



FULTON COUNTY
BOARD OF
DEVELOPMENTAL
DISABILITIES

2017-2020
Strategic
Plan



MISSION STATEMENT

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

CORE VALUES

- integrity
- accountability
- fiscal responsibility
- teamwork
- respect

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.

INTRODUCTION

We are pleased to present the Fulton County Board of Developmental Disabilities' three year strategic plan. The work to develop this roadmap of the next three years began following our transition in May, 2016 from a provider of adult and transportation services to a funder of these services.

During the last six months, we have spent time gathering information to help develop this long term plan. We held three focus groups with family members and with providers. We spoke to our self-advocacy group. We completed our annual satisfaction survey with individuals, families and our community partners. The Board held a strategic planning session to discuss all of the information gathered and begin to develop a plan. This was followed up with all board staff participating in a similar exercise.

This strategic plan is the culmination of these efforts. Annually, we will additionally develop more specific objectives and strategies to meet the goals of this plan. We will use this document as a guide to assist us as we continue to provide quality supports and services to Fulton County. We will work together with the community; sharing our programs and successes and insure that we remain accountable to them.



Beth A. Friess
Superintendent

2017-2020 FOCUS AREAS

Early Intervention

Early Intervention—Supports and services for families and children 0-3 years of age designed to meet the developmental needs of the infant or toddler and their family

Self- Determination

Self Determination—Individuals develop self-advocacy skills and responsibility over the services he receives to become more independent and integrated in the community

Person Centered Planning

Person Centered Planning—A process directed by an individual and others chosen by the individual to identify the individual's unique strengths, interests, abilities, preferences, resources, and desired outcomes as they relate to the individual's support needs

Provider Support

Provider Support—Support providers as they provide services and supports to assist individuals as contributing members of their community

Financial Stewardship & Sustainability

Financial Stewardship and Sustainability---Be fiscally responsible to taxpayers, individuals, and the community in our support of individuals with developmental disabilities

Public Awareness

Public Awareness—Share the mission of the Board of DD with our community

GOAL ONE

EMPOWERMENT OF INDIVIDUALS

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 outside of work
- ◆ 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
- ◆ Utilize Evidenced Based Practices (EI) and Person Centered Planning (age 3+) to identify goals during a lifetime
- ◆ Continue to develop and improve upon community partnerships by encouraging a team approach and supporting multi-agency strategies
- ◆ Continue the focus on community jobs for every individual who desires to work in the community
- ◆ Continue to support and expand Self-Advocacy efforts through the "Come Together" group
- ◆ 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
- ◆ Expand our work with public and private schools to enhance the transition process for children as they move from school to adulthood

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
- ◆ Develop ways to fund 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 fund to ensure accountability to taxpayers and people served
- ◆ Educate the community regarding our levies

GOAL THREE

EXTERNAL COMMUNICATION AND ENGAGEMENT

Reinforce consistent messages that help people to know what we do and why .

- ◆ Improve community knowledge and understanding of Board initiatives including Evidence Based Practices in EI, PLAY Project, Autism Diagnostic Education Project (ADEP), Trauma Informed Care, etc.
- ◆ Increase awareness among community employers on individuals working in the community benefits the individual and the employer
- ◆ Improve content and function of the website and Facebook page
- ◆ Build proactive relationships with media
- ◆ Create a master community communication/publication calendar to expand our communication efforts
- ◆ Enhance name recognition and visibility through branding efforts
- ◆ Create intentional, formalized strategies to build relationships with businesses, government, schools, churches, civic and community groups
- ◆ Solicit speaking engagements to provide organizations with an understanding of our mission
- ◆ Databases

GOAL FOUR

INTERNAL COMMUNICATIONS

Develop more effective communication for individuals, families, staff and Board members.

- ◆ Continue to regularly provide a newsletter to staff
- ◆ Work on database to connect to individuals, families and staff
- ◆ Develop and expand internal procedures to increase consistency in day-to-day operations
- ◆ Increase the use of technology to increase effective communication

GOAL FIVE

HIGH PERFORMING STAFF

The Board is committed to recruiting, retaining and developing high quality staff members that are committed to the Board's mission, vision and core values.

- ◆ Continue to be a willing site for college internships and practicums
- ◆ Develop succession planning
- ◆ Evaluate and refine the existing employee recognition program
- ◆ Provide leadership training for current and future leaders
- ◆ Allow for training for staff to develop and enhance their skills
- ◆ Explore processes for increasing staff input into programs, policies and procedures
- ◆ Develop more collaborative efforts among staff
- ◆ Clarify job expectations and assess the current performance evaluation processes
- ◆ Allocate more resources to strengthening our partnerships with providers to increase support, collaboration, and provision of services
- ◆ Formally recognize the commitment of our provider partners to the people we serve
- ◆ Work together with the provider community to address the issue of provider shortages
- ◆ Support newly certified independent providers when new as well as on an on-going basis



2017 Board Members

Tim Coll, President

Mike Oricko, Vice President

Marle Weber, Secretary

Shirley Colon

Karen Cordrey

Diana Mundhenk

Leadership Team

Beth Friess, Superintendent

Kristie Humbert, Children Services Director

Robin Shepherd, Community Services Director

Jennifer Basselman, Business Manager