

2021–2023 STRATEGIC PLAN

HCBDD

Hocking County Board of
Developmental Disabilities

MISSION STATEMENT:

Promoting Possibilities and Potential

OUR VISION:

The Individuals and Families we serve are thriving by living their best life.

OUR VALUES:

People

Communication

Education

Collaboration

Respect

Human Connection

OUR GUIDING PRINCIPLES:

- **Person-Centered Thinking** – The philosophy behind service provision that supports positive control and self-direction of a person's own life.
- **Early Intervention** – Consistent and regular evidence-based intervention for the very young that has positive, long-term affects on a person's life and independence.
- **Home Visitation** – Meeting people where they are, accentuating the positive in their lives and building their capacity for success.
- **Skill Building** – We never stop learning. We are always seeking innovative practices and methods to adapt and meet the challenges of our county.
- **Trauma-Informed Care** – How we recognize the prevalence of early adversity in the lives of the people we serve, that may present as maladaptive coping strategies.
- **Teamwork** – Success in the life of the people we serve is optimal when we work with our community partners. We are better together.



EMPOWERING PEOPLE

IN CHILDHOOD...

Administering primary coaching principles 3- to 6-year-olds as a continuation of Early Intervention by adding a dedicated developmental specialist.

Supplementing the therapeutic needs of youth by establishing a therapy fund.

IN ADULTHOOD...

Understanding and maximizing the use of the technology to promote independence by staying up to date on the latest innovations.

Supporting people in reaching their potential by promoting independent decision making whenever possible.

IN FISCAL MATTERS...

Maximizing technology within our agency to provide more cohesive budgets by meeting consistently and keeping close watch on funding and expenses.

Meeting the needs of more people by allocating more funding in annual budgets for waivers.

IN PROVIDER RELATIONS...

Partnering with Providers to offer new and innovative services by supporting training opportunities for DSPs that focus on person-centered thinking and trauma-informed care.

IN OUR COMMUNITY...

Providing concise guidelines and protocols around housing by formulating mission and vision statements while partnering with our housing board.

Serving more families with children of all ages by continuing with purposeful and strategic outreach.

INTEGRATING INTO OUR COMMUNITY

IN CHILDHOOD...

Building a village of support for families by providing community opportunities for networking between parents, caregivers and children.

Facilitating conversations and promoting plans for people who are graduating high school by designing person-centered strategies on the road to being successful in adulthood.

IN ADULTHOOD...

Supporting our community partners by educating about the services offered.

Paving the way for smooth transitions throughout a person's life by simplifying our processes as much as possible.

IN FISCAL MATTERS...

Aligning our Resource Allocation Committee by updating and clarifying procedures to make fiscal decisions that support people in their independence while remaining accountable.

Reaching more in our community by applying for more grant opportunities.

IN PROVIDER RELATIONS...

Partnering with Providers in their efforts to creatively serve people by supporting them through on-going training and producing meaningful plans that think "outside of the box."

IN OUR COMMUNITY...

Supporting people with exceptional needs to live and work in their community by encouraging healthy relationships, working through difficult situations and understanding the importance of seeing the whole person.

Reducing the amount of people needing to be put on a waiting list for waiver services by intervening as early as possible to utilize other community services that meet each person's needs effectively.

CHANGING THE NARRATIVE

IN CHILDHOOD...

Seeking out a strong partnership with the local school districts to start conversations about moving on past compulsory schooling years and into the world of adulthood.

Keeping children past the age of three in a primary coaching model and focusing on daily life skills needed to help people live their best and most independent life.

Supporting families with young children by continuing to implement Home Visitation and Positive Parenting skillsets.

IN ADULTHOOD...

Increasing the amount of contact between our agency and the people we serve by providing monthly check-ins.

Utilizing the waitlist assessment tool consistently across the county to facilitate the use of community resources to their maximum potential.

IN FISCAL MATTERS...

Providing annual financial reporting available to our community at any time, highlighting the revenue and expenditures within a given year.

IN PROVIDER RELATIONS...

Assisting with the onboarding process for new staff hired through community providers to ensure continuity and quality care.

Empowering Direct Service Professionals by supporting continued education and skill building.

IN OUR COMMUNITY...

Acquiring a community respite house that serves individuals who are in need of a place to stay in order to stabilize crisis situations