

Thank you for your interest and review of the Hocking County Board of Developmental Disabilities Strategic Plan for the years 2018 through 2020. It is an exciting time as we are starting out with new leadership.

Under the Ohio Revised Code, the Hocking County Board of Developmental Disabilities (**HCBD**) is required to provide its multi-year Strategic Plan to its stakeholders, local providers and any other interested party. Annually, the Strategic Plan is presented to the Board Members and to the community for feedback. Because we are continually looking for ways to improve and stay up-to-date, the plan is modified as needed throughout the year. We present this plan in an “Action Format” – one that we believe is readily understandable and positions the HCBDD in an action ready stance, able to respond to the ever-changing world which supports individuals with developmental disabilities and drives our existence both today and into the future.

The Board’s MISSION STATEMENT is straightforward and simply stated:

“PROMOTING POSSIBILITIES AND POTENTIAL”

It is the ultimate standard for all that we do. With each decision, we strive to assure that it aligns with the Mission Statement. While there are many guiding laws, principles and regulations for the delivery of services to our consumers, if the services do not promote possibilities and potential for our participants, we cannot and will not consider such services to be a part of the HCBDD.

In the plan, you will see five (5) major Focus Areas where we will spend much of the HCBDD’s resources, time and efforts moving the programs and activities forward. You will also discover a standards page highlighting the Board’s compliance with certain Ohio Laws governing our County Programs. Within each of these, Action Items are in place to enhance the Focus Area. The “Champion(s)” for the focus area are individually and collectively responsible to promote activities which support the item.

The five (5) Areas of Focus include:

- Board Identity and Empowerment
- Program Funding / Fiscal Solvency
- Childhood Development / Focusing Beyond Three
- Community Presence – Communications from All Angles
- Hocking Valley Industries Transition to Independence Maintenance

Over the past 5 years, we have grown and made significant steps toward completing many parts of our strategic plan. A few highlights from the past few years include our successful transition of independence from Hocking Valley Industries, (HVI). We continue to work with them as they find their footing and become more stable. Additionally, we have been working more closely with providers. We are empowering our staff to feel confident in their abilities by utilizing support from the state and other regional entities. We have also sought to bring more services to our consumers in the past year. Another highlight is the expansion of Early Intervention services to children through 8 years old. One of our most notable accomplishments is the continuation of the annual Kidpalooza event held every May. We support the Early Childhood Program in making this a successful event open to the community annually. We have seen over 500 children every year at this event and it we anticipate its growth as we look forward.

Thank you, again, for taking a look at our Strategic Plan. We are grateful for the privilege to serve the folks of Hocking County and as such, appreciate your insight. As always, we welcome your input and invite you to talk to us directly. Contact information can be found elsewhere on the website or by calling the HCBDD office at 740-385-6805.

Respectfully submitted,

Jill Squires, M.Ed.
Superintendent

HCBDD FOCUS AREA - HOCKING CBDD - IDENTITY / EMPOWERMENT							
TRACKING #	Target Area / Action Item(s)	PRIORITY	CHAMPION(S)	IMPACT YEAR(S) / QUARTER(S)			STATUS/NOTES
				1/1/2018	1/1/2019	1/1/2020	
1.00	Education Program	1					
1.01	Ongoing	1	Squires	X	X	X	
1.02	"Onboarding" of New Members	2	Squires	X	X	X	Revamp Program
1.03	Program(s) Audits	2	Nobile / Chambers / Brausey	X	X		Accreditation - Self Practice 2018 (MEORC Assistance) ; Actual 2019
1.04							
2.00	Self Assessment	1	All Dept Heads	X	X	X	Mapping process
2.01	Expectations		Squires	X	X	X	Ongoing
2.02	Responsibilities		Squires	X	X	X	Ongoing
2.03	Opportunities		Squires	X	X	X	Ongoing
2.04							
3.00	Scope of Board Impact on / within Programs		Squires / Chambers	X			
3.01	Capacity Review	1	All	X			New Accreditation- Self Assessment Winter 2015; Visit - Winter of 2015-16
3.02	Integration of HCBDD Decisions with Program Success		All	X			
3.03	Funding for Services	2	All	X			Beyond Mandates
3.04							
4.00	Rules of Engagement - HCBDD with:	1	Squires / All Directors / Bd Pres	X			
4.01	HCBDD Members		Squires / Bd Pres	X			Establish Board "Personnel Committee"
4.02	HVI / HVI Board Members		Squires	X			Monitor HVI Independence through 12.31.18
4.03	Superintendent		Squires / Bd Pres	X			

4.04	Staff - Management / Non-Management / Union		Squires	X			Union Negotiations - Full Contract Effective 7.1.19; Training / Skill Set Development - Ongoing
4.05	HCBDD Programs		Squires/ Bd Pres	X			
4.06	Consumers / Clients / Families		Squires / Nobile	X			Continue training on "PCT" and Imagine Redesign
4.07	Internal / External "Customers"		Squires/ Chambers	X			
4.08							
5.00	MEORC Involvement	1	Fisher / Nobile / Chambers				Unbundling of services - Provider Compliance - Program Support
5.01							
6.00	P / R opportunities	1	All	X	X		Integrate Program Knowledge into Community - "get out among them"
6.01							
7.00	Leadership Succession Planning	3	Squires / Board President	X	X	X	Stage Setting, Role Integration
7.01							

PRIORITY KEY	
1	HIGHEST
2	HIGH
3	AVERAGE
4	LOW
5	LOWEST

HCBDD FOCUS AREA - PROGRAM FUNDING / FISCAL SOLVENCY							
TRACKING #	Target Area / Action Item(s)	PRIORITY	CHAMPION(S)	IMPACT YEAR(S) / QUARTER(S)			STATUS/NOTES
				1/1/2018	1/1/2019	1/1/2020	
1.00	Fiscal Resource Allocation Committee	1	Fisher / Nobile / Squires	X	X		Ongoing activity; IMAGINE module creation for TCM to include billing component
1.01	Waiver Match Impacts	1	Fisher / Nobile / Squires	X	X		HVI Privatization Impact - flow through monies
1.02	Non-Waiver Impacts	1	Fisher / Nobile	X	X		Payor of Last Resort - \$\$ Caps / Qrtly Review - [11 individuals]
1.02	MEORC Funding Reserve	1	Fisher				Monitor / Build Reserve
1.03	Policy Review	2	Nobile	X	X		Payor of Last Resort [11 individuals] - 3/18
1.04							
2.00	Waiver Engagement	1	Nobile				
2.01	Impact	2	Fisher / Nobile				HVI focus
2.02	Resource Allocation	1	Fisher / Nobile	X	X		Committee functioning, tie to Budget Allocations; Fiscal Resources within IMAGINE
2.03	Waivers (+6 self /+2 shared)	1	Fisher / Nobile	X			Add as appropriate / available
2.04							
3.00	Housing	1	Fisher / Nobile / Squires				Review management by Hocking Metro Housing
3.01	DD Client Capacity						Address consumer needs based upon "appropriate" leadership of housing authority; explore return of facility management role in housing;
3.02	Maintenance Notice / Compliance						
3.03	Rental Rates						
3.04	Facility Accessibility						
3.05	Waiting List Impacts						
3.06	Management Relationship						
3.07	Non- profit Housing Authority						

3.08							
5.00	State Funding	1	Fisher / Squires	X	X		State Budget - CMS impact
5.01	DD Budget Cuts	1	Fisher / Squires	X	X		New Governor - Budget Impacts
5.02	DD Budget Increases	1	Fisher / Squires	X			Waivers (Explore Impacts)
5.03							
6.00	Taxation	1	Fisher / Squires	X	X		Review of 2009 levy impact, 2018-19 potential
6.01	Ballot Initiative						Explore Feasibility / Timing
6.02	Levy Campaign	1	All	X	X		Assess needs / rates / competition [1.5/1.5/.2]
6.03							
7.00	Independent Provider Monitoring	1	Fisher / Nobile	X			Waiver Match Impact
7.01	Billing Impacts	1	Fisher / Nobile	X			Shift in funding
7.02	Billing Responsibilities	1	Fisher / Nobile	X			Shift in collection patterns
7.03							
8.00	SSA Billable Hours	1	Fisher / Nobile	X			Reaffirm TCM Process / individual expectations; New Rates
8.01	Fiscal Impacts	1	Fisher / Nobile	X	X		Imagine Project
8.02	Incentives	1	Nobile	X	X		Sustainability / Alternatives
8.03							
9.00	IT Systems	2	Fisher / Chambers	X	X	X	Ongoing system maintenance and upgrades
9.01							
10.00	Reallocation of Resources	1	All	X	X		Review distribution to reflect changing program needs
10.01	EI Billable Hours	1	Fisher /	X	X		Explore Incentives / Opportunities
10.02							

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HCBDD FOCUS AREA - CHILDHOOD DEVELOPMENT - FOCUSING ON THE 'TWEEN YEARS							
TRACKING #	Target Area / Action Item(s)	PRIORITY	CHAMPION(S)	IMPACT YEAR(S) / QUARTER(S)			STATUS/NOTES
				1/1/2018	1/1/2019	1/1/2020	
1.00	Home Visiting	1	Hipple/Tigner	x	x	x	
1.01	Accreditation	1	Hipple/Tigner	x			On-site review: August 2018
1.02	Increase individuals/families served, length of stay in program	1	Hipple/Tigner	x	x	x	
1.03	Staffing	2	Hipple/Tigner/ Fisher/Squires	x	x	x	Targeted criteria expanding 2018, explore adding another home visitor
2.00	Early Intervention	1	Hipple				
2.01	Compliance	1	Hipple	x	x	x	Maintain compliance
2.02	Offer additional "therapy" services	3	Hipple/Fisher		x	x	Review provider options
2.03	Outreach	2	Hipple/Tigner	x	x	x	
2.04	Secure additional funding sources	3	Hipple/Tigner	x	x	x	
2.05	Explore Grant opportunities	3	Hipple/Tigner	x	x	x	
3.00	SSA 3 through 5	1	Hipple	x	x	x	
3.01	Staffing	3	Hipple/Fisher/		x	x	Consider part-time SSA support for expanded service range
3.02	Expanding billable hours	2	Hipple	x	x	x	
3.03	Expanding to 8 years	3	Hipple/Nobile			x	
4.00	Community Programs	3	Hipple/Tigner	x	x	x	
4.01	Doodlebugs	3	Tigner	x	x	x	
4.02	Triple P	3	Tigner	x	x	x	
4.03	Kidpalooza	4	Tigner	x	x	x	Maintenance
4.04	Diaper Bank	2	Hipple	x	x	x	
4.05							
5.00	Community Partnerships	2	Hipple/Tigner	x	x	x	Exploring engagement patterns; support continuity
5.01	Trauma Informed Preschool: Logan H	2	Hipple	x	x		Building trauma informed preschool curriculum and wrap

5.02	Ongoing education/outreach to comm	2	Hipple/Tigner	x	x	x	
5.03							

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HCBDD FOCUS AREA - COMMUNITY PRESENCE - COMMUNICATIONS FROM ALL ANGLES							
TRACKING #	Target Area / Action Item(s)	PRIORITY	CHAMPION(S)	IMPACT YEAR(S) / QUARTER(S)			STATUS/NOTES
				1/1/2018	1/1/2019	1/1/2020	
1.00	Intra-Organizational						
1.01	Counter Silo Effect	1	All	X	X	X	Continue monthly mtgs w/ Superintendent and management staff; Share with staff regularly
1.02	New Hire Orientation	1	All	X	X	X	Revamp "Onboarding" Program; Distribute "Picture" Table of Organization
1.03	Staff Training	1	All	X	X	X	Implement 2 yearly Staff Training Days
1.04	Staff Meetings	1	All	X	X	X	Conduct: Regular Department Meetings, Post- Board Meeting Gathering
1.05							
2.00	Outreach	1		X			Continue training - Focus upon Person Centered Concepts, IMAGINE Design / Implementation
2.01	Within Organization - Staff / Board	1	All	X			Mapping process; Showcase EI thru Newsletter; Revive monthly meetings between Supt/Management Staff
2.02	Outside "Customers"	2	Noble				Ongoing / Expand. SSAs are meeting with providers including HVI, Sech-Kar, Goodwill, etc
2.03	Community Understanding	1	Noble / Hipple	X	X	X	Identify Opportunites to Educate Community re: Programs / Services
2.04	Board Presentations						Explore Multiple Information Input Models
2.05							
3.00	Families		Nobile / Chambers	X			Establish role of family in "Person Centered Systems", natural support, multiple providers

3.01	Issue Clarification Campaign			X	X		Refine "Person Centered" training with Staff/ Families; Educate / Payor of Last Resort
3.02	EI Programs			X			Expand Outreach, Calendar of Various Community Events - e.g.: Doodle-Bugs
3.03	Help Me Grow						Doodle-Bugs, Expanded / new programs
3.04							
4.00	Program Branding						
4.01	HCBDD Identity	1	All	X	X		Penetrate family influence through information distribution re: Outside Impactors
4.02	P / R Opportunities	1		X			Increase Community Knowledge of CB Programs / Efforts / Provider Relationships
4.03	Social Media Campaign	2	Chambers / Hipple	X	X		EI Expansion ages 3-5
4.04							
5.00	Involvement	1	All				Superintendent visiting local elected officials, Attend Twnshp meetings, ID Service Organizations
5.01	Appointment of HCBDD Members	1	Squires / Chambers / HCBDD	X			Single opening - Engage County Commissioners / Community
5.02	Rededication of Community Supports Efforts	1	All	X	X	X	Focus attention on Consumer and Family Supports
	Advisory Council	1	Squires	X	X		Explore / Create / Empower
5.03							
6.00	Communications	1	Squires / Chambers				
6.01	Local Print / Radio Media	1	Chambers	X			Integrate information sharing into the Community
6.02	Social Media	2	Chambers	X			Embrace Social Media: Facebook, Pinterest, Web Page - Enhance / Expand / Ongoing
6.03	Highlight Acitvities	1	Chambers				Spotlight Staff / Individuals

6.04							
7.00	Outreach	1	All				Ongoing Funtastic Adventures
7.01	DD Month	2	Chambers				Annual event coordination
7.02	Engage Local Officials	1	Squires / Fisher	X	X	X	Develop professional relationships with elected / appointed officials
7.03	Engage Poviders	1	Noble				Develop Supports Base with HVI (Service Provider); Follow along post independence
7.04	Engage Civic Organizations	1	All	X	X	X	Develop Supports / Relationships / Potential Partnerships
7.05							
8.00	Activities						
8.01	Community Activity- Admin Building	3	Squires/ Chambers				Explore Annual Acitivity (Individuals, Families, Community, Employees)
8.02	Enhanced Community Involvement	1	All				Define, explore, target implementation
8.03							

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HCBDD FOCUS AREA - OVERSIGHT OF HVI INDEPENDENCE / PROVIDERS							
TRACKING #	Target Area / Action Item(s)	PRIORITY	CHAMPION(S)	IMPACT YEAR(S) / QUARTER(S)			STATUS/NOTES
				1/1/2018	1/1/2019	1/1/2020	
1.00	HVI		Squires				Asset sharing per Agreement through 12.31.18
1.01	Utilization Support	1	All	X			
1.02	Facility Lease	1	Squires / Fisher	X	X		Explore Eventual Transfer back to County Commissioners
1.03	Vehicled Lease	1	Squires / Fisher	X	X		Vehicle Disposal
1.04	Asset Alloction	1	Chambers / Fisher	X			Finalize Inventory / Asset allocation by 7.1.18
1.05							
2.00	Monitor Service Providers	2	Squires				
2.01	Business Plan(s)	2	Noble	X	X	X	Monitor, as needed, to project impacts upon HCBDD services, current consumer needs and projections into future.
2.02	Strategic Plan(s)	2	Noble	X	X	X	
2.03	Policies / Procedures	2	Noble	X	X	X	
2.04	"Material" Agreements	2	Noble / Fisher	X	X	X	
2.05	"Asset" Allocation	2	Fisher	X	X	X	
2.06	Compliance Review	2	Noble / Squires	X	X	X	Performed in accordance with OAC 5123:2-2-04
2.07							

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**HOCKING COUNTY BOARD OF DEVELOPMENTAL DISABILITIES (HCBDD)
STRATEGIC PLAN - JANUARY 1, 2018 THROUGH DECEMBER 31, 2020**

The following items are called out in the Ohio Administrative Code referenced below. The HCBDD has provided several notes or activities which are intended to be representative of the activities and / or organizations which are encompassed within and in support of the HCBDD programs and available services to impacted community members.

OAC 5123:2-1-02 et al ... ITEMS FOR DISCUSSION / COMPLIANCE:

Board Must Develop / Adopt Resolution for Strategic Plan

Includes Mission Statement

"PROMOTING POSSIBILITIES AND POTENTIAL"

Includes Vision, Changing of Culture to becoming the Culture We View

Promoting self-advocacy by individuals served by the County Board

Ensuring that individuals receive services in the most integrated setting appropriate to their needs

Oversight Role of DoDD / HCBDD per OAC 5123:2-2-04

Reducing the number of individuals in the county waiting for services

Adult waiting list currently under review.

Increase the number of individuals of working age engaged in Community Employment

Take measures to recruit sufficient providers of services to meet the needs of individuals receiving services within the County

Quarterly meetings (or more frequently) to assist current providers and to search for additional qualified provider(s).

**HOCKING COUNTY BOARD OF DEVELOPMENTAL DISABILITIES (HCBDD)
STRATEGIC PLAN - JANUARY 1, 2018 THROUGH DECEMBER 31, 2020**

Meet, within 60 days, each newly certified provider to confirm understanding of service plan & provider's responsibilities and ensure that provider has contact information for County Board

Ongoing program of followup meeting in place.

Make Strategic Plan available to individuals and families who receive services, employees of the board, citizens of the county and any other interested parties

**Public forum, website, email, staff distribution/training, Facebook link, mailings
2018-20 Strategic Plan - Currently Scheduled for January/February xx, 2018**

Prepare Strategic Plan Progress report yearly - make available to C 2 audience

**Public forum, website, email, staff distribution/training, Facebook link, mailings
2018-20 Strategic Plan - Currently Scheduled for Month Date, 2018**

Have a mechanism to accept public feedback regarding Strategic Plan /Progress reports

**Public forum, website, email, staff distribution/training, Facebook link, mailings
2018-20 Strategic Plan - ongoing / recycling.**