



**FULTON COUNTY**  
BOARD OF  
DEVELOPMENTAL  
DISABILITIES

***2023-2025***  
***Strategic***  
***Plan***



## **MISSION STATEMENT**

**To support people with disabilities  
and their families.**

## **CORE VALUES**

- Integrity
- Collaboration
- Community
- Vision
- Fiscal responsibility

## **GUIDING PRINCIPLES**

**We will work collaboratively within and outside of our agency to provide quality services.**

**We will support, appreciate and value the individuals we serve, their families and our staff by treating them as we would wish to be treated.**

**We will be responsive to our stakeholders by providing open honest environments and communication.**

**We will provide opportunities and choices that allow individuals to develop to their potential across the lifespan.**

# GOAL ONE

## EMPOWERMENT & ADVOCACY OF INDIVIDUALS & FAMILIES

*Ensure that individuals and families have the tools, accommodations and education that will empower them to be included in the community while respecting their lifestyle choices*

- Increase support networks for the individuals and families that we support including those that enhance the quality of life.
- Continue to provide autism support for EI families through PLAY Project consultants
- Maximize availability of EI team members to families through the increase use of technology in EI service delivery
- Ensure that parents are aware of resources, tools and supports available to meet their children's and family's needs while assisting them to gain confidence to take initiative/find solutions/problem solve
- Continue to utilize and expand the use of Evidenced Based Practices (EI) and Person Centered Planning (age 3+) to identify goals during a lifetime
- Continue the focus on community jobs and building community employment skills for every individual who desires to work in the community to increase the number of individuals of working age engaged in community employment
- Continue to support and expand Self-Advocacy efforts through the "Come Together" group, planned trainings and activities, person-centered planning and expanded community connections. Increase focus on building future leaders: advocates/self-advocates.
- Strengthen our practice of Trauma Informed Care (TIC) through continued training of staff and collaboration with other community team members utilizing TIC
- Explore ways to enhance currently available transportation options
- Ensure that Special Olympics continues to be an option for those who desire to participate while increasing community involvement and presence. Determine how much transportation is a barrier to participation.
- Expand our work with public and private schools to enhance the transition process for children as they move from school to adulthood
- Continue to encourage the use of technology to increase independence in those we serve and provide new ways of support for families
- Explore more ways to connect families served to each other

# GOAL TWO

## FISCAL RESPONSIBILITY

*Manage our financial resources in ways that are efficient, productive and sustainable.*

- Analyze resources that the Board utilizes to support services and the strategic plan
- Ensure long-term sustainability of funding by improving efficiency and effectiveness
- Explore the development of new ways each year to increase the funding of supports through grants, partnerships and shared services
- Preserve local dollars by maximizing the draw-down of federal funds
- Reduce the number of individuals in the county waiting for services
- Be good stewards of all funds to ensure accountability to taxpayers and people served
- Educate the community regarding how Board of DD monies are spent including through Board of DD's annual report
- Make succession planning, from management to direct staff a priority
- Provide ongoing review of the waiting list, determine an annual allocation by board motion and ensure ongoing waiting list projections

# GOAL THREE

## **PUBLIC AWARENESS AND ENGAGEMENT**

*Reinforce consistent messages that help people to know what we do and why to assist in creating a positive image within the community*

- Improve community knowledge and understanding of Board initiatives including Evidence Based Practices in EI, PLAY Project, Autism Diagnostic Education Project (ADEP), Use of Technology in Service Provision, Trauma Informed Care, etc.
- Utilize success stories to increase awareness of supports provided
- Increase awareness among community employers on how individuals working in the community benefits the employer and the individual
- Continue to improve content and function of the website and Facebook page focusing on the addition of the regular use of video.
- Create an annual master community communication/publication calendar to expand our communication efforts
- Create a three year public awareness and engagement plan that includes an annual publicity theme to build focus each year
- Create intentional, formalized strategies to build relationships with businesses, government, schools, churches, civic and community groups. Include creating a path to insure that community partners know what we do.
- Increase outreach to physicians. This can be in collaboration or in addition to NWOHio HMG child find activities.
- Solicit speaking engagements to provide organizations with an understanding of our mission
- Explore the creation of an annual Board sponsored event.
- Ensure that we have adequate documentation of our “footprint”: history of who we are and what we have done. This should include “tribal knowledge”.
- Increase our visibility in the community. Be part of community events. Explore ways to educate the community regarding developmental disabilities .

# GOAL FOUR

## COMMUNITY COLLABORATION

*Ensure that we look to community first to establish partnerships and decrease duplication of services.*

- Develop and improve community partnerships by encouraging a team approach and supporting multi-agency strategies
- Work with other agencies and providers in the community and the region to increase transportation options
- Utilize success stories to increase awareness of community collaboration
- Explore community partners to collaborate with for EI Playgroups or other EI child and family activities
- Develop collaborative relationships and maximize community resources as a means to better serve multi-system and dually-diagnosed youth and adults
- Collaborate with community members to build greater community employment opportunities including greater diversity of employment options. Build connections with local employers.
- Provide training, and information regarding decision making including guardianship and supported decision making.
- Continue to develop positive relationships with local law enforcement. Explore options for DD specific training, including self-advocates and how to provide individual specific information to LE when appropriate.
- Continue to maintain positive relationships with all local school districts and NWOESC. Explore ways to increase collaboration with students with autism.

# GOAL FIVE

## CUSTOMER SERVICE

*Meet the needs of those that we support by providing high quality customer service to individuals, families, providers and the community*

- Continue to develop positive and productive provider relationships; exploring increased ways of supporting providers and recognizing the work that they do .
- Explore how to make trainings more available for all provider staff. Consider ways to support leadership training for mid-level staff.
- Support certified independent providers when new as well as on an on-going basis to ensure each provider has contact information for the county board and that he understands his responsibilities to the individual(s) he serves
- Continue to provide opportunities for individuals to participate in planned recreation activities . Explore feasibility of linking parent activities to rec activities.
- Continue to support and develop current and future leaders. Explore the role of mentorship with new leaders.
- Continue to develop high performing staff through the capitalization of individual strengths and the ongoing support of staff. Support employees with their various jobs. Develop a mentorship system for all new staff.
- Evaluate and address the impact of change and other stressors on staff. Explore and develop avenues of ongoing support for staff.
- Explore the use of technology to build proactive relationships with those we serve, their family and those who support them.
- Host regular information meetings for families and the community
- Explore and develop methods to insure fluid transitions for individuals and families from one life phase to the next



## ***2022 Board Members***

*Mike Oricko, President*

*Scott Anderson, Vice President*

*Lynlee Reinking, Secretary*

*Adam Cook*

*Sam Denn*

*Larry Resitvo*

*Britney Ward*

## ***Leadership Team***

*Beth Friess, Superintendent*

*Kristie Humbert, Children Services Director*

*Robin Shepherd, Community and Medicaid Services Director*