

STRATEGIC PLAN

Mercer County Board of Developmental Disabilities

2017 ◦ 2018 ◦ 2019

VISION:

The vision of the Mercer County Board of Developmental Disabilities is to coordinate and ensure quality services are being provided to the residents of Mercer County with developmental disabilities throughout their lifespan, while being good stewards of public funds. Board services often begin by providing excellent Early Intervention Services to children and their families. The Mercer County Board of DD continues its services to eligible individuals by developing person-centered plans, and then working with providers of educational, residential, vocational, and recreational opportunities to assist those we serve in pursuing their dreams, goals, and desires in their home and community.

MISSION:

Our Mission at the Mercer County Board of Developmental Disabilities (Cheryl Ann Programs) is to partner with and support individuals and their families to discover, pursue, and achieve maximum independence in their community.

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EARLY CHILDHOOD SERVICES

“The Board of DD is committed to acting as the single point of contact that promotes family-centered programs for expectant parents, newborns, infants and toddlers, including those with disabilities, and their families. This includes providing centralized intake and referral services for the ODH funded Home Visiting program and the DODD Ohio Early Intervention program as well as the provision of Home Visiting services, Service Coordination, and a core Early Intervention team. Staff and the Board of DD feel strongly that identifying and addressing developmental delays in children from birth through age 3 are vital. Of the same vital importance is supporting and educating parents and families so that infants and toddlers throughout the community are able to learn and thrive to their fullest potential in a safe, supportive environment.”

Ohio Early Intervention:

2017 Benchmarks

1. Services will be provided in natural settings.
2. Children will exit Early Intervention with improved social-emotional skills, use of knowledge and skills, and use of appropriate behaviors. Program will use the State Fiscal Year 2016 State targets of 61% (social-emotional), 61% (knowledge and skills) and 66% (appropriate behaviors) respectively as county targets for calendar year 2017.
3. Maintain a minimum of 130 children served annually through a combination of evaluation, assessment and intervention.
4. Maintain a minimum of 150 children served annually through service coordination.
5. Maintain 100% compliance annually with State compliance indicators for timely receipt of services, IFSP completion, and transition.
6. Develop annual satisfaction and exit survey to be completed by families.

7. Update Board of DD Early Intervention website page to include links on various developmental support strategies, educational materials and resources for families whose child has a developmental delay.

2018 Benchmarks

1. Services will be provided in natural settings.
2. Children will exit Early Intervention with improved social-emotional skills, use of knowledge and skills, and use of appropriate behaviors. Program will use the State Fiscal Year 2017 State targets as county targets for calendar year 2018.
3. Maintain a minimum of 130 children served annually through a combination of evaluation, assessment, and intervention.
4. Maintain a minimum of 150 children served annually through service coordination.
5. Maintain 100% compliance annually with State compliance indicators for timely receipt of services, IFSP completion, and transition.
6. Assess programming needs based upon family input received from annual satisfaction and exit surveys. Implement any changes as determined necessary based upon these results.
7. Update Board of DD Early Intervention website page to include links on various developmental support strategies, educational materials and resources for families whose child has a developmental delay.

2019 Benchmarks

1. Services will be provided in natural settings.
2. Children will exit Early Intervention with improved social-emotional skills, use of knowledge and skills, and use of appropriate behaviors. Program will use the State Fiscal Year 2018 State targets as county targets for calendar year 2019.
3. Maintain a minimum of 130 children served annually through a combination of evaluation, assessment, and intervention.

4. Maintain a minimum of 150 children served annually through service coordination.
5. Maintain 100% compliance annually with State compliance indicators for timely receipt of services, IFSP completion, and transition.
6. Assess programming needs based upon family input received from annual satisfaction and exit surveys. Implement any changes as determined necessary based upon these results.
7. Update Board of DD Early Intervention website page to include links on various developmental support strategies, educational materials and resources for families whose child has a developmental delay or disability.

Central Intake and Referral:

2017 Benchmarks

1. Continue to build relationships with potential referral sources and other community stakeholders by facilitating and/or participating in public awareness or outreach activities, such as Healthy Kids Day events, health fairs, and the county fair.
2. Maintain at least quarterly connections with community stakeholders through various outreach activities, such as mailings or face-to-face meetings as requested. Increase by two new stakeholders per quarter.
3. Attain 160 program referrals for State Fiscal Year 2018 (July 1, 2017-June 30, 2018).
4. Attain 339 system referral contacts for State Fiscal Year 2018 (July 1, 2017-June 30, 2018).
5. Develop exit survey to be completed by families.

2018 Benchmarks

1. Continue to build relationships with potential referral sources and other community stakeholders by facilitating and/or participating in public

awareness or outreach activities, such as Healthy Kids Day events, health fairs, and the county fair.

2. Maintain at least quarterly connections with community stakeholders through various outreach activities, such as mailings or face-to-face meetings as requested. Increase by three new stakeholders per quarter.
3. Attain 160 program referrals for State Fiscal Year 2018 (July 1, 2017-June 30, 2018).
4. Attain 339 system referral contacts for State Fiscal Year 2018 (July 1, 2017-June 30, 2018).
5. Assess system and program referral data and establish attainable projections for State Fiscal Year 2019 (July 1, 2018-June 30, 2019) as per directed by ODH Grant rules and requirements.
6. Assess programming needs based upon family input received from exit surveys. Implement any changes as determined necessary based upon these results.

2019 Benchmarks

1. Continue to build relationships with potential referral sources and other community stakeholders by facilitating and/or participating in public awareness or outreach activities, such as Healthy Kids Day events, health fairs, and the county fair.
2. Maintain at least quarterly connections with community stakeholders through various outreach activities, such as mailings or face-to-face meetings as requested. Increase by one new stakeholder per quarter.
3. Attain projected number of program referrals as established in the Grant for State Fiscal Year 2019 (July 1, 2018-June 30, 2019).
4. Attain projected number of system referral contacts as established in the Grant for State Fiscal Year 2019 (July 1, 2018-June 30, 2019).
5. Assess system and program referral data and establish attainable projections for State Fiscal Year 2020 (July 1, 2019-June 30, 2020) as per directed by ODH Grant rules and requirements.

6. Assess programming needs based upon family input received from exit surveys. Implement any changes as determined necessary based upon these results.

Help Me Grow Home Visiting:

2017 Benchmarks

1. Provide Home Visiting program supports to at least 24 but no more than 30 families at one given time.
2. Attain a minimum number of 3,750 billable units (15 minute increments) annually.
3. Develop annual satisfaction and exit survey to be completed by families.

2018 Benchmarks

1. Provide Home Visiting program supports to at least 24 but no more than 30 families at one given time.
2. Attain a minimum number of 3,750 billable units (15 minute increments) annually.
3. Develop local web page with the County Board of DD to educate families and community members on the Home Visiting program.
4. Update Board of DD website with information that can be a guide for local families on general parenting needs (i.e., home safety, play, general child development) and links for community resources and supports.
5. Assess programming needs based upon family input received from annual satisfaction and exit surveys. Implement any changes as determined necessary based upon these results.

2019 Benchmarks

1. Provide Home Visiting program supports to at least 24 but no more than 30 families at one given time.
2. Attain a minimum number of 3,750 billable units (15 minute increments) annually.
3. Update Board of DD website with information that can be a guide for local families on general parenting needs (i.e., home safety, play, general child development) and links for community resources and supports.
4. Assess programming needs based upon family input received from annual satisfaction and exit surveys. Implement any changes as determined necessary based upon these results.

SCHOOL-AGED / TRANSITION

“The Board of DD acts as a partner with the ESC and all county schools. The Board is committed to preparing students for life after school and accomplishes this with specialized staff that attend IEP Meetings, educate school faculty, and empower students to make life choices that best serve them.”

2017 Benchmarks

1. Work in concert with school staff to identify areas of needed education and exposure for educational staff to better assist children with developmental disabilities.
2. Strengthen relationships with parents and children 3-14.
3. Determine feasibility of providing summer community exposure to youth ages 14-16.
4. Determine feasibility of providing work exposure program for youth ages 16-18.
5. Determine feasibility of providing summer work opportunities for young adults ages 18-22.
6. Co-sponsor back-to-school night for special education teachers of the county.
7. Establish bi-annual parent training/meetings.

2018 Benchmarks

1. Work in concert with school staff and supervisors to identify areas of needed education and exposure for educational staff to better assist children with developmental disabilities.
2. Strengthen relationships with parents and children 3-14. Set up a “support group” communication board, blog, etc.
3. Determine feasibility of providing summer community exposure to youth ages 14-16.

4. Determine feasibility of providing work exposure program for youth ages 16-18.
5. Determine feasibility of providing summer work opportunities for young adults ages 18-22.
6. Co-sponsor back to school night for special education teachers of the county.
7. Determine appropriate frequency of parent meetings/trainings.

2019 Benchmarks

1. Work in concert with school staff and supervisors to identify areas of needed education and exposure for educational staff to better assist children with developmental disabilities.
2. Strengthen relationships with parents and children 3-14. Set up a “support group” communication board, blog, etc.
3. Determine feasibility of providing summer community exposure to youth ages 14-16.
4. Determine feasibility of providing work exposure program for youth ages 16-18.
5. Determine feasibility of providing summer work opportunities for young adults ages 18-22.
6. Co-sponsor back to school night for special education teachers of the county.
7. Sponsor parent meetings/trainings.

COMMUNITY INCLUSION / INTEGRATION

“The Board values every opportunity for community inclusion. We feel our clients and the community are enriched by everyone’s involvement in their community, to the extent they desire.”

2017 Benchmarks

1. Expand the social media footprint.
2. Participate in three community speaking engagements (Elks, Lions, Eagles, etc.).
3. Become members of the Celina-Mercer County Chamber of Commerce to share our message.

2018 Benchmarks

1. Participate in monthly community speaking engagements.
2. Work with The Daily Standard on educational series of “what MCBDD does in our county”.
3. Increase Arc membership by 20 and Special Olympic events offered by five.

2019 Benchmarks

1. Increase Arc membership by 20.
2. Hold a Special Olympics event in Mercer County (field day/games) track meet.
3. Increase visibility of Arc and Special Olympics with general community.

EMPLOYMENT

“Mercer County has a culture that places a high value on employment. The board values this culture and has relationships with providers that create opportunities for individuals to be successful at working within the community.”

2017 Benchmarks

1. Increase competitive employment rate by five people.
2. Increase enclave employment by five people.
3. Maintain at least three employment providers in Mercer County.
4. Provide annual education on benefits/financial/special needs trust for parents and those interested in competitive employment.

2018 Benchmarks

1. Increase competitive employment rate by five people.
2. Increase enclave employment by five people.
3. Board will provide incentives to provider agencies to identify new job opportunities and have successful partnerships with those employers.
4. Increase variety of jobs available by educating employers to the benefits of employing people with disabilities.
5. Provide annual education for families on benefits of work.

2019 Benchmarks

1. Competitive employment rate will increase by five.
2. Enclave employment will increase by five.
3. Provide annual education for families on the benefit of work.
4. Increase variety of jobs available by educating employers to the benefits of employing people with disabilities.
5. Provide recognition for employers of people with disabilities.

TRANSPORTATION

“Transportation services are vital for community integration and integrated employment. It can also be the largest barrier to overcome for individuals with disabilities. It is the Board’s intent to provide multiple options for transportation.”

2017 Benchmarks

1. Maintain or Increase the transportation provider pool total to four.
2. In order to remain good stewards of county dollars the board will continue to encourage natural supports of individuals we serve to provide the transportation services to and from employment by providing a mileage reimbursement. This is the most cost effective way of service delivery.
3. Explore if community is able to help meet any transportation needs (Uber, Liberty Transportation).

2018 Benchmarks

1. Maintain or increase the transportation provider pool total to four.
2. Establish a network and use this tool to list transportation needs and explore if the community is able to meet this need.

2019 Benchmarks

1. Maintain or increase the transportation provider pool total to five.
2. Expand network of non-Medicaid dependent transportation providers.

ADVOCACY / EDUCATION

“The Board values and encourages self-advocacy and believes each person is the author of their own destiny. Staff work with every individual we serve to find their voices and express their wants and desires.”

2017 Benchmarks

1. Identify two individuals who would excel and arrange for their attendance at the annual OSDA Self Determination conference/DD Council/PAR.
2. Working with those two individuals and organizations, redesign the self-determination efforts under their direction on how to best encourage others to use their voices.
3. Sponsor “Find Your Voice” events as part of the job duties of Community First Liaison.
4. Working with those two individuals and organizations, host/sponsor the local annual self-determination conference.
5. Community First Liaison will share Good Life Philosophy at least three times annually.

2018 Benchmarks

1. Working with a committee of individuals and organizations, host/sponsor the local annual self-determination conference.
2. Sponsor “Find Your Voice” events as part of the job duties of a Community First Liaison.
3. Working with a committee of individuals and organizations, host/sponsor the local annual self-determination conference.
4. Identify two individuals who would excel and arrange for their attendance at the annual OSDA Self Determination conference.

PERSON CENTERED PLANNING

“Writing a person centered plan is paramount to identifying and ensuring people are receiving the services they want to assist in achieving their lives’ goals. The Board values quality relationships between individuals, their loved ones, and their SSAs.”

2017 Benchmarks

1. As a team, the department will review the currently used ISP template and assessments to move more toward a person centered plan.
2. SSAs will continue to receive training on person centered planning.
3. SSAs will meet requirements of rule and keep on top of changes in rules.
4. SSAs will be working in a completely virtualized work environment and have flexible schedules to meet client’s needs.
5. Caseloads and weighting will be monitored on a quarterly basis to keep track of rise/fall of caseload intensities.

2018 Benchmarks

1. SSAs will continue to participate in person centered training at state level.
2. SSAs will meet as a team to discuss ISP template and assessments and make appropriate changes.
3. SSAs will meet requirements of rule and keep on top of changes in rules.
4. Caseloads and weighting will be monitored on a quarterly basis to keep track of rise/fall of caseload intensities.
5. Have a successful accreditation survey.

2019 Benchmarks

1. SSAs will continue to participate in person centered training at state level
2. SSAs will meet as a team to discuss ISP template and assessments and make appropriate changes.
3. SSAs will meet requirements of rule and keep on top of changes in rules.
4. Caseloads and weighting will be monitored on a quarterly basis to keep track of rise/fall of caseload intensities.

PROVIDER RELATIONS

“As we move forward from being a provider of services we will need to find best ways possible to support our providers in delivering quality and consistent services to our clients.”

2017 Benchmarks

1. Begin provider round table sessions.
2. Develop a staff appreciation/DD awareness day to honor all direct care staff
3. Meet with provider agencies to understanding gaps in service/service delivery within provider community
4. Through provider round tables, discuss needed training / education / opportunities; explore ability to meet these needs.

2018 Benchmarks

1. Explore providing education opportunities for provider staff to be kept abreast of rule changes, etc.
2. Through provider round tables, discuss needed training / education / opportunities; explore ability to meet these needs.
3. Continue to support staff of provider agencies by honoring all direct care staff.
4. Educate independent and agency staff as to their trade associations (OPRA, etc.).

2019 Benchmarks

1. Explore providing education opportunities for provider staff to be kept abreast of rule changes, etc.
2. Through provider round tables, discuss needed training / education / opportunities; explore ability to meet these needs.
3. Continue to support staff of provider agencies by honoring all direct care staff.

FISCAL MANAGEMENT

“The Board of DD receives the majority of its funding from local taxpayers. The Board takes this responsibility very seriously.”

2017 Benchmarks

1. The Board will complete a thorough review of its Medicaid Match responsibility and develop a direction of future budgetary needs.
2. Continue to invest money into capital projects for aging facilities.
3. Maintain a carryover balance equivalent to at least four months of ongoing expenses.
4. Maintain at least 10 providers of Medicaid services with \$100,000 in allocated costs in Mercer County.

2018 Benchmarks

1. Continue to invest money into capital projects for aging facilities.
2. Maintain a carryover balance equivalent to at least four months of ongoing expenses.
3. Maintain at least 10 providers of Medicaid services with \$100,000 in allocated costs in Mercer County.

2019 Benchmarks

1. Continue to invest money into capital projects for aging facilities.
2. Maintain a carryover balance equivalent to at least four months of ongoing expenses.
3. Maintain at least 10 providers of Medicaid services with \$100,000 in allocated costs in Mercer County.

WAIVER PREVALENCE

“The Board of DD provides the funding for services from local funds and/or Medicaid. All DD eligible individuals have access to SSA services and varying levels of local services.”

2017 Benchmarks

1. Enroll IO, SELF, and Level One waivers as financially available per fiscal plan.
2. Evaluate a waiting list to determine what services clients are truly waiting for.
3. Receive approval from DODD for new waiting list assessment.
4. Every eligible individual who is 22 years old or older will be offered the minimum of a Level One waiver if they are eligible for Medicaid.

2018 Benchmarks

1. Enroll IO, SELF, and Level One waivers as financially available per fiscal plan.
2. Implement a new waiting list rule as prescribed by DODD.
3. Every eligible individual who is 18 years old or older will be offered the minimum of a Level One waiver if they are eligible for Medicaid.

2019 Benchmarks

1. Enroll IO, SELF, and Level One waivers as financially available per fiscal plan.