



Allen County Board of  
Developmental Disabilities

# 2024-2026 Strategic Plan



## **Our Mission:**

**Supporting individuals through strong partnerships and high-quality services**

## **Our Vision:**

**A community that recognizes the importance and potential of all people**

## **About the Strategic Plan**

The Strategic Plan Development Team first met in August 2023 with a consultant from the Ohio Association of County Boards (OACB). Two additional planning sessions were held in October 2023 for further development of the plan. The Strategic Plan and the Annual Action Plan are the outcome of the discussions for new and/or enhanced initiatives for the Allen County Board of Developmental Disabilities in 2024- 2026.

## **2024-2026 Goals**

**GOAL #1: Build a strong workforce.** (people, employees, providers)

**GOAL #2: Ensure people are supported and receive quality services.** (people, families, providers, community)

**GOAL #3: Increase independence and enhance efficiency.** (transportation, resources, technology)

**GOAL #4: Create effective communication and advocacy.** (awareness, communication, inclusion)

## Strategic Plan Development Team

Sarah Burke, Chris Calvelage, Vickie Cartwright, Tammy DeLong, Anne Dunbar, Bethany Ernest, James Gephart, Chad King, Megan Kinnear, Linda Lehman, , Alicia Longsworth, Jana McVetta, Martha Nance, Melissa Ricker, Sue Savinsky, Theresa Schnipke, Curtis Shepherd, Tammy Smith, Rachael Staley, Melissa Weaver, Sierra Weltmer

## Board Members

Thomas J. Fleming, President	Ty Butterfield
Chad King, Vice President	Christina Hood
Phyllis Montrose, Secretary	Linda Lehman
	Bob McPheron

## Core Values

Excellence  
Customer-Focused  
Integrity  
Collaboration  
Stewardship

## Color Coding

**Early Intervention**

**Service and Support Administration**

**Medicaid Services**

**Advocacy and Access**

**Business**

**Human Resources and Community Engagement**

**Superintendent & Leadership**

**GOAL #1: Build a strong workforce.** (people, employees, providers)

Strategies	Objectives
<p><b>Support the provider community to ensure quality services.</b></p>	<p>Restart DSP learning lunches.</p> <p>Continue to offer required trainings once per month for provider partners. Assess additional required training as requested by providers.</p> <p>Improve relationships with providers and develop relationships with Direct Support Professionals (DSPs).</p>
<p><b>Expand employment opportunities for individuals.</b></p>	<p>Plan for rule changes due to work completed by the Ohio Department of Developmental Disabilities (DODD) Blueprint Workgroup. Review outcomes and implement changes related to outcome documents.</p> <p>Promote "Employment First." Increase the number of people working in competitive integrated employment. Identify barriers to competitive integrated employment.</p> <p>Improve individuals' competitive integrated employment retention rates.</p> <p>Promote "Employment First" in the community and public schools.</p>
<p><b>Develop strong leaders at the Allen County Board of Developmental Disabilities (ACBDD).</b></p>	<p>Support and mentor employees for success as future leaders.</p> <p>Increase training when employees are promoted or accept a new position.</p> <p>Enhance the Employee Performance System.</p>

**GOAL #2: Ensure people are supported and receiving quality services.** (people, families, providers, community)

Strategies	Objectives
<p><b>Develop healthy partnerships and collaborations.</b></p>	<p>Strengthen the partnership with the Mental Health &amp; Recovery Services Board of Allen, Auglaize &amp; Hardin Counties (MHRSB).</p> <p>Improve communication and collaboration with community partners.</p> <p>Develop new collaborations with community agencies that have not been a partner with ACBDD.</p> <p>Establish and/or strengthen partnerships with the Allen County schools.</p> <p>Improve relationships with local law enforcement agencies.</p>
<p><b>Support families and caregivers.</b></p>	<p>Develop volunteer base to engage people served.</p> <p>Engage community volunteers.</p> <p>Ensure quality services.</p> <p>Ensure affordable, accessible and desired housing is available.</p>
<p><b>Help individuals access services in the community and at home.</b></p>	<p>Identify and meet needs/maximize wants through person-centered planning and high-quality services.</p> <p>Using a person-centered approach, strengthen outcomes.</p> <p>Educate employees, community providers and families about the long-term impact of screen usage for children birth to age 5.</p>

**GOAL #3: Increase independence and enhance efficiency.** (transportation, resources, technology)

Strategies	Objectives
<p><b>Ensure financial stability so services are available in 2027 and beyond.</b></p>	<p>Analyze future funding, service needs and fiscal sustainability.</p> <p>Assess new waiver rules and how the changes will impact cost.</p> <p>Prepare list of mandated vs non-mandated services.</p> <p>Reduce the number of individuals waiting for services.</p>
<p><b>Utilize technology effectively and efficiently.</b></p>	<p>Expand work of Tech Experts. Increase education on tech options and increase tech consultations.</p> <p>Support employees' technology needs.</p>
<p><b>Ensure efficient and reliable transportation.</b></p>	<p>Increase use and efficiency of Self-Directed Transportation (SDT) as a Home and Community Based (HCBS) waiver service.</p> <p>Discuss and develop transportation options for people who are employed but may not be able to self-direct their services.</p>

**GOAL #4: Create effective communication and advocacy.** (awareness, communication, inclusion)

Strategies	Objectives
<p><b>Continue to educate on who ACBDD is and what ACBDD does.</b></p>	<p>Ensure a continual process for informing the public of the services and supports offered by ACBDD.</p> <p>Establish a schedule to introduce the new superintendent to community partners, families and others.</p> <p>Improve communication with public schools about ACBDD services.</p> <p>Educate new Board member(s) on services and supports of ACBDD and importance of communication.</p>
<p><b>Continue to advance and support advocacy initiatives.</b></p>	<p>Expand participation at Synergy.</p> <p>Assess and implement a plan to host a local advocacy conference where any Allen County resident can attend.</p> <p>Hold a Project STIR refresher course for past participants.</p>
<p><b>Ensure quality services and effective communication.</b></p>	<p>Restructure the survey process of all services so it is efficient, conducted regularly and intentional.</p>