

# Crawford County Board of Developmental Disabilities Three Year Strategic Plan 2017-2019 2019 Plan



*Empowering individuals by providing opportunities for  
growth and success*

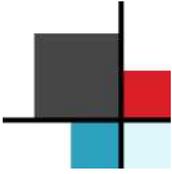
**For feedback or questions on this plan,  
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## **Executive Summary**

Community integration is a recurring theme in the Strategic Plan. In order to be successful, integration will need to build not only upon the strengths of over 350 children and adults served by the Crawford County Board of Developmental Disabilities, but on the strengths and the opportunities within Crawford County. Without our collaboration with families, specialized providers, employers, schools, elected officials, community agencies and the public at large, opportunities for individuals served by Crawford DD would be very limited. We are grateful for the support we have received for more than 60 years.

## **Mission**

Empowering individuals by providing opportunities for growth and success.

## **Vision**

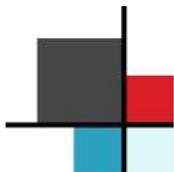
Individuals with developmental disabilities will have quality lives in their community with an abundance of choices.

## **Core Values**

Person Centered Practices

Building Independence, Not Dependence

Exercising Rights and Responsibilities



## **Six Strategic Goals for Crawford DD**

### **Goal #1**

The CCBDD will facilitate programs and services that are designed and delivered based upon individual needs and preferences.

### **Goal #2**

The CCBDD will increase the opportunity for integrated services for the individuals served.

### **Goal #3**

The CCBDD will transition out of direct Adult Services and transportation for adults.

### **Goal #4**

The CCBDD will remain financially viable into the future and operate efficiently and effectively.

### **Goal #5**

The CCBDD will employ a qualified workforce.

### **Goal #6**

The CCBDD will improve internal and external communication.



## 2019 Annual Plan

### Goal #1

The CCBDD will facilitate programs and services that are designed and delivered based upon individual needs and preferences.

#### 2019 Action Items

- ➔ Continue to refine and implement an Outreach Plan and activities for Early Intervention.
- ➔ Continue to engage pre-school families in after-hours programming to support learning.
- ➔ Continue work to improve the Person Centered Planning Process.
- ➔ Continue preparing students age 14 and up for transition to adulthood.
- ➔ Continue to support individuals and their families through the employment navigation process in order to expedite their path to employment.
- ➔ Explore and implement the use of Technology to provide support to individuals served.

## **Goal #2**

The CCBDD will increase the opportunity for integrated services for the individuals served.

### 2019 Action Items

- ➡ Continue discussions with Pioneer regarding the feasibility for them to take over the one classroom operated in Pioneer.
- ➡ Provide support to providers to recruit and retain qualified Direct Support Professionals.
- ➡ Provide support to providers to increase number of individuals employed in the community.
- ➡ Provide support to providers to increase community involvement opportunities and relationships.
- ➡ Provide support to providers to increase number of integrated work settings for individuals.
- ➡ Provide support to all providers through the Clearwater Council of Governments.
- ➡ Continue to encourage all providers to share Person Centered Stories with CCBDD to be included in the newsletter.

**Goal #3**

The CCBDD will transition out of direct Adult Services and transportation for adults.

## 2019 Action Items

- ➡ CCBDD officially transitioned out of providing Adult Services on January 1, 2018.
- ➡ CCBDD will support and encourage all providers of service to be successful.

#### **Goal #4**

The CCBDD will remain financially viable into the future and operate efficiently and effectively.

##### 2019 Action Items

- ➡ The Community Services Department will continue to utilize refinancing of adult services through waiver programs as a method to operate efficiently and effectively.
- ➡ Identify ongoing costs of funding Adult and Transportation services and seek efficient and effective practices.
- ➡ Maintain DODD accreditation standards.
- ➡ Maintain Ohio Department of Education and Department of Job and Family Services 5 Star, Step Up to Quality Rating for Preschool.

## **Goal #5**

The CCBDD will employ a qualified workforce.

### 2019 Action Items

- ➡ Maintain an adequate number of teacher and aide substitutes for the preschool.
- ➡ Early Intervention Specialist will complete certification as PLAY Project consultant to better serve children with autism and their families.
- ➡ Assure workforce has the knowledge and skills to use relevant technology, software, and other tools to perform their job.
- ➡ Utilize staff in flexible roles to meet needs of the organization.
- ➡ Research feasibility and options for support in the SSA department.
- ➡ Early Intervention Specialist and Speech/Language Therapist will complete Battelle 2 Inventory training to be able to help with assessment with Help Me Grow for Early Intervention Services.

## **Goal #6**

The CCBDD will improve internal and external communication.

### 2019 Action Items

- ➡ Maintain a functional and effective CCBDD website.
- ➡ Utilize the “Remind App” for communication with parents for the preschool.
- ➡ Increase awareness of the mission, vision and values of the county board to all stakeholders.
- ➡ Promote the Crawford County Board of Developmental Disabilities to the community.
- ➡ Develop a plan to obtain input from internal and external stakeholders.
- ➡ Regularly distribute a CCBDD newsletter.
- ➡ Maintain regular updates on CCBDD social media accounts.
- ➡ CCBDD team members will be actively engaged in the community.

**Crawford County Board of Developmental Disabilities  
Plan to Address Individual Service Needs  
2019 Plan**

**Waiting List Reduction**

**Purpose:** The total number of individuals who are currently on the Crawford County waiting list for waiver services is 81. The majority of these individuals are currently receiving some sort of service from CCBDD.

**Assessment of Needs:** The new waiting list rule went into effect September 1, 2018. The SSA's have begun this new process. The new rule addresses services and how to assist the families with identifying what services will meet their current needs. Everyone that is listed on the transition list will have an assessment completed by 12/31/20 the results of the assessment will be for them to be either enrolled, entered on the wait list, or to be removed from the wait list. Individuals and families requesting services to assist with daily living skills, along with addressing transportation to/from work and day services will be assessed per the wait list rule and the team will work to ensure needed supports are identified. These may be addressed through Medicaid waiver services through Home and Community Based waivers.

**Strategies:** Crawford County board of Developmental Disabilities will continue to explore opportunities to maximize resources in order to provide Home and Community Based waivers while maximizing existing monies. This can be done through:

- Continue to evaluate and address opportunities that would enable refinancing of adult services through waivers. In 2018, we enrolled 10 people on waivers. We actually enrolled the following:
  - All people on the TDD waivers were moved to IO by January 2018.
  - Level One waivers – 7 individuals were enrolled in level 1 waivers
  - Individual Option waivers – 2 I/O, and 1 I/O that rolled over from a SELF waiver.
- Currently, we support approximately 115 individuals either through Individual Option waivers, SELF waivers, or Level One waivers. The goal for 2019 is to evaluate each person requesting services and to identify what services are available to meet their needs. The current number of people on waivers are as follows:
  - SELF Waiver – 7 Total - 3 State funded
  - I/O Waiver – 73 Total - 6 Martin/State funded
  - Level One Waiver - 35
- Annually, the projection for enrollment on waivers will be identified on DODD's site through the PICT (preliminary implementation component tool). Waiver expansion will be discussed throughout the year, and will be based on the new waiting list assessment.

**Crawford County Board of Developmental Disabilities  
Provider Recruitment and Development  
2019 Plan**

**Provider Recruitment**

**Purpose:** As the number of waivers continues to increase, the Crawford County Board of Developmental Disabilities along with the Clearwater COG are working cohesively to recruit and retain qualified providers to work in Crawford County.

**Assessment of Needs:** Crawford County is in need of qualified providers who are able to provide the following needed services: Home maker personal care, Non-Medical transportation, Adult Day Services, Vocational Habilitation Services, and Transportation.

**Strategies:** Crawford County is part of a collaboration of County Boards through the Clearwater COG.

- The Clearwater COG will actively recruit new providers within the County and document efforts monthly for the County Board.
- The County Board, COG, providers, provider association and others will continue to collaborate to address concerns and problem solve solutions, including but not limited to the recruitment and retention of direct support staff which is a major barrier for agencies to increase capacity.
- The County Board and COG will continue to collaborate to provide current information and training opportunities both regionally and within Crawford County.

## **Crawford County Board of Developmental Disabilities Early Intervention Services 2019 Plan**



➡ **Purpose:** Early Intervention is designed to promote family competence and confidence by assisting families to learn and apply strategies which will help them meet the special needs of children with developmental disabilities in natural environments. A Developmental Specialist provides regular support to the family, backed up by a team of other professionals who can also provide services to the child and family through joint home visits. The frequency and intensity of joint home visits depends on the child and family's needs and resources available. The scope of services provided by the Crawford County Board of Developmental Disabilities is specified in its plans and resolutions. Early Intervention Services are provided to families who have children that have been determined eligible under OAC 3701-8-07.

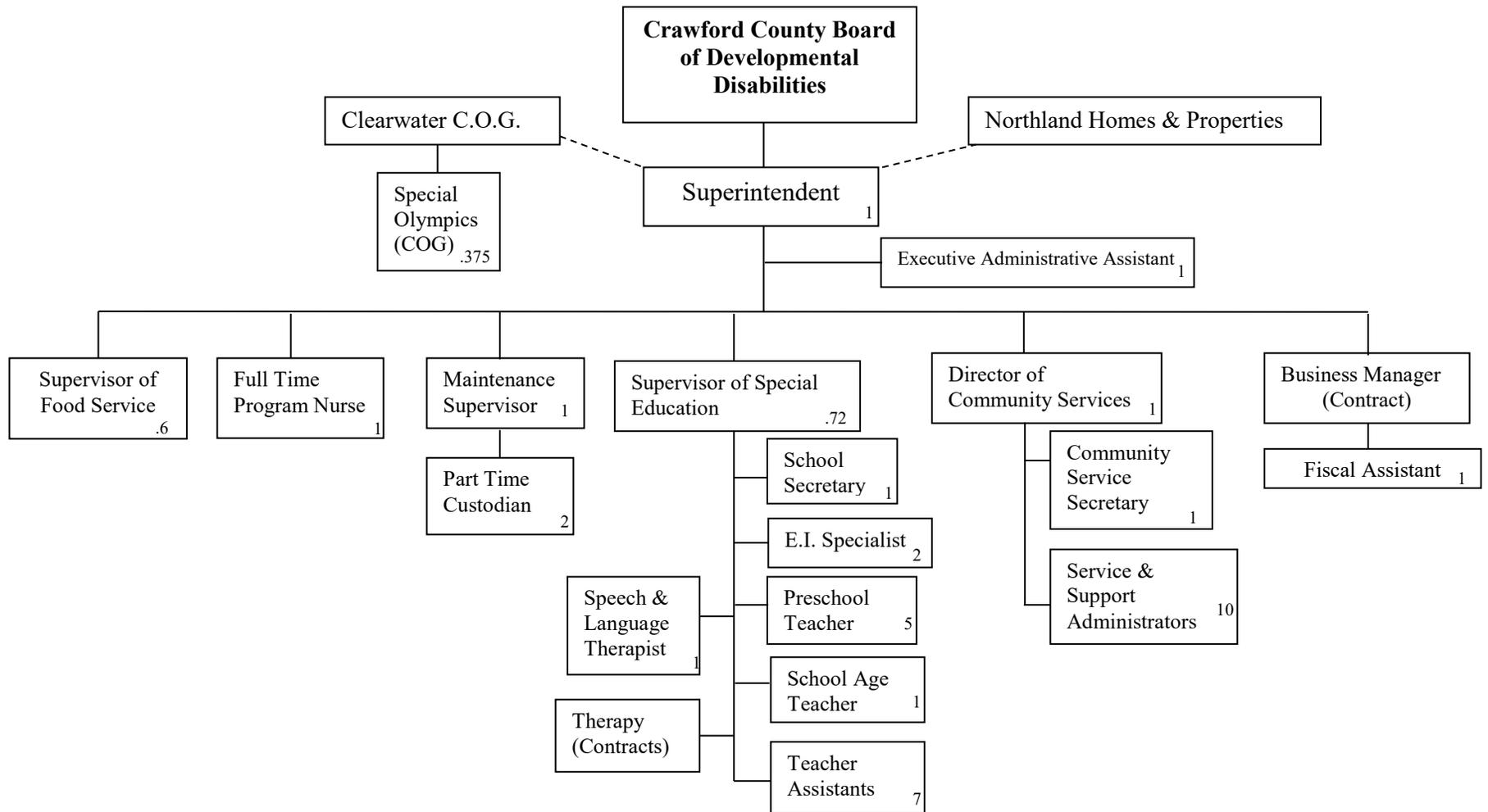
**Assessment of Needs:** Once a child has been determined eligible, the family and members of their Early Intervention team develop an Individual Family Service Plan which identifies parent-driven outcomes expected to be achieved for the child. This Plan also includes services necessary to meet the unique needs of the child and the family. This Service Plan is reviewed a minimum of every six months to assure that outcomes are achieved and modified as needed. An annual re-determination of eligibility and assessment of need is completed to obtain information about the appropriateness of current services, determine if there are other needs to be addressed, or if the child has reached age-appropriate skill levels and no longer needs EI services. When families exit the program, they are asked to complete one of our Early Intervention Surveys. This gives us feedback to assure that we are successfully following the key principles for providing Early Intervention services in natural environments and that evidence-based best practice is achieving the outcomes desired.

➡ **Services:** Services available from the Early Intervention program include: 1) special instruction by certified Developmental Specialists who assist families to learn and apply various approaches which will help families meet the needs of their children, and 2) Service Coordination through Help Me Grow.

To further support families with children with autism we have a Developmental Specialist being trained to provide P.L.A.Y. Therapy (Play and Language for Autistic Youngsters). This is an evidenced-based approach to provide intervention and support to children birth through 5 years and their parents. Our other Developmental Specialist has attended training on the Newborn Behavioral Observation tool. This tool is a set of 18 neurobehavioral observations designed to help the clinician and parent work together to determine a baby's strengths and needs. It's designed for infants up to three months. Successful completion of the training will result in certification to administer the NBO (Newborn Behavioral Observation) tool.

- ➡ **Projected Number Served:** Based on previous data, we anticipate, for Calendar Year 2019, more than 90 referrals will be scheduled to determine eligibility for early intervention services. The average enrollment is typically around 50 students at any given moment in time, since families are entering and exiting the program on a continuous basis throughout the year. During this past year central coordination has changed from the local level with Help Me Grow receiving the referrals for services to now all referrals are sent to a statewide central coordination system called Bright Beginnings. Crawford County is a part of the Northwestern Region through the Lucas County Family Council. Bright Beginnings contacts the local Help Me Grow agencies for services. This new process came into effect July 1, 2018.
- ➡ **Resources Available During 2019:** Services provided by the Early Intervention Program are as outlined in Crawford County Board of Developmental Disabilities early intervention handbook. For 2019 the Board allocated 2 full-time (FTE) positions for Early Intervention Specialists who are typically the primary service providers. The Crawford County Board of Developmental Disabilities will support the families to prioritize their own needs and outcomes desired within the parameters established in applicable law, the Crawford County Board of Developmental Disabilities IFSP plans, and resources available. One of our Developmental Specialist will be PLAY certified and the other is being trained to be a Newborn Behavioral Observation Specialist.
- ➡ **Organization Structure:** Under Federal and Ohio law the Ohio Department of Developmental Disability is currently responsible for implementation and oversight of the Early Intervention program. The Crawford County Board of Developmental Disabilities provides specified Early Intervention services in accordance with Board resolutions and available resources.
- ➡ **Public Relations Activities/Schedule of Events:** The Early Intervention Program plans and participates in various events for families throughout the year at various community locations in collaboration with the Crawford County Help Me Grow Program. A favorite activity has been participating in the annual Holiday Open House. Families are able to get pictures taken with Santa, participate in games, make crafts, and enjoy refreshments. The Developmental Specialists attend community activities as they are able. Some of the more popular events are Tumble/Plunge held at the Bucyrus YMCA and Music and Movement at the Bucyrus Public Library. Families are regularly surveyed to identify ideas and supports that are desired to facilitate networking and peer support opportunities. Families are invited to monthly engagement activities throughout the community.

## Table of Organization



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