

# STRATEGIC PLAN



## Annual update 2020 accomplishments

### Quality

CCBDD believes in high Quality Supports and Services for individuals from birth throughout their lifetimes.

### Community Education

CCBDD believes Community Education is important so that people in our community know how to access our services and know who we are and what we do.

### Partnerships

CCBDD believes Partnerships and Collaboration are essential.

### Fiscal Responsibility

CCBDD believes in being Fiscally Responsible.

#### 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.*

## Community Services



Service and Support Administration (SSA) works in collaboration with individuals served and their families to support them in identifying and pursuing life goals while coordinating services across multiple systems. A SSA is the primary point of coordination and will empower individuals through the person-centered planning process. The Community Services department assists coordinating an annual assessment that includes: what is important to and for individuals, known and potential risks, the transition process between school and adulthood, the individuals' place on the path to community employment, and what is working and not working in their lives. SSA(s) promote Employment First by supporting the adult individuals to make informed decisions about where they work and to have opportunities to obtain community jobs. They provide on-going service coordination to assure services and outcomes are in accordance with the Individual Service Plan (ISP). The SSA will assist in locating appropriate resources and make referrals to agencies and service providers. A team will also create and monitor annual budgets. There is a SSA on-call 24 hours a day to assist with emergency situations including health and safety issues, and the reporting of Major Unusual Incidents.

## Fairway Preschool



Fairway Preschool currently holds a prestigious Five Star rating from the Ohio Department of Education and Ohio Department of Job and Family Services in the Step Up to Quality rating system. Fairway Preschool is an integrated preschool program for children ages 3 through 5 years old. We service students who are identified with a delay or disability as well as students who are considered age appropriate developmentally. We offer full day programming from Monday through Thursday from 9:00-2:45. Each classroom has 2 highly qualified staff members and up to 16 students. Our program follows the Ohio Department of Education Content Standards as well as all Ohio Department of Education rules and regulations. In addition to offering speech therapy, occupational therapy, physical therapy, and aquatic therapy we also offer a variety of extra services to all of our students. These services may include: Kids Zumba Jr.; The Two-Bite Club; a partnership with the Bucyrus Library; monthly programs from the Crawford County parks district; field trips; and family engagement activities.

## Early Intervention



Early Intervention (EI) is a statewide system that provides coordinated early intervention services to parents of eligible children under the age of three with developmental delays or disabilities. EI is grounded in the philosophy that young children learn best from familiar people in familiar settings. Every family serviced in EI will have a local EI team that consists of a service coordinator, service providers, and your family. Your team works with you in your home or other places you and your family spend time to develop a coordinated plan called an Individualized Family Service Plan (IFSP). You and your team will work through your IFSP to use your existing supports and resources and build upon them to learn to enhance your child's learning and development.

## Quality Supports and Services

**CCBDD believes in high Quality Supports and Services for individuals from birth throughout their lifetime.**

**Goal- The Crawford County Board of Developmental Disabilities will ensure quality supports and services to the people we serve throughout their lifetimes.**

Core Values: Person Centered Practices; Building Independence Not Dependence; Exercising Rights and Responsibilities

Specific Objectives and Action Steps	2020 Progress Note
<b>Early Intervention will support the specific needs of the children we serve.</b>	Partnering with Ohio Guidestone for mental health supports for families. Early Intervention was able to partner with the Knights of Columbus and their Measure Up Campaign as they donated funds for 2 families to receive specific therapeutic equipment for their children. Early intervention followed guidelines and have been providing services remotely.
<b>Fairway Preschool will maintain the qualifications for a high quality rating from the Ohio Department of Education and Department of Job and Family Services.</b>	Received 5 Star Rating from ODE that will last from 3/1/2020-2/28/2023. Successfully met expectations for food service inspection.
<b>Improve opportunities for sensory experiences within the preschool environment.</b>	Occupational therapist coached parents on how to implement brushing, weighted vest, compressions, etc. at home during COVID-19 shutdown. Fairway has weighted lap pads and rocking chairs in rooms as needed. Fairway added a second swing in center area; there are two swings available for sensory stimulation.
<b>Enhance person centered planning, monitoring and support to individuals and families.</b>	The COVID pandemic has forced the increase use of technology for meetings, monitoring, and follow up. CCBDD received only 1 citation during DODD accreditation review. This results in a 3 year certification. A major focus for Accreditation is person centered planning and support to individuals served.
<b>Seek opportunities to enhance programming/ supports/resources.</b>	STEP (Start Emerging Towards Possibilities) is a new program Adult Service providers have been able to offer due to the COVID pandemic. STEP can be completed virtually, in the community, or in the individual's home. We have made this available to individuals of our County. CCBDD continuously monitors the COVID pandemic and adjusts work practices to fit the needs of the Board and those we serve.

<b>Expand technology for individuals served and staff.</b>	<p>Projector is used for IEP/IFSP meetings. Zoom, Microsoft Teams, and other technology used to hold virtual meetings. Made IT purchases to ensure staff was able to be successful working remotely. These purchases include: New computers and laptops with Windows 10 and hot spots. Additional Laptops, remote supportive technology, and Hotspots were purchased for the teachers. To ensure they have the ability to teach remotely, if necessary.</p> <p>Switched over to Cloud services instead of internal storage.</p> <p>Each Fairway class has a laptop, camera for smartboard for staff to use if we need to teach remotely.</p> <p>A Technology Festival occurred in August. This demonstrated how technology can support and benefit individuals with disabilities.</p>
<b>Review and refine surveys for quality improvement purposes.</b>	<p>SSA's continue to send quality surveys after planning meetings to gather input for improved quality.</p> <p>Early intervention received high marks on the surveys as family's transition out of services.</p>
<b>Assess and enhance transportation options for individuals and families.</b>	<p>The contracted Mobility manager has an office at CCBDD and has dedicated at least 1 day per week to be in Crawford County working on and addressing mobility issues. COVID has cause remote work and a reduced effort in this area. We have contract with them for 2021.</p>
<b>Play an active role in increasing community connections and integration.</b>	<p>Superintendent conducted training at Community Counseling Services on May 19<sup>th</sup> to discuss supports provided by CCBDD and shared the referral process for CCBDD services and supports. CCBDD staff volunteer the first Wednesday of each month to help pack for the Back Pack program. Special Olympics presented to Rotary and the coordinator is in the process of becoming a Rotary member.</p>
<b>Continue to develop and expand self-advocacy.</b>	<p>RNI INC. has taken over coordination of Self Advocacy efforts. COVID has canceled all meetings since February. An SSA is a part of this and will continue to play an active role.</p>
<b>Continue to develop and expand supports for families.</b>	<p>Tabitha Smith, SSA has established a 4-1-1 parents group, to provide information, supports, and options, to families. COVID has halted the meeting but she continues to remain a resource for them.</p> <p>Staff and students at Fairway engaged in a canned food drive to help support anyone we support who may be in need.</p> <p>Food pantry is utilized as needed.</p> <p>CCBDD staff volunteered to provide Christmas food and gifts for five people or families.</p>
<b>Support providers to continuously provide quality services.</b>	<p>Weekly Conference calls occurred from March through June with the focus on supporting providers during the COVID pandemic. This transitioned into weekly emails as support was not needed.</p> <p>Two providers sent thank you notes to CCBDD for the support provider to them during the pandemic.</p> <p>CCBDD provided extensive cleaning, sanitization, and PPE's to providers throughout the year.</p>

## Community Education

**CCBDD believes Community Education is important so that people in our community know how to access our services and know who we are and what we do.**

**Goal- The Crawford County Board of Developmental Disabilities will promote education in the community of the services and supports available for individuals served throughout their lifetimes.**

Core Values: Person Centered Practices; Building Independence Not Dependence; Exercising Rights and Responsibilities

Specific Objectives and Action Steps	2020 Progress Note
<b>Enhance community awareness of services available for individuals with developmental disabilities.</b>	<p>Superintendent made a presentation to Community Counseling Services on May 19 explaining what supports CCBDD offers and coordinates and the referral process.</p> <p>Special Olympics Coordinator presented to Rotary.</p> <p>CCBDD displayed information at the Crawford County Fair.</p> <p>Six CCBDD related articles were submitted and published by the media outlets throughout 2020.</p> <p>CCBDD continues to update, post, and monitor our Facebook page.</p> <p>OCALI and OOD put together a video highlighting a success story by an individual we serve and the process and collaboration between multiple agencies led by our Transition SSA "Gabby's Journey."</p>
<b>Enhance connections for those served within the community.</b>	<p>STEP program is offer in Crawford County and allows providers to serve individuals in the community for Adult Services Supports.</p> <p>A CCBDD staff brought an individual served to volunteer at the back pack program.</p>
<b>Solicit feedback from community members and other stakeholders to determine future education needs.</b>	<p>Superintendent and staff participated in School Restart planning with all Crawford County School Districts and the Health Department.</p>



## Partnerships and Collaboration

**CCBDD believes Partnerships and Collaboration are essential.**

**Goal- The Crawford County Board of Developmental Disabilities will strengthen partnerships and community relationships to increase support, create solutions, and seek opportunities for those we serve and other stakeholders.**

Core Values: Person Centered Practices; Building Independence Not Dependence; Exercising Rights and Responsibilities

<b>Specific Objectives and Action Steps</b>	<b>2020 Progress Note</b>
<b>Strengthen working relationships with local school districts.</b>	Continued interagency agreements with local school districts we serve. Superintendent and staff participated in collaborative meetings with all Crawford County School districts and the Health Department on a school restart plan. The first Wednesday of every month, staff from the CBDD help the Backpack Program staff Backpacks for our local school districts and Fairway. OCALI and OOD put together a video highlighting a success story by an individual we serve and the process and collaboration between multiple agencies led by our Transition SSA "Gabby's Journey." Fairway staff are attending transition meetings virtually.
<b>Support Schools, students, and families through the transition process.</b>	Fairway holds transitions meetings in our building for district students. Transition SSA continues to meet with schools and teams for transitions along with attending trainings.
<b>Strengthen the partnerships and collaborative support with others locally and regionally.</b>	Fairway utilizes partnerships with the Bucyrus Library, Crawford's Park District, and OSU Extension. Superintendent actively attends Rotary of Bucyrus and became a Rotary board member in 2020. CB leadership completed training with regional school liaisons pertaining to DD services.
<b>Collaborate with providers to increase the number of individuals employed and integrated in the community.</b>	Clearwater COG maintains our provider list and is assisting providers with a list of DSPs and Independent providers that are willing to help other providers.
<b>Create, support, and maintain connections in the community to maximize available resources.</b>	CCBDD maintained booths at the fair and shared information on programing, supports, and awareness activities. CCBDD invited Special Olympics to present at Rotary. This resulted in gaining opportunities at the Bucyrus Golf Course, receiving a donation, and the Coordinator working towards Rotary membership.
<b>Continue to partner with the Clearwater COG to complete a gap analysis of service providers and place of action for recruitment as needed.</b>	Continue to work with the COG for recruitment and retaining providers. Added PLAY Project to our COG contract so we can offer it to families.

## Fiscal Responsibility

**CCBDD believes in being fiscally responsible to those we serve and our community.**

**Goal- The Crawford County Board of Developmental Disabilities will ensure sustainability of services.**

Core Values: Person Centered Practices; Building Independence Not Dependence; Exercising rights and Responsibilities

Specific Objectives and Action Steps	2020 Progress Note
<b>Monitor and plan for long term projections of revenue and expense.</b>	Submitted a 10 year revenue and expense projection to DODD April 2020. Superintendent and Business Manager worked with Budget Commission to discuss and plan for the future. Board passed a resolution to voluntarily not collect 50% of the levy funds in 2021.
<b>Ensure operations are effective and efficient to support long term sustainability.</b>	Business manager continues to update the long term projections. Board approved two stipends for 2021, one for a Lead/Quality SSA position and the other for a Fiscal SSA position.
<b>Establish a waiver/local funding plan and analyze costs of individual's assessed services.</b>	Established a CCBDD committee to review waiver and local funding on a quarterly basis.
<b>Complete wage surveys and make salary range recommendations to the board in order to maintain highly qualified employees.</b>	Wage survey completed for OACB. During 2020 Superintendent and team completed a wage survey. Board adopted recommendations to be effective the beginning of 2021.
<b>Evaluate the number of people waiting for any service and develop a strategy to address.</b>	Fairway preschool continues to fill vacant spots off our waiting list. Completed wait list assessments for all transition waivers, and will continue to complete/review wait list assessments when requested and/or annually or as things change.

Note: If you have any questions or comments in reference to this strategic plan please contact:

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