

Strategic Plan 2014-2016



DEVELOPMENTAL DISABILITIES

OF CLARK COUNTY

WHERE PEOPLE GROW

DRAFT

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Clark County Board of Developmental Disabilities



"Opening Doors Together"

Mission Statement

"We Assist People with developmental disabilities and their Families in Living, Working, and Participating in our Community"

Guiding Principles

The following principles form our decisions and guide our work:

1. A person's preferences, choices, and desires demand our respect and should be reflected in the individual's plan & its funding structure.
2. Services must focus on the person, build on relationships, foster growth, responsibility, and individual knowledge.
3. Services should connect the individual to their community.
4. Services/Service design should be continually evaluated.
5. Services should be accountable to the individual, his or her family, the community and the taxpayer.
6. To meet the needs of the greatest number of people, we must be efficient in our resources.
7. We collaborate with other agencies to maximize resources
8. We won't duplicate services that other agencies are mandated to provide.

Service Design Guidelines

When we develop and evaluate individual service plans, current programs, and new services, we:

1. Encourage physical/social integration of the consumers and the staff into the neighborhood and into the community.
2. Focus on knowledge, strengths, and supports needed.
3. Ensure appropriate services for age group and disability specialization.
4. Adhere to practices, schedules, and activities that are typical.

Core Values

1. Community presence: Services take place in community settings enabling persons served to be visible throughout the community.
2. Choice: Daily activities prepare individuals to exercise choice, and are personal choices respected and supported, (within legal, ethical parameters)
3. Respect: Services help individuals prepare for and obtain community roles.
4. Community participation: Services support the individual developing a social network and community relationships within typical community activities through regular participation.
5. Competence: Services teach skills which enhance presence, choice, respect and participation.

Strategic Planning Sessions and Participants

The Developmental Disabilities of Clark County held three strategic Planning Sessions at the Springfield Library at 201 South Fountain Ave, Springfield, Ohio 45506 on the following dates:

Wednesday, November 13, 2013 from 1-5 p.m.

Wednesday, November 20, 2013 from 1-5 p.m.

and Monday, November 25, 2013 from 5-8 p.m.

The three sessions were comprised of the following participants:

Cary Hatton – Facilitator	Jennifer Rousculp - Superintendent
Janel Cole – Administrative Assistant	Bethany Schultz – CLS Director
Bob Bender – Operations Director	Curt Wright – FF Mueller Director
LeTonda Thompson – HR Director	Marty Fagans – Adult Services Director
Melissa Dabe – CSS Supervisor	Ravi Shankar – Comptroller
Shannon Chatfield – EI Supervisor	Allen Armstrong – Board Member
Carmen Miesse – Board Member	Homer Smith – Board Member
Jill Acuff – Board Member	Lisa Dunn – Board President
Stephen White – DDCC Board Member	Mary Brandstetter – TAC CEO
Dave Faulkner – Provider, Strive	Kelly Buck – Provider, Strive
Becky Taylor – Employee UAW Rep	Sarah Couch – Employee PGO Rep
Michele Deeter – Employee, FF Mueller	Melissa Treon – Employee Quest
Olivia Mitchell – Employee Quest	Forrest Trollinger – Employee Teamster
Rep Frank Raynor – PGO Union Rep. Nurses	Robin Short – CEO, Housing Connection
Cheri Steinmetz – Comm. Partner JFS	Brian Golen – Self-Advocate
Jim Gibfried – Parent	Miranda Etherington – OOD. Rep
April Grigsby – Provider, CSS	Kim Vournazos – Empowering People
Mike Carlson – Employee CLS	

Following the strategic planning sessions, the Management Team defined the strategic goals and supporting objectives in this plan.

Strategic Goals

- A. Revitalize Person-Centered Planning Process
- B. Educate community and all stakeholders about developmental disabilities and the role of the Clark County Board of Developmental Disabilities.
- C. Reduce the reliance on local levy dollars at the FF Mueller Center by 60% over the next three years.
- D. Redesign the day services model

GOAL A: Revitalize the Person Centered Planning Process

OBJECTIVE I: Educate individuals and families and involve them in the Person Centered Process.	
ACTION STEPS	Department
A. Develop tools (e.g. handbooks) for families and individuals that moves toward a person-centered approach to support.	Community Living Services (CLS)
B. Begin the education process with families with children 0 to 3	Early Intervention (EI)
C. Educate/collaborate with schools to continue Person Centered Planning through the school age years, including job shadowing with high school students.	CLS
D. Explore funding streams to provide services through the school age years	CLS and Business Services Office (BSO)
E. Develop procedures to include individuals in their early teens as vital part of the transition team to continue services into the vocational planning/training	CLS and Adult Services

OBJECTIVE II: Train staff in the Person Centered Process.	
ACTION STEPS	Department
A. Develop a “tool kit” for use in Training CLS staff, FF Mueller Program staff, and Early Intervention personnel; Add training to Orientation for new staff	CLS
B. Create mechanisms to continue enhancing and ensuring person centered processes continue.	Human Resources (HR) and CLS
C. Education and training for SSA’s and individuals about the Good Life Philosophy.	CLS

OBJECTIVE III: Expand self-advocacy for individuals with developmental disabilities.	
ACTION STEPS	Department
A. Continue promoting and supporting the local SAY group and participation in Project STIR at the state level.	CLS
B. Create the STIR model locally and expand beyond individuals who attend TAC and Quest	CLS, FF Mueller, Adult Services
C. Create a mentoring program for SAY participants	CLS

GOAL B: Educate families, businesses, educators and the community about developmental disabilities and the role of the Clark County Board of Developmental Disabilities.

OBJECTIVE I: Develop tools and resources that can be personalized for different markets.	
ACTION STEPS	Department
A. Conduct surveys to determine current perceptions.	Administration
B. Use presentations to educate the community.	Community Support (CSS)
C. Develop promotional materials to enhance the Board's presence in the community	Community Support (CSS)
D. Design, create and distribute "Funded by" signage with logo to providers supported by Board funds	Management Team
E. Create an "Ambassador" system where we utilize face to face contact to increase awareness about individuals with developmental disabilities.	Management Team
F. Identify target "audiences" and create mailing lists to disseminate news and publications.	Community Support (CSS)
G. Sponsor/promote "Awareness Events" – ie: March is developmental disabilities month; October is Community Employment	Management Team
H. Positive recognition for organizations that employ individuals with Developmental Disabilities.	Management Team

OBJECTIVE II: Educate people about individuals with disabilities and who CCBDD is, what we do, and how it benefits the community.	
ACTION STEPS	Department
A. Use local media for stories that emphasize the "positives" and capabilities of individuals with DD	Community Support (CSS)
B. Work with schools and colleges for projects, outreach, partnerships, interns, etc.	Management Team
C. Reach out to local groups, e.g. churches, service organizations, festival organizers to be visible participants in community events	Management Team
D. Connect with legislatures and local government officials to increase their awareness of individuals with developmental disabilities.	Administration
E. Collaborate with groups that support individuals in our community: ie, Special Olympics, Dream Soccer, Springfield Rotary Christmas Party for children.	Management Team
Increase volunteerism by individuals – to increase community involvement and visibility.	CLS and Adult Services
F. Develop a program that introduces individuals with disabilities to school aged children on a regular basis to ease fear and increase knowledge and understanding.	Management Team

GOAL C: Reduce the reliance on local levy dollars at the FF Mueller Center by 60% over the next three years

OBJECTIVE I: Reduce costs of providing residential services.	
ACTION STEPS	Department
A. Downsize to two cottages with sustainable capacity.	Administration, BSO, FF Mueller
B. Reduce overtime costs and increase efficiency through staffing changes.	HR, FF Mueller
C. Determine how to best re-purpose the third cottage to meet the needs of the community while generating revenue.	Management Team
D. Research other residential models across the State to increase efficiency and maintain quality services.	Management Team

OBJECTIVE II: Maintain the quality of care at FF Mueller Center	
ACTION STEPS	Department
A. Develop strategies to maintain quality of care through sharing resources between licensed facilities within FF Mueller.	HR, FF Mueller
B. Work with CLS team and community providers to ensure successful transitions for residents.	CLS, FF Mueller

GOAL D: Redesign the day services model

OBJECTIVE I: Explore service options and models of service for the provision of day services.	
ACTION STEPS	Department
A. Research how other boards are meeting the day services needs of individuals	Adult Services
B. Analyze funding available for individuals and the costs of providing services (Staff-Intensity ratios) to determine sustainable numbers.	Business Services
C. Through Person-centered planning, identify needs, desires, and interests of individuals for their habilitation/employment services.	
D. Redefine the role of the County Board in providing day services within the available resources	Management Team
E. Identify all providers and their current capabilities and determine where gaps in services will be.	CLS, Adult Services
F. Assist providers with developing and funding service options that meet the individuals' desires.	Management Team
OBJECTIVE II: Educate and support individuals, families and the community through transitions.	
ACTION STEPS	Department
A. Educate individuals, families, employees, and the community about the changes.	Adult Services, HR, CLS, Admin.
B. Hold a Provider Fair for individuals and families that are currently served at QUEST.	CLS, Adult Services
C. Assist individuals to integrate into new services of their choosing	CLS, Adult Services