

**Williams County Board of Developmental Disabilities
Strategic Plan
2020-2022**

Mission: Supporting people living the life they choose

Vision: A community where everyone belongs

Strategic Priorities:

1) PROMOTING SELF-ADVOCACY BY INDIVIDUALS SERVED BY THE COUNTY BOARD THROUGH THE PERSON-CENTERED PLANNING PROCESS, ACTIVITIES AND COMMUNITY CONNECTIONS.

WCBDD is committed to identifying opportunities for increased community involvement for individuals served. Connections will be fostered through existing relationships of board members, staff and the WCBDD community. Individuals participate in a variety of community events in small groups or on their own. Many volunteer to support community events, and participate in fundraising efforts as well. As community relationships are established, individuals rely less on WCBDD supports and begin to develop friendships on their own. With each connection, confidence grows and barriers disappear.

WCBDD encourages individuals served to find their voice and make decisions in their lives. Individuals are supported to identify what is important to them and for them through the planning process. Voices of the People, the WCBDD self-advocacy group, meets at least monthly. Individuals make Dream Boards as a way to visualize their goals.

WCBDD recognizes that the Special Olympics program is missing opportunities to expand the sports offered, as well as skills development. Children as young as age 6 can participate, and begin competing at age 8. Although Special Olympics is a segregated activity, the benefits of this go far beyond sports and teams. Athletes learn how to work with and listen to others, how to support each other, and to display perseverance in the face winning or losing. These physical and social skills carry through to all areas of life.

2) ENSURING THAT INDIVIDUALS RECEIVE SERVICES IN THE MOST INTEGRATED SETTING APPROPRIATE TO THEIR NEEDS.

Where an individual lives must be a personal choice based on unique wants and needs. WCBDD recognizes the need to link individuals to appropriate housing options in the least restrictive setting where their health and welfare can be supported. The use of assistive technology and remote supports can increase independence for individuals based on their strengths, and bridge gaps that might otherwise exist to living independently.

Youth who are served by multiple systems (JFS, court systems, mental health services, etc.) present a unique set of challenges. WCBDD is committed to collaboration with its human services partners to support this population during developmental years and beyond.

3) REDUCING THE NUMBER OF INDIVIDUALS IN THE COUNTY WAITING FOR SERVICES.

The traditional waiting list was misleading with individuals waiting decades to receive a waiver. The Fix the List initiative was implemented on 9/1/2018 to give county boards a mechanism for identifying individuals' current unmet needs. WCBDD has diligently worked through the statewide Transitional Waiting List. To date, 86 out of 136 individuals on this list have been assessed. To date, 8 of people have been enrolled on the HCBS waiver most appropriate to meet their needs. 78 people have been assessed to have no current unmet needs or have voluntarily removed themselves from the list. 50 people remain on the list to date.

4) INCREASING THE NUMBER OF INDIVIDUALS OF WORKING AGE ENGAGED IN COMMUNITY EMPLOYMENT.

Every person will have the opportunity to explore community employment options and receive the necessary supports to be successful in this endeavor. Adults need to explore community employment options. It is also important for students in high school to experience community employment options as part of school curriculum. WCBDD is committed to working with area schools and pre-vocational programs to offer these experiences to transition-age youth. Community employment is the primary goal for all students with sheltered settings accessed only as a support toward the goal of community employment.

5) TAKING MEASURES TO RECRUIT SUFFICIENT PROVIDERS OF SERVICES TO MEET THE NEEDS OF INDIVIDUALS RECEIVING SERVICES IN THE COUNTY.

WCBDD recognizes the Direct Service Professional (DSP) workforce crisis and is committed to maintaining the current pool of providers. WCBDD will also recruit new DSP's through community education and outreach. WCBDD is committed to a highly-competent DSP provider pool and understands the commitment required to achieve this.

6) MEETING WITH EACH NEWLY-CERTIFIED INDEPENDENT PROVIDER WITHIN SIXTY CALENDAR DAYS OF THE PROVIDER BEING SELECTED TO PROVIDE SERVICES TO AN INDIVIDUAL, FOR PURPOSES OF CONFIRMING THE PROVIDER UNDERSTANDS THE INDIVIDUAL SERVICE PLAN (ISP) AND THE PROVIDER'S RESPONSIBILITIES AND ENSURING THE PROVIDER HAS CONTACT INFORMATION FOR THE COUNTY BOARD.

WCBDD is committed to ensuring that all providers understand the unique needs of each individual that they serve. Collaboration of SSA staff, providers, families/natural supports and the individuals is a necessity to ensuring the protection of health and welfare through service provision. This collaboration must include ongoing communication to address changing wants and needs as well as crisis communication and support from and for all parties. Documentation of these activities is crucial for implementation.

7) PROVIDING THERAPEUTIC, EDUCATIONAL, RECREATIONAL AND SOCIAL OPPORTUNITIES TO INDIVIDUALS FROM BIRTH THROUGH SCHOOL AGE.

Early Intervention is crucial to achieving the best outcomes for a child with DD and the family unit. Education of child care professionals in all service areas is crucial to identifying developmental delays in infants and toddlers with referral to WCBDD to begin services. Service Coordination provides a unified goal and education for all providers including schools, medical staff, therapists and families. Summer Enrichment programs extend social learning and enhances skills learned in the school setting.

WCBDD recognizes the gap in recreational opportunities for school-age children. Special Olympics Ohio is available beginning at age 6. Youth recreation can provide additional opportunities to develop friendships outside of the school setting.

DD is a diagnosis that impacts the entire family unit. Siblings within the family might become isolated from their peers, feeling that friends do not understand the unique challenges within their family. Bringing these siblings together offers them a safe place to talk to each other. Today's young sibling has the potential to become tomorrow's natural support, advocate, provider and/or guardian.

2022 Priorities and Action Steps:

1) PROMOTING SELF-ADVOCACY BY INDIVIDUALS SERVED BY THE COUNTY BOARD THROUGH THE PERSON-CENTERED PLANNING PROCESS, ACTIVITIES AND COMMUNITY CONNECTIONS.

2022 Action Steps:

Provide quarterly youth recreation opportunities to encourage social connections across school districts

Person(s) Responsible: Special Olympics/Recreation Coordinator, Director of Children's Services (carried over from 2021 due to COVID interruptions)

Timeline: 6/30/2022

Increase Special Olympics sport offerings including skills development and competitive events. Specific increases are: adding a youth basketball team and work to add a softball team for athletes who have completed softball skills.

Person(s) Responsible: Special Olympics/Recreation Coordinator

Timeline: 6/30/2022 (carryover from 2020 due to COVID)

Continue to provide youth recreation opportunities to encourage social connections across school districts

Person(s) Responsible: Special Olympics/Recreation Coordinator, Director of Children's Services

Timeline: 9/30/2022

Explore more volunteer and social opportunities to appeal to a wider variety of individual interests.

Persons Responsible: Community Inclusion SSA's, Director of Community Services

Timeline: 6/30/22

2) ENSURING THAT INDIVIDUALS RECEIVE SERVICES IN THE MOST INTEGRATED SETTING APPROPRIATE TO THEIR NEEDS.

2022 Action Steps:

Expand partnerships with community partners (i.e., school districts) to ensure they are aware of FCFC services to increase referrals.

Persons Responsible: Superintendent, Director of Community Services, Director of Children's Services

Timeline: 6/30/2022

Continue to explore unmet needs in the area of technology to ensure individuals have equal access to web based services and resources.

Persons Responsible: SSAs and Early Intervention Service Coordinators

Timeline: 6/30/2022

3) REDUCING THE NUMBER OF INDIVIDUALS IN THE COUNTY WAITING FOR SERVICES.

2022 Action Steps:

No longer necessary. Goal has been met.

4) INCREASING THE NUMBER OF INDIVIDUALS OF WORKING AGE ENGAGED IN COMMUNITY EMPLOYMENT.

2022 Action Steps

Continue partnering with school districts, with an emphasis on schools who accept the Autism Scholarship, to ensure that transition planning includes the development of employment skills and OOD referrals.

2022 Action Steps:

Persons Responsible: Director of Community Services, SSAs

Timeline: 6/30/2022

- 5) **TAKING MEASURES TO RECRUIT, TRAIN AND RETAIN SUFFICIENT PROVIDERS OF SERVICES TO MEET THE NEEDS OF INDIVIDUALS RECEIVING SERVICES IN THE COUNTY.**

2022 Action Steps

Assist providers with a variety of needs from certification to provider reviews, connecting them with the proper resources to perform their duties efficiently. Maintain open lines of communication so that issues can be addressed proactively.

Person(s) Responsible: Superintendent, Director of Community Services, SSAs

Timeline: 9/30/2022

- 6) **MEETING WITH EACH NEWLY-CERTIFIED INDEPENDENT PROVIDER WITHIN SIXTY CALENDAR DAYS OF THE PROVIDER BEING SELECTED TO PROVIDE SERVICES TO AN INDIVIDUAL, FOR PURPOSES OF CONFIRMING THE PROVIDER UNDERSTANDS THE INDIVIDUAL SERVICE PLAN AND THE PROVIDER'S RESPONSIBILITIES AND ENSURING THE PROVIDER HAS CONTACT INFORMATION FOR THE COUNTY BOARD.**

2022 Action Steps

Continue to work closely with independent providers to ensure they understand their role in providing services, documenting, and staying up to date on their certification.

Person(s) Responsible: Director of Community Services, SSAs

Timeline: 9/30/2022

- 7) **PROVIDING THERAPEUTIC, EDUCATIONAL, RECREATIONAL AND SOCIAL OPPORTUNITIES TO INDIVIDUALS FROM BIRTH THROUGH SCHOOL AGE.**

2022 Action Steps

Offer a Sib-Shop for siblings of people with DD as support, socialization and education.

Person(s) Responsible: Superintendent, Director of Children's Services and Director of Community Services

Timeline: 10/30/2022

Seek education and resources to train WCBDD staff in an effort to develop a program that helps develop the social and emotional skills in the children and youth we support.

Person(s) Responsible: Superintendent, Director of Children's Services and Director of Community Services.

Timeline: 6/30/2022