



H O L M E S C O U N T Y
Board of Developmental Disabilities
supporting people in living meaningful lives

STRATEGIC PLAN

2018-2021

Board adopted 11/28/17

November 28, 2017

Executive Summary: Positioning ourselves for the future.

The Holmes County Board of Developmental Disabilities, known locally as The Training Center, has been supporting children and adults with developmental disabilities for the last 50 years. As the number of individuals requiring services increased and the scope of services grew, it became necessary for Holmes County to enter the world of Medicaid waivers. By using Medicaid Home and Community-based waivers, Holmes County is able to meet the needs of an increasing number of individuals without increasing local tax funding. Medicaid waivers allow Holmes County to provide an array of services for individuals by using local dollars to pay 40% of the cost of services with the Federal government picking up the remaining 60% of the cost.

In 2014, Medicaid informed the County Boards of Developmental Disabilities in Ohio that they must make some changes to continue to receive Federal financial support. First, County Boards can no longer be the direct service provider for adults. In Holmes County, most adult day services will be provided by Lynn Hope Industries by 2021. Second, services must occur in an integrated setting that provides the opportunity for individuals to connect with the broader community. Third, services must be delivered in a person-centered manner by keeping the wishes and preferences of the individual with developmental disabilities in the forefront with a focus on advocacy and self-determination.

This strategic plan identifies activities that will occur over the next 3 years to ensure individuals, families, staff, and the greater Holmes County community are positioned to implement a shift from traditional, facility-based adult services provided by the Training Center to person-centered, community-based services provided by private providers. When this plan reaches completion, the Holmes County Board of Developmental Disabilities will have shifted from being the direct provider of adult services to an oversight role which includes funding, planning, and monitoring of services for adults.

The next three years will be a challenge as we learn to do our work in a different way. Even though the greatest changes will occur related to services for adults, staff working in our school and early intervention program will now prepare families for a future that is different than what they might have expected 5 years ago. Although some aspects are changing, Board members and staff are committed to maintaining the trusted relationship that has developed with individuals and their families over the last 50 years.

Sincerely,

A handwritten signature in black ink, appearing to read "Marianne M. Mader". The signature is fluid and cursive, with the first name being the most prominent.

Marianne M. Mader
Superintendent



Our Mission is to support people with developmental disabilities in living meaningful lives.

Our Vision is people with developmental disabilities are playing, learning, working and living as valued community members.

Core Values

CARING: We are helpful, understanding, respectful and attentive to well-being.

INTEGRITY: We are ethical, trustworthy, reliable and follow through on our word.

CHOICE: We provide information and opportunities for individuals and families to make decisions based on what is important to them.

TEAMWORK: We collaborate with our trusted partners including individuals, families, coworkers, volunteers, private providers, school districts, governmental agencies, and local businesses.

RESOURCEFUL: We enhance the lives of individuals with developmental disabilities and their families through creative problem solving, networking, and sharing information.

Adopted by Board 09/26/17

**The journey to a new way of operation was developed
with stakeholders throughout 2017**

2017

February

Board members and MHS Consultant, Lee Schmucker, defined Strategic focus.

March

Imagine the Future, a visioning event, with stakeholders (individuals served, family members, staff, private providers, interested community members) was facilitated by MHS Consultant, Lee Schmucker.

June

Managers synthesized stakeholders feedback and prepared draft.

August

Staff defined core values during in-service day.

September

Input from individuals and families was obtained through a survey.

September

Board approved updated mission, vision, and values.

October

Board approved draft strategic plan.

November

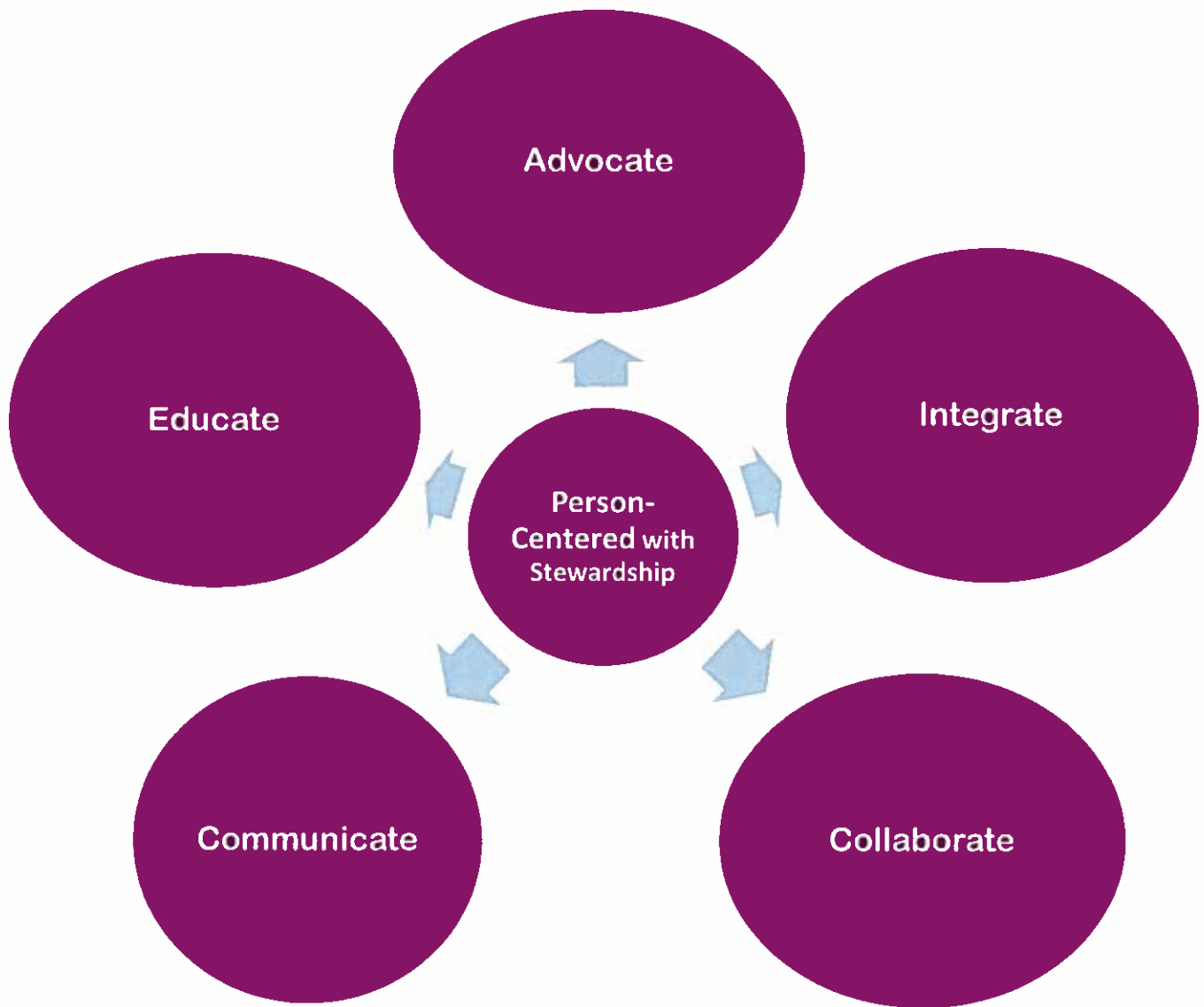
Meeting to receive public feedback on draft strategic plan.

November

Board action on final strategic plan.



STRATEGIC FRAMEWORK GUIDING IDEAS



ADVOCATE

- ❖ Strengthen the Board's Self Advocacy Program by increasing attendance and frequency of meetings in 2018.
- ❖ Become a member and actively participate in the Ohio Self-Determination Association by October 2018.
- ❖ Identify meaningful activities for individuals through discovery and provide opportunities for participation on an ongoing basis.
- ❖ Grow advocacy skills by affording students and adults opportunities to make choices every day.
- ❖ Create and fill position of part time self-advocate by July 2019
- ❖ Research options for a parent mentor/liaison program by July 2020.



COLLABORATE

- ❖ Increase number of community employed adults each year from our base of 4 in 2017.
- ❖ Utilize Mid East Ohio's Regional Council of Government (MEORC) ImagiNetwork to ensure quality services with private providers.
- ❖ Partner with Opportunities for Ohioans with Disabilities, local school districts, and families to ensure Holmes County transition aged youth have summer employment opportunities starting in Summer 2018.
- ❖ Contract with three adult transportation providers by January 2021.
- ❖ Work closely with Lynn Hope Industries to ensure their ability to assume all provider duties by 7/1/2021.

INTEGRATE

- ❖ Provide opportunities for adults and youth to participate in regular, meaningful, community-based activity.
- ❖ Grow the FANS (Friends, Neighbors, and Allies) program by providing a variety of programs and increasing participation by community members.
- ❖ Welcome community members to the Training Center each month to spend time with adults who prefer to receive services in base facility.
- ❖ Partner with community groups and agencies to foster interaction and inclusion of individuals with disabilities.



COMMUNICATE

- ❖ Ensure staff, individuals and families are aware of the Mission, Vision Statement, and Core Values.
- ❖ Utilize year-round monthly newsletter to keep individuals and families informed.
- ❖ Share information and success stories of individuals in newsletter, radio & newspaper outlets.
- ❖ Launch new website by February 2018 and keep it current.
- ❖ Host regular forums for individuals and families to receive updates from the Superintendent. Hold first forum by June 2018.
- ❖ Develop a Facebook page by July 2019 and keep it current.

EDUCATE

- ❖ Utilize a career center to assist students to learn about and experience potential careers by February 2018.
- ❖ Share information with adults and their families about providers currently supporting other Holmes County residents at annual ISP meetings starting in 2018.
- ❖ Provide staff with training in Good life and person-centered planning during 2018.
- ❖ Provide staff with training in trauma-informed care during 2019.



STEWARDSHIP

- ❖ Update policies, procedures, and practices to ensure consistent application and a person-centered focus by December 2019
- ❖ Review and update strategic plan annually.
- ❖ Survey stakeholders regarding satisfaction annually.
- ❖ Ensure finances are available to meet the needs of those with imminent needs on the waiver waiting list.
- ❖ Forecast anticipated revenue changes related to use of private providers to determine impact to mandated responsibilities and other current Board services by December 2019.
- ❖ Research feasibility of contracted services being completed by Board staff by July 2020.

The Holmes County Board of Developmental Disabilities was created in 1967 to provide services to people with disabilities. The governing board is made up of 7 volunteers who oversee the finances and operation. Board members serve up to 3 terms of 4 years and are appointed by the Holmes County Commissioners and Holmes County Probate Judge.

Holmes County Probate Judge

Thomas C. Lee

Holmes County Commissioners

Rob Ault

Raymond Eyler

Joe D. Miller

Board members

Bob Boss, Vice President

Tara Dalrymple

Michele Snow

Myron Stutzman, President

Andrew Yoder

Chad Yoder, Secretary

vacant

Administrative Staff

Curtis Goehring, Business Manager/HR Director

Marianne Mader, Superintendent

Sheri Martin, Assistant Administrator

Rhoda Mast, Principal

Mimi Patterson, SSA Supervisor

Renee Spencer, Early Intervention Supervisor