

2025 Strategic Plan Progress Report



Muskingum County Board of
Developmental Disabilities

dream believe achieve

GOAL #1: THE BOARD WILL IMPROVE METHODS FOR SERVICE DELIVERY TO INFANTS, CHILDREN AND ADULTS WITH DEVELOPMENTAL DISABILITIES AND THEIR FAMILIES.

- At least quarterly, individuals served had their services and outcomes monitored through face-to-face contacts.
- MCBDD continued its commitment to Person Centered Thinking by assuring that all current and new employees are trained in Person Centered Thinking.
- The SSA Supervisors reviewed each SSAs data tracking to ensure annual service planning and redeterminations met the rule.
- We had an objective in 2025 to have 10 additional individuals in community job sites. By December 2025, we are pleased to report that 14 people tried community jobs in Muskingum County.
- Fifteen businesses were contacted for information interviews to describe the support MCBDD can offer when hiring a person with a developmental disability.
- We continued to meet with providers to monitor capacity and to recruit providers for gap service areas. Current gaps focused on transporting to work and recreation outside normal business hours.
- Starlight students had the opportunity to attend assemblies at Franklin Local, East Muskingum, and West Muskingum and hosted a candy cane hunt for area preschools. Schools are receptive to opening their assemblies to their students at Starlight and we look forward to this growing.
- Starlight School developed community work sites at Dillon State Park, YMCA, Muskingum County Senior Citizens, Sunrise Bowling Center, Gabes, and Northpoint Masonic Lodge so that students could develop work skills.
- Starlight School was able to expand preschool classrooms to four for the 2024-2025 school year. Although we did not hire enough teachers to cover each school-age classroom, we were able to maintain the current number of classrooms by using a Sub Teacher, however, we were unable to expand our classrooms at this time.
- Early Intervention Developmental Specialists have all gone through the PLAY training and are either certified or going through the certification process.
- The Community Services Department was able to enter all adult plans in the OhioISP and are paperless for plans.
- Community Services implemented a revised on-boarding timeline and training schedule for new SSA's. Currently, the feedback regarding the changes have been positive.
- As new services were established in the Adult Day Service program, Community Services assured appropriate implementation through monitoring and training.

GOAL #2: INCREASE COMMUNICATION AND EDUCATIONAL OPPORTUNITIES FOR INDIVIDUALS, THEIR FAMILIES, STAFF, SERVICE PROVIDERS AND THE COMMUNITY.

- We conducted Employee and Community Satisfaction Surveys and integrated the results into the 2025 Strategic Plan. We have worked to address employee concerns in hope that the surveys will be more positive in 2026.
- Self-Advocates attended DD Awareness Day at the Statehouse and went to the Synergy Conference.
- We made a quarterly effort to monitor the website and promotional material to make sure that information was current.

GOAL # 2: CONTINUED

- Early Intervention participated in quarterly outreach events in order to increase referrals. Activities included Week of Young Child events, Grand Connections Course, and Infant Massage classes.
- We held a resource fair in May for high school students, new graduates, and their families.
- The FANS Network was able to increase their participation by 19 additional community members.
- We filmed a commercial highlighting inclusion this year. The commercial with Zanesville Steel is complete and we are planning for one with the Animal Shelter later this year.
- The employee engagement committee met and planned activities over the year to foster camaraderie among all departments. It was decided that each building will have their own activities.
- We regularly visited adult day centers to provide advocacy training on the following topics; Three Stars and a Wish, Heart Attack, Living on Your Own, Mindful Check-In, Summer Bucket List, What Makes You Happy, Would You Rather, Skills, A-Z Grateful, and Budgeting During the Holidays.
- Community Connections participated in monthly events in the community to help people connect and support our community.
- The Board hosted the summer picnic at Shelly and Sands Park and the Christmas party at the Zanesville Legion for the self advocates and People First.
- We scaled down our Annual Report to a post card size with a QR code to direct you to the full Annual Report.
- HR completed the new 90-day new hire orientation which is now stored electronically.
- All staff completed their required annual training.
- We set a goal to reach out to the unserved/underserved in our community. We provided information about our services to Eastside Ministries and Trulight.
- EI provided quarterly family connection events to give them the opportunity to learn, grow, and play together.
- We had 80% (2% higher than last year) of our staff complete the Employee Engagement Survey. We had improvement in Relationship Management and Work Engagement.
- HR attended departmental staff meetings at least monthly in various programs throughout the Board and held office hours in the building to address individual staff concerns.
- We were able to recruit two interns during 2025. This has proven to be a successful hiring practice and we plan on continuing to recruit interns during the next plan year.
- We have a staff moderated Family Support Group. Our events in 2025 included; Messy Play at Tom's Ice Cream Bowl, Family Fun Night Wiffle Ball, and we are planning for a glow light dance in January.
- Quarterly the Board provided training to Providers for new services and rule changes to help keep them up to date and in compliance.
- Fiscal and Provider staff met with independent providers prior to providing services to review provider responsibilities, OhioISP, what's important to and for the person receiving services, service documentation and billing.
- Again in 2025 we purchased a training platform for providers offered through MEORC, including allowing the agencies to receive training with Strategic Planning.

GOAL #3: ASSURE QUALITY SERVICES TO INDIVIDUALS ELIGIBLE FOR SERVICES.

- With the assistance of MEORC, we completed an internal accreditation review using the State Accreditation format. This helped us to successfully receive a three year State Accreditation in 2025 with zero citations.
- We looked at data for Early Intervention and preschool readiness following our services. Our stats indicated that 19% of children who aged out of EI did not qualify for Part B services.
- In 2025, we made sure that all individuals served by the Board had a One-Page Profile.
- We sent two youth self-advocates to the Region V Supportive Technology Vendor Fair.
- We were successful in identifying immediate and current needs for those requesting services using the waiting list assessment.
- In September, we hosted a DSP lunch celebration.
- We were able to certify our local commitment to HCBS services without the reduction of current programs and services.
- We contacted community employers, at least quarterly, to monitor services and to make sure that additional job coaching was not needed.
- We successfully put in action our records retention process.
- We assisted ten independent providers in the provider certification process.
- We held 14 mock compliance reviews for independent providers in order to better prepare them for their state review.

GOAL #4: DEVELOP AND IMPLEMENT PLANS AND STRATEGIES FOR ADDITIONAL, ALTERNATIVE FUNDING AND RESOURCE ACQUISITION TO SUPPORT ITS MISSION.

- We are not expanding Special Olympic Club Sports in the public schools due to the uncertainty of local levy dollars..
- We were awarded Fellers Grant funding to support the purchase of an adult changing station and changing trailer.

GOAL #5: FURNISH AND MAINTAIN ADEQUATE PHYSICAL FACILITIES AND EQUIPMENT TO MEET THE NEEDS FOR SERVICES AND PROGRAMMING FOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES.

- We purchased a van for school transportation and were able to offload two buses from our fleet.
- We completed the Butterfly Garden at the school, replaced the HVAC at King Street and added a ramp to Merrick Avenue.
- We completed the upgrade to the wireless infrastructure to the current Wifi-6 Standards throughout the campus.

GOAL #6 - ALL COMPONENTS OF THE THREE YEAR PLAN ARE COMPLETED.

- Quarterly, the management team reviewed every objective to make sure that the strategic plan goals were being implemented.

In spite of our continued levy roll back which puts additional stress on our managers to implement our strategic plan, I am pleased to report that we were able to continue to move forward in assuring quality services to those we support and their families. We look forward to continued progress in 2026.

~Kellie Brown
MCBDD Superintendent