1-23 to 6-30-23	SSA	
3.1.2-5	Hold all staff meeting outlining technology first and value.	7-1-23 to 9-30-23	SSA	
3.1.2-6	Present to Board on technology first, examples, value.	7-1-23 to 9-30-23	SSA	
3.1.2-7	Hold Tech Fest.	7-1-23 to 9-30-23	SSA	
3.1.2-8	Convert apartment to tech center.	4-1-24 to 6-30-24	SSA	

3.1.3-1	Identify and highlight particular technology at each meeting.	4-1-23 to 6-30-23	SSA	
3.1.3-2	Utilize Ladd video to highlight possibilities.	4-1-23 to 6-30-23	SSA	
3.1.3-3	Bring catalogs to meetings.	4-1-23 to 6-30-23	SSA	
3.1.3-4	Complete Ohio ISP evaluating use of technology and remote supports for each individual.	4-1-24 to 6-30-24	SSA	
3.1.4-1	By end of 2023 have 20% of individuals served utilizing technology. -20% of those using OSOC (7 of 33)	10-1-23 to 12-31-23	SSA	

OBJECTIVE 3.2: Establish effort to make the DCBDD a more technology centered agency.

ACTION STEPS		Start/End Date	Department	Status
3.2-1	Increase awareness and utilization of Google Drive to easily communicate and collect and store information to reduce redundancy and email overload.	4-1-23 to 6-30-23	Management	
3.2-2	Investigate technological advances, upgrade opportunities, and implement processes to improve efficiencies while reducing paper processes.	4-1-23 to 6-30-23	Management	
3.2-3	Maximize the use of Brittco agency wide.	4-1-23 to 6-30-23	Management	
3.3-4	Update technology to increase efficiencies. (Hotspots, Computers, Stylus, Touchscreens, Smart TV's for Conference Rooms and Cafeteria, Updated Audio Visual in Gym)	1-1-23 to 3-31-23	Management	

OBJECTIVE 3.3: Offer more technology supports for our individuals served.

ACTION STEPS		Start/End Date	Department	Status
3.3-1	Increase participation, via a virtual platform, in weekly team meetings by families by 50%.	1-1-23 to 3-31-23	Early Intervention	

OBJECTIVE 3.4: Create a more technology-based learning environment.

ACTION STEPS		Start/End Date	Department	Status
3.4-1	Provide the technology needed in each classroom so students have the ability to learn as independently as typical students.	1-1-23 to 3-31-23	Good Samaritan School	
3.4-2	Work in collaboration with the SSA Department to create a Smart Apartment with technology-based appliances.	4-1-24 to 6-30-24	Good Samaritan School/ SSA	

Engagement

GOAL 4: Strengthen relationships with all stakeholders to enhance quality services.

OBJECTIVE 4.1: Increase awareness, participation, and opportunities in community programs.

ACTION STEPS		Start/End Date	Department	Status
4.1-1	Educate all stakeholders about Defiance County Special Olympics and Defiance County Self-Advocacy Group availability and participation through community, social, program engagements or public speaking opportunities.	7-1-23 to 9-30-23	Defiance County Self-Advocacy Group/ Defiance County Special Olympics	
4.1-2	Identify and develop outreach opportunities to educate and promote services and partner with area school personnel, local organizations, and teams.	7-1-23 to 9-30-23	Defiance County Self-Advocacy Group/ Defiance County Special Olympics/SSA	
4.1-3	Expand on Special Olympic offerings.	10-1-23 to 12-31-23	Defiance County Special Olympics	
4.1-4	Host a 5k/Chili Cookoff in support of our recreational programming efforts.	4-1-23 to 6-30-23	Communications & Community Engagement	
4.1-5	Promoting self-advocacy by individuals served by the county board through the person-centered planning process, activities, and community connections.	1-1-23 to 3-30-23	SSA Communications & Community Engagement	

OBJECTIVE 4.2: Improve effectiveness of agency services and initiatives.

ACTION STEPS		Start/End Date	Department	Status
4.2-1	Outreach with school districts to foster connections with students in schools across the County. Create services or activities such as field trips, art class or music class.	1-1-23 to 3-31-23	Good Samaritan School Communications & Community Engagement	
4.2-2	Develop an Annual Community Health Fair. Create a committee that will monitor this pilot project for success, inefficiencies, change or expansion to ensure accountability of new programs.	4-1-24 to 6-30-24	Health & Wellness Committee	

4.2-3	Ensuring that individuals receive services in the most integrated setting appropriate to their needs.	1-1-23 to 3-30-23	SSA	
4.2-4	Reducing the number of individuals in the county waiting for services.	1-1-23 to 3-30-23	SSA	

OBJECTIVE 4.3: Increase the number of individuals of working age engaged in community employment.

ACTION STEPS		Start/End Date	Department	Status
4.3-1	Continue partnership with Opportunities for Ohioans with Disabilities and Supportive Employment Services.	1-1-23 to 3-31-23	SSA	
4.3-2	Create media spotlights on employees and employers in the community.	7-1-23 to 9-30-23	SSA Communications & Community Engagement	