

2017-2020 STRATEGIC PLAN



Stark County Board of
Developmental Disabilities



EXECUTIVE SUMMARY

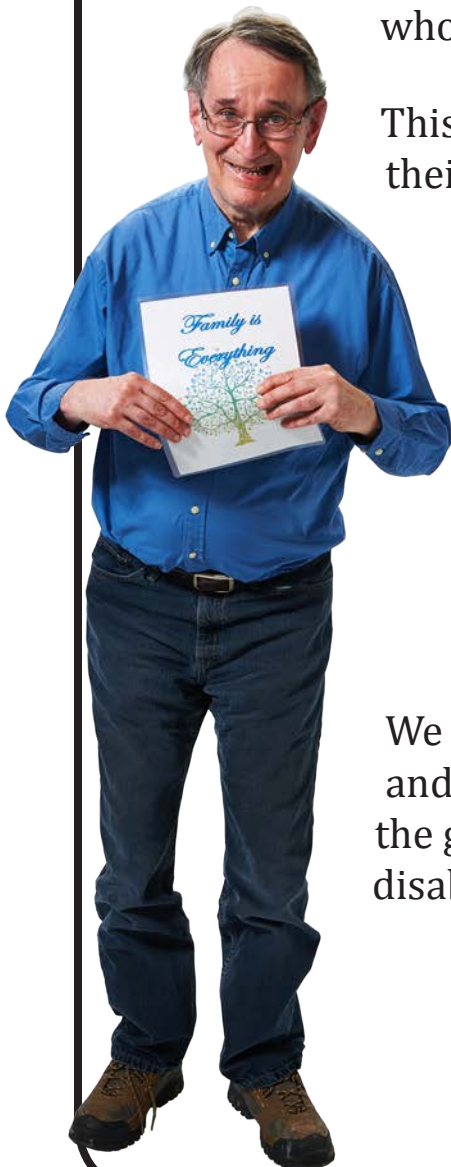
REDEFINING STARK DD

A NEW VISION ... A NEW MISSION ... OUR VALUES CONTINUE TO STAND THE TEST OF TIME

The service delivery system is evolving due to federal and state rules and regulations requiring the Board to make changes too. Our identity must change so we are known as an agency that funds, plans, and monitors services for people with intellectual disabilities instead of directly providing services. This fundamental change of thought requires the Board of Developmental Disabilities to redefine who we are, which this plan sets out to do.

This plan is about supporting people with disabilities and their families. This plan is about people with disabilities being a part of the community. This plan is also about making decisions in the next three years that will ensure we will not be asking tax payers for new money when the levy cycle ends. Said differently, this plan is about ensuring the services delivered are sustainable across the lifetime of the people that we support. This plan is about advocacy. This plan is about education. This plan is about provider support, training, and oversight.

We embrace the challenges ahead by presenting this plan, and will continue to strive to make decisions that will have the greatest benefit for the greatest number of people with disabilities in the Stark County community.





Vision

“People with disabilities will be fully included in the Stark County community.”

MISSION

“Supporting people with disabilities and their families.”

WE VALUE

CHOICE

We believe people have the right to choose how they will live their lives, where they will live, and with whom. Opportunity, natural supports, and available resources enable people to realize their choices.

DIGNITY & RESPECT

We believe inclusion begins with a core belief that everyone deserves dignity and respect. Dignity and respect focuses on the significance and value of every person as a unique individual. We show our commitment to upholding other people’s dignity by the ways in which we treat them; fairly, truthfully and with care and compassion. We respect other’s views, choices and decisions and do not make assumptions about what they want, like or how they want to be treated.

ACCOUNTABILITY

In fulfilling our mission, we will conduct ourselves in a manner that is responsible and answerable to people with disabilities and to the Stark County community.

STEWARDSHIP

We are responsible for the planning and management of resources entrusted to the agency in order to connect as many individuals with the services they need. We value services that respond to the public need by adhering to what we do best and ensuring that we are using public resources in an efficient and effective way.

INTEGRITY

We choose to be honest, trustworthy, and ethical in all we do.

HOW WE GOT HERE

2017-2020 STRATEGIC PLAN

ARMED WITH INPUT FROM STAKEHOLDERS, A GROUP OF 24 PEOPLE CAME TOGETHER OVER FOUR MONTHS TO DISCUSS, REVIEW AND PLAN FOR THE NEXT THREE YEARS

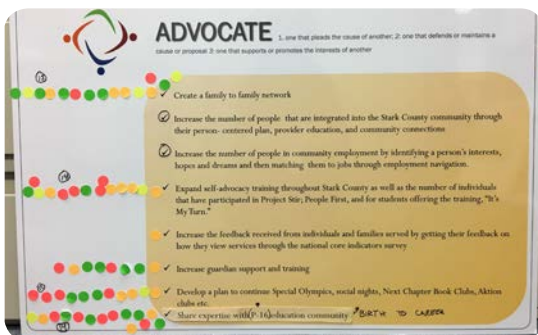


In August 2016, the Board requested input from stakeholders on the Board's strengths and weaknesses, the opportunities that may exist, as well as possible threats that could impact the future. The survey resulted in themes that have been documented in a SWOT Analysis (included within the appendix). Stakeholders also told us this plan must:

- ✓ Keep the person first
- ✓ Address our changing identity
- ✓ Ensure sustainability
- ✓ Increase our role with provider support, training, and oversight



The strategic planning committee was organized by invitation from department heads and the superintendent to make up a diverse representation of our service delivery system and included: three board members (two who are parents of adult children receiving services), two individuals served, a parent, an agency provider (REM Ohio), an independent provider, the President of the Stark County Education Partnership, representatives from SCEPTA and the Support Staff Union, a SSA Supervisor, and our management team.



Michael Gallina, AultCare, Vice President of Outreach and Organizational Development, volunteered his time to be the facilitator of the planning committee. Mr. Gallina is a skilled facilitator with an expertise in strategic planning. Mr. Gallina led the group through seven planning sessions from September through December 2016. Mr. Gallina assisted committee members with grouping the information into categories or focus areas. Goals/Action Steps were brainstormed and had to be "strategic." The committee then narrowed the number by voting on the

three to four most important goals per category that should be accomplished in the next three years. This work makes up our plan.

THANK YOU TO THE 2017-2020 STRATEGIC PLANNING COMMITTEE:

Individuals Served

Ben Drake, Supported Employment ; Sarah Welch, West Stark Center

Board Members

Dan Sutter, Board President and Parent; Richard Hoffman, Board Member and Immediate Past President; Becky Stallman, Board Member and Retired Stark DD Employee

Community Members

Carolyn Bixler, Parent (adult son attends community provider); Aaron Brunton, REM Ohio Manager (Provider Stakeholder); Alesia Danford, Independent Provider; Teresa Purses, Ph.D., President, Stark County Education Partnership

Stark DD Employees

Vickie Friday, Enclave Supervisor and SCEPTA Union President; Millie Morehead, Clerk, Support Staff Union Representative; Josh Young, SSA Supervisor

Agency Leadership

Tim Beard, Building and Grounds Manager; Myrna Blosser, Principal of School Programs; Bill Green, Superintendent; Brandon Haney, IT Manager; Diana Lashley, Manager of Health and Therapy Services; Tammy Maney, Early Childhood Director; Emily Martinez, Director of SSA/ Investigative Services; Leigh Page, CFO/Business Manager; Lisa Parramore, Communications Manager; Connie Poulton, Director of Human Resources; Mike Seaman, Director of Adult Services; Diane Sidwell, Transportation Manager





FOCUS AREA ONE:

ADVOCATE

1: ONE THAT PLEADS THE CAUSE OF ANOTHER; 2: ONE THAT DEFENDS OR MAINTAINS A CAUSE OR PROPOSAL
3: ONE THAT SUPPORTS OR PROMOTES THE INTERESTS OF ANOTHER

- Increase the number of people that are integrated into the Stark County community through their person-centered plan, provider education, and community connections.
- Develop a plan to continue Special Olympics, social nights, Next Chapter Book Clubs, Aktion Clubs, etc.
- Increase the number of people in community employment by identifying a person's interests, hopes and dreams and then match them to jobs through employment navigation.
- Create a family to family network to mentor families and increase guardian support and training.
- Expand self-advocacy training throughout Stark County as well as increase the number of individuals that participate in Project Stir; People First, and for students offering the training, "It's My Turn."
- Serve as consultants in support of all students with developmental disabilities in the birth to career learning environments.





FOCUS AREA TWO: **EDUCATE**

1 A: TO DEVELOP MENTALLY, MORALLY, OR AESTHETICALLY ESPECIALLY BY INSTRUCTION

B: TO PROVIDE WITH INFORMATION : INFORM <EDUCATING THEMSELVES ABOUT CHANGES IN THE INDUSTRY> 2: TO PERSUADE OR CONDITION TO FEEL, BELIEVE, OR ACT IN A DESIRED WAY <EDUCATE>

- Implement a rebranding campaign, which includes how levy dollars will be used when Stark DD is no longer an adult services provider.
- Provide training to individuals, families and providers on community integration and services available in the community.
- Share expertise and support the birth to career learning environments for the benefit of all children with developmental disabilities.





FOCUS AREA THREE:

PROVIDER OVERSIGHT

1: WATCHFUL AND RESPONSIBLE CARE 2: REGULATORY SUPERVISION <CONGRESSIONAL OVERSIGHT>

- Implement a monitoring system to ensure that individuals are receiving services and supports needed to keep them healthy and safe. The Board coordinates and monitors home and community based services.
- Develop and implement an initiative that would designate providers who are exceeding the minimum standards through partnership with the Ohio Department of Developmental Disabilities, Ohio Association of County Boards of Developmental Disabilities, and the provider community.
- Develop a plan with the provider community to improve employee recruitment and retention in order to provide stability and consistency for the individuals they serve.





FOCUS AREA FOUR: **SUSTAINABILITY**

1: TO GIVE SUPPORT OR RELIEF TO 2: TO SUPPLY WITH SUSTENANCE : NOURISH 3: KEEP UP, PROLONG



- Every decision made will result in a 2023 levy renewal request that results in no new taxes.
- Increase the number of home and community based services waivers as money becomes available to include: 25 for emergency situations, 10 for the waiting list initiative, and 60 for people transitioning after high school.
- Communicate the Board's mandated responsibilities to:
a.) fund the local home and community based services waiver match; b.) plan, coordinate and monitor these services.
- Share annually with the community exactly how levy dollars are used to benefit people with disabilities.



APPENDIX 1:

OTHER INITIATIVES

RECOMMENDATIONS FOR ADDITIONAL INITIATIVES THAT MAY TAKE PLACE DURING THE THREE YEAR PLANNING PERIOD

- Increase the feedback received from individuals and families served by getting their feedback on how they view services through the national core indicators survey.
- Assess stakeholder knowledge and understanding of Stark DD rebranding campaign through surveys and questionnaires.
- Communicate to stakeholders the role the board has with the provider community.
- Complete provider compliance reviews in conjunction with the Ohio Department of Developmental Disabilities.
- Complete all quality assurance RN (QARN) reviews beginning in 2018.





APPENDIX 2:

SWOTS ANALYSIS

SURVEY INFORMATION GATHERED FROM STAKEHOLDERS TOLD US OUR CURRENT STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS

Strengths:

- ◆ Employee expertise
- ◆ Supports provided to individuals and families
- ◆ Committed and dedicated employees
- ◆ Ongoing efforts to connect individuals and families with the services they need

Weaknesses:

- ◆ Clear and concise communication with stakeholders about changes to the service delivery system that are occurring
- ◆ Concerns about transparency
- ◆ Communication to internal and external stakeholders about the County Boards mandated responsibilities
- ◆ Low employee morale and internal concerns about compensation

Opportunities:

- ◆ More support and technical assistance to public schools and to providers on integration and inclusion
- ◆ Building and fostering community relationships and partnerships within Stark County
- ◆ Educating the public on vision, mission, values and purpose of Stark DD
- ◆ Continuing to build a strong provider community

Threats:

- ◆ Levy support - losing community support
- ◆ Public opinion and misconceptions regarding the services Stark DD provides
- ◆ Long term funding losses
- ◆ Lack of transparency

The Board was created by Ohio Law in 1967 to provide services to people with developmental disabilities. The governing board is made up of seven members that oversee the services provided. The governing board members receive no compensation and volunteer their time. Board members are appointed to four-year terms by the Stark County Commissioners and the Stark County Probate Judge.

STARK COUNTY PROBATE



The Honorable Judge
Dixie Park

STARK COUNTY COMMISSIONERS



Bill Smith



Janet Weir
Creighton



Richard Regula

STARK DD BOARD MEMBERS



Daniel Sutter
PRESIDENT



Todd Frank
VICE PRESIDENT



Roger Gines
RECORDING
SECRETARY



Carlene Harmon



Maria Heege



Richard Hoffman



Rebecca Stallman

STARK DD ADMINISTRATIVE STAFF



William Green
SUPERINTENDENT

Kathy Albright - Executive Assistant

Tim Beard - Building & Grounds manager

Myrna Blosser - Principal, School Programs

Brandon Haney - Manager, Information Technology

Diana Lashley - Manager, Health & Therapy Services

Tammy Maney - Early Childhood Director

Emily Martinez - Director of Service and Support Administration/Investigative Services

Leigh Page - CFO/Business Manager

Lisa Parramore - Communications Manager

Connie Poulton - Director of Human Resources

Michael Seaman - Director of Adult Services

Diane Sidwell - Manager of Transportation

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