



**WILLIAMS COUNTY BOARD
OF
DEVELOPMENTAL DISABILITIES**

3 YEAR STRATEGIC PLAN

2017 ---- 2019

VISION STATEMENT

A community where everyone belongs.

MISSION STATEMENT

Supporting people living the life they choose.

WILLIAMS COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES
STRATEGIC PRIORITIES

The following Strategic Priorities were established based upon the input received from the Strategic Planning team on October 27, 2016:

1. INCREASE/MAINTAIN PROVIDER POOL AND SUPPORT PROVIDERS

The WCBDD recognizes the workforce crisis among Direct Support Professionals (DSP) and is committed to maintain the current pool of providers available to serve individuals in Williams County. In addition to maintaining the current pool, the WCBDD understands the importance of ongoing recruitment of providers, in order to ensure quality services and supports for the individuals served.

2. ADDRESS THE WAITING LIST

The Waiting List is misleading to many families and community members throughout the State of Ohio. While thousands of Ohioans with disabilities remain on the waiting list, many do not have an immediate need for service or their needs are currently being met. Staff, specifically SSAs, require assistance in order to better understand the waiting list and relay up to date information to individuals and families.

3. EXPAND COMMUNITY EMPLOYMENT

WCBDD is in full support of the Employment First Initiative and the need to increase Community Employment Opportunities for individuals with disabilities. WCBDD envisions a time when every working age adult with developmental disabilities has the opportunity to explore their career options and seek jobs that fit their skills and interests. The WCBDD is charged with making sure that employers understand the value of hiring an individual with developmental disabilities.

4. ENHANCE COMMUNITY PRESENCE

WCBDD no longer operates a school program or adult day services program. As such, the community often has difficulty understanding what the county board's role is and the need for continued funding. As we strive to have a greater presence in the community, we see this as a way to strengthen natural supports within the community to achieve true community inclusion.

5. CREATE INTERAGENCY COLLABORATION

As funding for services continues to be at risk, WCBDD must work cooperatively with various local organizations to combine resources in order to meet the needs of those individuals that are dual diagnosed and/or require specialized services. Dialogue between various agencies must begin and working relationship strengthened, in order to meet the needs of those individuals eligible for county board services.

GOALS

THE FOLLOWING GOALS HAVE BEEN DEVELOPED TO ADDRESS EACH STRATEGIC PRIORITY IDENTIFIED ABOVE:

1. **INCREASE/MAINTAIN PROVIDER POOL AND SUPPORT PROVIDERS**

GOAL: With NOWAC, create county board and provider network.

PERSON RESPONSIBLE: Superintendent and Director of Community Services

TIMELINE: October 2017

GOAL: Identify opportunities to celebrate direct support professionals.

PERSON RESPONSIBLE: Superintendent, Director of Community Services, and NOWAC

TIMELINE: October 2017

GOAL: Explore ways to incentivize direct support professional growth, retention and skillset.
(Provider grants)

PERSON RESPONSIBLE: Superintendent and Director of Community Services

TIMELINE: June 2019

2. **ADDRESSING WAITING LIST**

GOAL: Provide information and training to SSAs regarding the waiting list so they can inform individuals and families.

PERSON RESPONSIBLE: Director of Community Services

TIMELINE: December 2017

GOAL: Provide clarity to families and individuals about the waiver waiting list.

PERSON RESPONSIBLE: SSAs and Director of Community Services

TIMELINE: June 2018

3. **EXPAND COMMUNITY EMPLOYMENT**

GOAL: Provide additional education of families and people served.

PERSON RESPONSIBLE: Superintendent, Director of Community Services, and SSAs

TIMELINE: June 2017

GOAL: Implement more employer outreach.

PERSON RESPONSIBLE: Community Inclusion Specialist and Director of Community Services

TIMELINE: October 2017

GOAL: Strengthen affiliations with local service organizations to increase opportunities for people served.

PERSON RESPONSIBLE: Community Inclusion Specialist (in conjunction with Self Advocates)

TIMELINE: December 2018

GOAL: Incorporate OOD transition services for all individuals of transition age.
PERSON RESPONSIBLE: Children's SSA (in conjunction with OOD and school staff)
TIMELINE: December 2018

GOAL: Analyze transportation and availability and needs in the community taking into consideration affiliations with local service organizations.
PERSON RESPONSIBLE: Superintendent and Community Services Director
TIMELINE: June 2019

4. ENHANCE COMMUNITY PRESENCE

GOAL: Reach out to local villages and towns through volunteerism and acts of appreciation.
PERSON RESPONSIBLE: Community Inclusion Specialist (in conjunction with Self Advocates)
TIMELINE: May 2018

GOAL: Develop and implement a process by which various client needs are met by willing members of the community, allowing Community Inclusion Specialist to retreat from the forefront.
PERSON RESPONSIBLE: Director of Community Services, Community Inclusion Specialist, and SSAs
TIMELINE: June 2019

5. INTERAGENCY COLLABORATION

GOAL: Provide forum for managed care organizations to represent their programs to people served, families, and professionals.
PERSON RESPONSIBLE: Director of Community Services
TIMELINE: April 2017

GOAL: Increase efforts to collaborate around the dually diagnosed by developing relationships with local mental health providers.
PERSON RESPONSIBLE: Director of Community Services and SSAs
TIMELINE: June 2019

GOAL: Increase teaming strategies, including collaborating with other local agencies that provide services to families/individuals that we share, related to challenging needs.
PERSON RESPONSIBLE: Director of Community Services and Director of Children's Services
TIMELINE: June 2019

Williams County Board of Developmental Disabilities

STRATEGIC PLAN

REVIEW AND PROGRESS REPORT

June 11, 2018

MISSION STATEMENT

Supporting people living the life they choose

VISION STATEMENT

A community where everyone belongs

1. INCREASE/MAINTAIN PROVIDER POOL AND SUPPORT PROVIDERS

A Provider feedback meeting took place at NOWAC in 2017. The providers shared valuable feedback regarding how they can be better supported. A provider appreciation luncheon also took place in 2017 and providers were acknowledged for their services.

In 2018 the SSAs and independent providers have begun to gathering quarterly to support one another and to share updates. This also gives them the opportunity to network with one another and share resources. The SSAs have also shared competency wage information with the independent providers.

Day program providers, SSAs, and Kelly Schuck from DODD have met to clarify rules and legislation.

2. ADDRESS THE WAITING LIST

DODD has developed the FIX THE LIST program which will update the Waiting List Rule and creates a new system by which individuals are assessed for waiver services. SSAs are currently receiving training on the new assessment tool with implementation scheduled to begin in September 2018. Families have been notified of the upcoming changes via postcards provided by DODD.

3. EXPAND COMMUNITY EMPLOYMENT

An Employer Appreciation Dinner was held in the fall of 2017. Employees presented employers with a plaque recognizing their willingness to employ individuals with disabilities. There are currently 18 individuals employed in the community.

The Children's SSA has begun to discuss Transition to Community Employment with families beginning when children are young by the Children's SSA.

We continue to work with Opportunity for Ohioans with Disabilities (OOD) to refer individuals from transition age (16 – 22 years old) through adults.

4. ENHANCE COMMUNITY PRESENCE

Over the past several years, the Williams County Board of DD has put an emphasis on community inclusion for all the programs that the Board provides. The Early Intervention Program serves all eligible families in natural environments.

In 2017, the Summer Enrichment program was held at New Hope Community Church and included children from the community. In addition, the Program participated in the summer lunch program provided by the Northwest Ohio Community Action Commission (NOCAC) that provides free lunches to all children in the community.

In 2017, individuals from the Board also had the opportunity to show animals at the Williams County Fair as part of the Animal and Me Program that was implemented by a local teen who participates in 4-H.

Our advocacy group, Voices of the People, baked cookies to show appreciation for local first responders and police officers. They also continue to participate in community services projects throughout the County.

The Community Inclusion Specialist assists individuals with connecting to opportunities in their communities that appeal to their interests, thereby widening their social support network and increasing their self-confidence.

5. CREATE INTERAGENCY COLLABORATION

Outreach material is provided to health providers throughout Williams County regarding Early Intervention Services. The Board continues to collaborate with other agencies in our community to provide Early Childhood Community Screenings for children birth through age 5.

A Managed Care forum was held in 2017 and provided community members the opportunity to learn more about their services.

Collaboration continues between the County Board and other social service agencies through the Family Coordination team to provide services to qualifying families in Williams County. A Summit Breakfast in Williams County takes place on a quarterly basis that allows agencies to network.

The Board is participating in a 2-year justice project, Pathways to Justice, to work with law enforcement and mental health agencies to support individuals with intense needs.

New Hope Community Church has partnered with the Board by providing a van, funds for the Family Support Services fund, and space for special events.