

STRATEGIC PLAN

2023-2025



Mission: Empowering individuals by supporting opportunities to thrive and prosper.

Vision: People with developmental disabilities will have quality lives in their community with an abundance of choices.

Quality

Crawford County Board of Developmental Disabilities (CCBDD) believes in high quality supports and services for individuals from birth throughout their lifetimes.

Community Education

Crawford County Board of Developmental Disabilities (CCBDD) believes community education is vital for our community to know who we are, what we do, and how to access services.

Partnerships and Collaboration

Crawford County Board of Developmental Disabilities (CCBDD) believes partnerships and collaboration efforts are essential.

Fiscal Responsibility

Crawford County Board of Developmental Disabilities (CCBDD) believes in being fiscally responsible to both those we serve and our community.

Quality

Crawford County Board of Developmental Disabilities (CCBDD) believes in high quality supports and services for individuals from birth throughout their lifetimes.

Goal – CCBDD will provide and safeguard quality supports and services to the people we serve throughout their lifetimes.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	Specific areas of focus for reporting
Early Intervention supports the specific needs of the children and families served.	Children no longer eligible, unique supports provided, equipment to families, changes in program and supports
Fairway Preschool will offer a high quality preschool program.	Positive improvement additions, ODE ratings, accreditation, licensure, surveys, partnerships, inspections
Enhance person centered planning, monitoring and support to individuals and families.	OISP progress, Person centered tolls, Person Centered achievements
Seek opportunities to enhance programming/ supports/ resources.	Transportation, providers, opportunities
Expand the use of technology for individuals served and staff.	Technology room, new technology available, new technology trialed, stories of how technology is helping people
Maintain and develop an engaged workforce.	Trainings, credentials, development, work environment, culture, good life
Enhance self-advocacy.	Chargers 4 Change—progress, activities, results, achievements, speakers, actions
Enhance supports available to families.	Family support Services, Ohio Rise, Children and Family First Council, Lending library
Support providers to continuously provide quality services.	Achievements of providers, integration, expansion, community employment, community engagement

Community Education

Crawford County Board of Developmental Disabilities (CCBDD) believes community education is vital for our community to know who we are, what we do, and how to access services.

Goal – CCBDD will provide education in the community about the services and supports available for individuals served.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	Specific areas of focus for reporting
Enhance community awareness of services/supports available for individuals with developmental disabilities and their families.	411 parent support group progress, family activity nights at Fairway, March activities, social media, media, Special Olympics, Elevator speech, Early intervention offerings, County Board shares information with families and community partners about work incentives program ex; Medicaid buy-in.
Create a presence through media as a tool to share information and educate people on who we are, what we do, and how to access supports.	Horizons, Facebook, Social media, Website, News articles, COG PR Support
Equip and support/encourage each staff to be able to easily explain who we are and what we do to the public.	CCBDD staff gear, Elevator speech, public talking engagements, Community service

Partnerships and Collaboration

Crawford County Board of Developmental Disabilities (CCBDD) believes partnerships and collaboration efforts are essential.

Goal – CCBDD will develop and strengthen partnerships and community relationships to increase support and seek opportunities for those we serve.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	Specific areas of focus for reporting
Play an active role in increasing community connections and integration for people served.	Chargers 4 Change, March activities, supporting providers in achieving community connections / integration, help establish opportunities
Strengthen working relationships with local school districts.	Fairway Supports, Transition to Kindergarten, transition age youth, county School Collaboration MOU and activities, establish new relationships.
Support schools, students, and families through the transition process.	Transition age requirements, graduation, community employment, OOD
Strengthen the partnerships and collaborative supports with others locally and regionally.	Rotary, Metro Board, Northland Special Olympics, Local agencies, OCALI,
Collaborate with providers to increase the number of individuals employed and integrated in the community.	Report numbers employed, support providers, OOD, Business advisory Council
Create, support, and maintain connections in the community to maximize available resources.	Family and Children First Council, Ohio Rise, Local Businesses, local agencies, Clearwater COG gap analyses to help recruit and support providers
Partner with the Clearwater COG to complete a gap analysis of service providers and a plan of action for recruitment as needed.	Clearwater COG gap analyses to help recruit and support providers

Fiscal Responsibility

Crawford County Board of Developmental Disabilities (CCBDD) believes in being fiscally responsible to both those we serve and our community.

Goal – CCBDD will ensure sustainability of services.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	Specific areas of focus for reporting
Ensure operations are effective and efficient to support long term sustainability.	10 year forecast, budget commission work, budget, reserve account
Further develop existing waiver/local funding committee.	Analyze cost of services, Individual Budgets, Authorization process, refinancing when needed
Monitor salary scale and ensure it is competitive to keep and maintain good quality staff.	Submit and review OACB salary survey, review salary scales annually, update as needed
Evaluate the number of people waiting for any service and develop a strategy to address.	Budget and plan for new waivers as needed, review and update local funds procedure, Review and refine Supported Living as needed, explore technology to support people as appropriate
Plan for and respond to the unexpected.	Pandemic, disasters, cyber attacks

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

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