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Muskingum County Board of
Developmental Disabilities

**2030 Strategic Plan
Progress Report**

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.
- In 2021, we really started tracking, monitoring and training on the 15-day rule. We continue to not identify any trends or patterns for non-compliance. Supervisors are now trained on the rule and will address non-compliance in employee performance evaluations.
- All SSA's have been trained on the process for placing restrictive measures into individual service plans. In the event that a restrictive measure is needed, provider training has been added to the process map. Additionally, the Specialized Services staff review all ISPs with restrictive measures to ensure consistent and clear language in the ISP.
- We had an objective in 2023 to have 10 additional individuals in community job sites. By December 2023, we are pleased to report that 29 additional people worked in community jobs in Muskingum County.
- Twenty-two 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 focus on transporting to work and recreation outside normal business hours.
- Starlight students had the opportunity to attend a lizard assembly at East 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 growing this in 2024.
- Starlight School developed community work sites at Dillon State Park, YMCA, and Northpoint Masonic Lodge.
- Due to lack of teaching staff, we were unable to expand our classrooms at Starlight. We will continue to work on this in the following year.
- Due to turnover in Early Intervention, not all Developmental Staff have been able to start the certification process for PLAY.
- We have made an intentional effort to meet with providers to enhance the capacity for transportation.
- With the retirement of our contract psychiatrist, we have been actively looking for a psychiatrist. We are exploring a lead in Belmont County.
- With the continued growth of the Medicaid Ohio Rise program, we have had all the SSA's on the youth team attend training from Medicaid on Ohio Rise.

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 2024 Strategic Plan.
- Self-Advocates attended DD Awareness Day at the Statehouse, attended the Burr Oak Retreat and went to the Synergy Conference.
- We made a quarterly effort to monitor the website to make sure that information was current.
- Early Intervention participated in quarterly outreach events in order to increase referrals.
- We held a resource fair in May for high school students, new graduates, and their families.
- Due to the continued roll back of the levy we did not pursue establishing grants for providers to assist with the on-boarding for their new employees.
- We dedicated a staff to provider fiscal and provider training, thus improving our timeline of meeting with independent providers 60 days prior to the start of new services.
- The FANS Network was able to increase their participation by 48 additional community members.
- We filmed two commercials this year.
- The employee engagement committee met and planned activities over the year to foster camaraderie among all departments.
- We helped individuals connect with friends and appointments using technology.
- We regularly visited adult day centers to provide advocacy training on the following topics; Stress, Feelings, Gossip and Rumors, Teamwork, Sexual Harassment, How to Be a Good Audience Member, Bulling, Reality Store, Manners, Decision Making, and Appreciating Your DSP.
- Community Connections participated in monthly events in the community to help people connect and support our community.
- The Board hosted the summer picnic and Christmas party for the self advocates and People First.
- We held two events to help inform individuals and families about Supported Decision Making.
- 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 Christ's Table and ZMHA.
- EI provided quarterly family connection events to give them the opportunity to learn, grow, and play together.
- We had 74% of our staff complete the Employee Engagement Survey and continued a rank of "overall agreement" in the areas of Work Engagement and Relationship Management.

Goal #3: Assure quality services to individuals eligible for services.

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- With the assistance of MEORC, we completed an internal accreditation review using the State Accreditation format.
- We looked at data for Early Intervention and preschool readiness following our services. Our stats indicated that 21% of children who aged out of EI did not qualify for Part B services and 7% of children exited early because they no longer showed a need for EI services.
- In 2023, we made sure that all individuals served by the Board had a One-Page Profile.
- We continued our efforts in the local school districts to educate students and faculty on Charting Their Life Course.
- We sent two youth self-advocates to state level training and conferences.
- We were successful in identifying immediate and current needs for those requesting services using the waiting list assessment.
- In September, we hosted a DSP 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.

Goal #4: Develop and implement plans and strategies for additional, alternative funding and resource acquisition to support its mission.

- We were not successful in expanding Special Olympic Club Sports in the public schools.
- Due to the continued roll back of the levy we were not able to start a scholarship program for individuals enrolled to attend college or post secondary education.
- Due to the continued roll back, we were not able to build a fully handicap accessible home.
- We were successful in linking 3 individuals with providers to assist them with getting their driver's license.

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 school transportation van to help with getting students to and from school during our bus driver shortage. Additionally, the Board set up a payment program so that we could pay families to bring their children to school during this shortage.
- The school, bus garage, and admin building has converted their lighting to LED.
- We were able to remove the underground storage tanks but due to budget constraints we were not able to replace them with above ground fuel tanks, thus requiring us to fuel vehicles at the co-op. Additionally, we postponed the replacement of exterior doors at the school due to the roll back.

Goal #5: Continued:

- We were able to update the IT infrastructure at the school. We saved money by having our IT and maintenance complete most of the labor. This project included the installation of 34 cameras inside and outside the school.

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 and large employee turnover which put 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 2024.

~Kellie Brown
MCBDD Superintendent