

2024-2026 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	Dignity
Collaboration	Respect	Human Connection	
Choice	Compassion	Independence	

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...

Developing more collaboration between the local school districts to enhance services for children preschool through high school age.

Providing a full Early Intervention Primary Coaching Team to all Early Intervention Families.

Through the work of Home Visitation: equipping parents with the tools to raise children in healthy environments.

Preparing for life after high school by navigating the common adulthood areas of life, such as housing, benefits, guardianship, supported decision-making, payeeship, etc.

In Adulthood...

Continuing to provide supported decision-making resources for adults through active listening.

Exploring and expanding the knowledge in the use of technology to support individuals in their home environments.

In Fiscal Matters...

Providing support through payeeship and family assistance to help people meet their personal goals.

Streamlining waiver authorization to provide more efficient services to individuals.

In Provider Relations...

Partnering with providers in the area for compliance review support and education.

In Our Community...

Offering our community support in the care of individuals through targeted training and education of mental health intervention strategies.

Serving families, children and adults by continuing with purposeful and strategic outreach and education.



Integrating Into Our Community

IN CHILDHOOD...

Building on the current village of support for families by providing 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...

Integrating new statewide systems into our local community through training and education of staff.

Continuing to review our intake & eligibility process in order to simplify the process and set people up for success.

Continuing the regular contact between our agency and the people we serve by providing person-centered service coordination.

IN FISCAL MATTERS...

Continuing to be accountable to our community through good stewardship of taxpayer dollars.

IN PROVIDER RELATIONS...

Partnering with Providers in their efforts to creatively serve people by supporting them through on-going training and developing 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 safely & effectively.



Changing the Narrative

IN CHILDHOOD...

Continuing education of families and community partners about the benefits of true Early Intervention and the impact it has on the life of a child.

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...

Supporting people by helping to eliminate barriers preventing independence through strategic & meaningful planning.

IN FISCAL MATTERS...

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

Partnering with local community resources to provide needed care.

IN PROVIDER RELATIONS...

Assisting as much as possible 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...

Partnering with others in the community to decrease the impact of the workforce shortage through our support in all aspects of the organization.

