



Muskingum County Board of Developmental Disabilities

Dream ★ Believe ★ Achieve

Strategic Plan 2019-2023

Executive Summary

The focus of this strategic plan is to guide the Muskingum County Board of Developmental Disabilities (MCBDD) organization, and reflect our ongoing commitment to helping people dream, believe and achieve what they want out of life through meaningful connections. The goals and objectives we have developed and are implementing came from listening and respecting the ongoing input we receive from the individuals we support, their families, employees, our provider partners and other key stakeholders. Together, and through intentional efforts, we will continue to make connections that will bring exceptional opportunities to the individuals and families we support. We understand and value the importance of building relationships and forming partnerships with our community.

Mission Statement

Working in partnership with individuals with developmental disabilities and their families providing opportunities utilizing public and private supports to live, learn, work, and play in the community.

Vision Statement

Promote and foster outcomes for people to choose a good life.

The Board's Funding Priorities

As long as resources are available, the following are the Board's priorities for funding consistent with the requirements of Ohio Administrative Code (OAC) 5123-4-01.

1. Services to young children from birth to age six.

Special Instruction provided by a Developmental Specialist certified by MCBDD meeting the requirements of 5123:2-5-05 that are interest and strength based, using Play and Language for Autistic Youngsters (PLAY) Project and Sheldon and Rush evidenced based practices that are delivered in natural environments.

2. Services to school age children.

MCBDD will provide Preschool and School-Age education at the Starlight School. MCBDD is interested in expansion of at least 1 school-age and one preschool classroom during the 2022-2023 school year.

3. Medicaid Waiver Match.

Medicaid is leveraged to secure federal funds that pay approximately 63.04% of the cost of transportation, adult services, residential supports and other services available through enrollment on the Level One, Individual Options, and SELF waivers. The amount of money determined by MCBDD to be available for a waiver match will dictate the number of waiver slots MCBDD applies for in each given year. MCBDD will not request waiver slots for which no source of match is identified and committed. All waiver enrollment will be based off the waiting list needs assessment which determines if a person has an immediate, current, or no need.

4. Family Support Services/How May We Help You Funds.

As described in MCBDDs Policy 4.06 Family Support Services and Policy 1.01How May We Help You, MCBDD makes an annual budgetary allocation to FAP/HMWHY. In 2020, the Board authorized an additional allocation of funds to assist with child-care during school closure related to COVID-19.

5. Services that promote the transition of teenagers from school to adult life, including self- determination classes in public schools and life map exercises.

6. Supported Living.

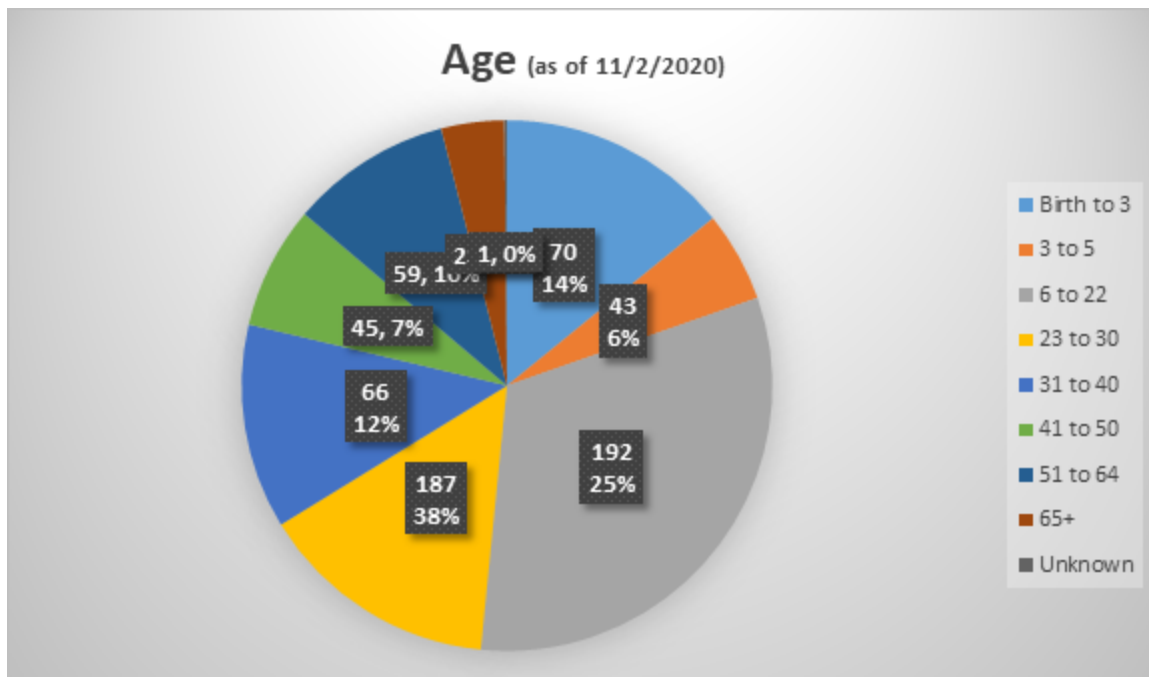
Services to individuals not eligible for Medicaid waiver services due to their assessed level of care or ineligibility for Medicaid. MCBDD will authorize an annual allocation for these services. When the allocation is exhausted, no additional services will be authorized without Board approval.

MCBDD will support an increase in licensed capacity for any existing licensed providers in Muskingum County in the event of an emergency for only a specified length of time (not to exceed 60 days).

Overview of Muskingum County Board of Developmental Disabilities (MCBDD) Services

People with developmental disabilities and their families are the foundation of our work. We believe all people can live, learn, work and play in the same ways and in the same places as others.

The MCBDD provides a number of different services to support individuals with developmental disabilities throughout their entire lifespan.



Service and Support Administration (SSA) & Community Support:

The role of the MCBDD SSA & Community Support Team and its contracted providers is to promote and support partnerships with individuals with developmental disabilities and their families within the community. Children and adults with developmental disabilities can make meaningful contributions to the world around them. This team works in partnership with individuals, families, providers, and all other community members and resources to ensure people are achieving a quality of life in which they define for themselves. Everyone should be afforded opportunities to choose their journey through life. We listen, learn, and provide supports along the way when the person needs or wants it. This department supports individuals in determining and pursuing meaningful outcomes by providing coordination across all areas of life and across all systems. Primary functions include eligibility determinations, service

coordination, conducting assessments, developing a Person-Centered Service Plan, assistance with selecting service providers, monitoring, and crisis-intervention.

Early Intervention (EI) & Play and Language for Autistic Youngsters (PLAY):

Early Intervention provides the services and support to babies and young children less than three years of age with developmental delays and disabilities and their families. Children enrolled in the PLAY Project may continue to receive services through the age of five. These supports may include speech therapy, physical therapy, occupational therapy and other types of services based on the individual needs of the child and family. Early Intervention plays a significant impact on a child's ability to learn new skills and overcome challenges and can increase success in school and throughout their life. The program is a comprehensive, collaborative, coordinated and family-centered system designed to help each family learn to enhance the child's development in their natural environment. The Early Intervention Team provides on-going assessments, activity planning and therapeutic follow-through in the home setting or other settings as requested by parents/guardians. Financial support is available for specialized consultative services and support equipment.

Starlight Pre-School:

Pre-school is an integrated program serving children three through five years of age. Children in Muskingum County with identified developmental disabilities as well as typically developing peers (Partners) are enrolled together in the program. Each identified student enrolled has an individual education plan (IEP) designed to promote optimum growth in the areas of gross/fine motor skills, language, social, cognitive and self-help skills. The classroom teachers are licensed Intervention Specialists utilizing a curriculum that can be adjusted to the needs of each student. Children enrolled in Starlight's preschool program attend up to 4 full days a week. Adaptive physical education, speech and language therapy, physical therapy, occupational therapy and nursing services are available to meet the individual needs of the students. Parents are invited and encouraged to participate in activities throughout the school year. There are currently 26 children enrolled in preschool.

Starlight School:

Starlight is an educational service provider for all local school districts in Muskingum County. The school is for children six through twenty-one years. Students are referred to Starlight School by their local districts following completion of an Evaluation Team Report (ETR). Individualized Education Plans (IEP) are written annually by an interdisciplinary team of professionals, based on the child's present levels of performance. Parents provide their vision for each child's future which assists the team in goal planning. The focus is on building skills in the areas of functional academics, prevocational, socialization, daily living skills, adaptive physical education, communication, fine/gross motor, and recreation/leisure. Classes are provided for

children who meet the eligibility requirements for students with multiple disabilities in accordance with the Individuals with Disabilities Education Act (IDEA) assuring that all students receive a free and appropriate public education (FAPE). Student enrollment at Starlight is determined by the IEP team, which includes the parents and the local school district. Together, the team determines the least restrictive environment from a continuum of options. Related services, such as physical and occupational therapy, speech and language therapy, adaptive physical education, nursing services, and vocational training are available to meet individual needs of students. Beginning at age 14, the IEP will include transition planning to assist each student to learn skills they will need to live, work, and recreate in his or her community after graduation. Currently, there are 39 school age students enrolled at Starlight school.

Community Employment Services

Ohio Executive Order 2012-05K states in part: “Community employment shall be the priority and the preferred outcome for working-age Ohioans with disabilities.” This Employment First mandate requires schools and county boards to work together to ensure all individuals have an option to be employed in a job of their choosing in the community. The Muskingum County Board of Developmental Disabilities has a long history of supporting people to explore work options and gain meaningful employment. The Employment Navigation Department works with various vendors, and schools, as well as Opportunities for Ohioans with Disabilities (OOD) to help people decide what they want to try or do for employment. They look at the person’s strengths, gifts, and talents along with accommodation and support needs. Ultimately, if a person we provide support to is interested in employment we will help provide them with the tools they need to be successful as well as a commitment to help the person on the path to employment during all stages of this process including follow along and transportation once the person is employed.

2021 numbers as of October 1, 2021

Service	Total 2016	Total 2017	Total 2018	Total 2019	Total 2020	Total 2021
Persons Served Total	461	458	461	503	490	601
SSA	266	290	322	314	306	516
Early Intervention	60	77	79	85	73	144
Early Intervention Evaluations	-	181	163	145	123	105
Starlight Pre-School	32	24	34	49	33	26
Starlight School	45	45	43	46	41	39
Employment Services	53	83	82	73	67	129

Programs and services offered by Muskingum County Board of Developmental Disabilities

Family Assistance Program (FAP)

The Family Assistance Program is a locally funded program that provides reimbursement to families with a child or adult who has a developmental disability and living in the family home. The program covers services for respite care (in and out of the home), family counseling, education and training, special diets, and/or the purchase of special equipment or home modifications. The family member in the home who is disabled must meet certain state eligibility criteria. The Muskingum County Board of Developmental Disabilities will begin administering the Family Assistance Program within the program and it is our goal to streamline the overall process and procedure for families.

Community Connections / FANS

We believe that life is better when people help and support each other in the community. We have created a network of people who have committed to enhancing the lives of people with developmental disabilities who live and work in Muskingum County. This network of people we like to refer to them as FANS (Friends, Allies & Neighbors). They most certainly like to have fun through a variety of activities such as game night, sports, picnics, volunteering, joining clubs just to name a few. However, there is another side to it and is equally important. The other side of this network is to help others in need. When a person or a family are in need of something a request can be made to the FANS Network and they will reach out to the community and find ways to help. Needs have ranged from clothes, food, furniture, equipment, medical supplies to even baby formula. The FANS Network is making a positive impact in Muskingum County.

Residential Services

Residential services are increasingly necessary for individuals served by Muskingum County Board of Developmental Disabilities. These services include: Supported Living and Medicaid Home and Community Based Services (i.e. Individual Options Waiver, Self-Empowered Life Funding Waiver and the Level-1 Waiver) in congregate settings, in home supports, and semi-independent supports, home modifications and adaptive equipment, short-term and long-term emergency services. These services are provided by qualified, independent and agency providers, certified by the Ohio Department of Developmental Disabilities. The services provided are based on waiting list rules and needs of the individual.

Transportation

This program includes a fleet of eleven school buses, one transit bus, one van, and two pick-up trucks that are used to provide transportation to and from programs and activities. Services include the maintenance and security of the facilities and property at the Administration Building (Hub), Community Services & Service Administration, Starlight School, and Bus garage. We are planning to purchase one school bus and one SUV.

Capital Housing

The County Board works in collaboration with ONI to provide affordable and safe housing to individuals with developmental disabilities. Money was made available from the Department of DD, Capital Housing program, to pay a percentage of the cost of a home. To date the Housing Corporation owns six homes in Muskingum County, purchased with Capital Housing dollars. These homes have been purchased based on the needs and are currently housing to individuals with developmental disabilities. Over the years there has been Capital Housing dollars made available to make improvements and accessibility modifications. The County Board monitors the conditions of the homes, maintaining and making improvements as needed. We are planning to purchase a home in 2022.

Maintenance Services

Maintenance services provide a responsive, cost effective and coordinated maintenance program for the County Board. Regular upkeep including periodic maintenance of equipment throughout the facilities, custodial work, grounds keeping and basic repairs are tended to by the custodial and maintenance staff. They are available whenever the program and/or facilities are open to attend to staff needs and problems that may arise. They also tend to tasks regularly when the program is not in operation in order to minimize any interference with program operation or to ready the facility for normal operations. In addition, after-hour emergencies at the facilities are generally fielded by maintenance staff.

Medicaid Waivers

- The **Individual Options Waiver (IO Waiver)** is a Medicaid-funded waiver for people who have developmental disabilities. These individuals can use a Medicaid waiver to stay in their homes and get support, rather than live in an Intermediate Care Facility (ICF) for people who have developmental disabilities. The funding amount is determined by the individual's Ohio Developmental Disability Profile (ODDP).
- The **Level 1 Waiver** is also a Medicaid-funded waiver to enable persons served to live in their own homes rather than in an ICF. The funding cap is \$6750 annually. Additionally, the person is eligible for \$10,000 in funding over 3 years to be used alone or in combination for environmental accessibility adaptations, home-delivered meals, personal emergency response systems, remote monitoring, remote monitoring equipment, and specialized medical equipment and supplies. Also in accordance with rule 5123:2-9-27 of the Administrative Code, payment for emergency assistance under the level one waiver shall not exceed \$8520 within a three-year period.
- The **Self Empowered Life Funding Waiver (SELF Waiver)** is designed for those individuals who self-direct where and how services are provided. Annual cost caps are \$30,000 for children and \$45,000 for adults, with some service-specific limitations built into the waiver as well. The SELF waiver is intended to support community inclusion and the Employment First Directive.

Category	Total Served 2016	Total Served 2017	Total Served 2018	Total Served 2019	Total Served 2020	Total Served 2021
IO Waivers	100	130	137	127	126	130

Level One Waivers	35	42	52	56	61	73
SELF Waivers	9	15	20	23	24	22

Supported Living Funds

This is funding for services and supports provided to individuals who are not eligible and/or not currently receiving waiver funding. Supported Living services are part of an array of residential service options that offer supports and services that allow individuals with developmental disabilities to live in the most appropriate and least restrictive home environment. A person accessing Supported Living services may choose to live in their own home or with family, using supports provided through Ohio’s DD system. Services and supports in a community setting are arranged locally by each County Board, as well as with local residential service providers. The MCBDD will authorize an annual allocation for these services. When the allocation is exhausted, no additional services will be authorized without Board approval.

Currently, MCBDD serves 95 individuals with SupportedAs of September 2021, Muskingum County has authorized \$709,617.00 in Supported Living Funds

Person Centered Thinking

The Muskingum County Board of Developmental Disabilities and specifically the Service and Support Administration (SSA) Department has been involved with and applies Person-Centered Thinking techniques while supporting individuals and families. This intentional approach has helped us create a positive culture to ensure that those things that are important to the person are recognized and action steps are implemented to help the person dream, believe, and achieve their hopes and goals while balancing those things that are important for the person such as health, safety and welfare. The County Board maintains its ability to have outstanding board members who bring diverse skills, passion for improving the lives of persons with developmental disabilities, and connections throughout the county. We assess and improve our operations on a continuous basis, involving staff members at all levels and partners in making the assessments and suggesting needed improvements. Every department makes the time to bring staff together to identify strengths, concerns, and possible improvements. All staff in-service days include time for shared reflection and brainstorming across the agency. Staff members, board members, providers, partners, and persons receiving supports, and their families, work collaboratively and passionately to achieve this vision of the future.

Self-Advocacy

Self-advocacy is an essential skill that is taught and is supported by the County Board. Self-advocates are active contributors to board meetings, participate in defining services, and assist in identifying future needs. Person-centered planning and self-determination help each individual maximize his or her abilities, resulting in increased independence and satisfaction for all receiving supports. We believe all people should lead fulfilling lives. Muskingum County residents with developmental disabilities are accepted for their unique gifts and are valued for their contribution to the overall quality of life for the entire community. Staff members remain

motivated and committed to helping individuals achieve all they can. They strive to find teachable moments that help someone learn and develop a new capability or talent.

Provider/Partner Support

Muskingum County is fortunate to have many wonderful agencies and independent providers who support individuals with developmental disabilities and their families. We refer to our providers as partners. These partners provide direct support, so that people with developmental disabilities can have dreams, achieve goals and live the best life possible. A Partner Collaborative / Network meeting is held quarterly where agency representatives, independent providers, and members from the County Board gather to learn about and discuss issues affecting provider agencies. The support all providers offer in their role as Direct Support Professionals (DSPs) can make a world of difference in the life of a person with developmental disabilities.

III. Assessment

In August 2019, the Ohio DODD reviewed the operations of and the services provided by the Muskingum County Board of Developmental Disabilities. MCBDD was granted a three-year accreditation (highest available). In an effort to continually improve services and supports, MCBDD annually conducts a self-review to ensure they continually meet the standards for accreditation.

In April 2021, the Ohio Department of Education (ODE) completed an annual Step Up To Quality (SUTQ) review of the Starlight Preschool and awarded it a Five Star Rating.

Based on input from the 2020 survey of consumers, families, providers, and staff, the MCBDD is a valuable and essential component in the continuum of services to individuals with developmental disabilities. Thus MCBDD commits to continuing to provide or contract for services in Early Intervention, school age, adult day array and employment services, waiver and supported living services, transportation, service & support administration, self-advocacy, residential, and Special Olympics.

MCBDD continues to perform Nursing Quality Assurance Reviews for all individuals receiving residential services. These reviews address documentation, services provided, health and safety, wants and needs, and outcomes achieved. Additionally, the SSA provides continuous monitoring through listening and learning.

The Office of the Fire Marshal conducts visits to inspect the premises for safety, hygiene and compliance. The safety of individuals and staff is of primary importance and is reviewed monthly at the Management Team meetings.

MCBDD maintenance and SSA department conduct monthly house inspections. Annually furnace, air conditioning, and fire inspections are completed on all MCBDD buildings and ONI homes.

The state auditor conducts or coordinates annual fiscal audits of all financial records and transactions conducted by MCBDD. The 2020 audit contained no citations or comments related to the MCBDD operations.

Employment progress is tracked annually through the DODD outcome tracking system (OTS).

Opportunities

- The Employment First Initiative has established employment as a priority.
- MCBDD continues to maximize the operational efficiencies through its membership in the Mid-East Ohio Regional Council (MEORC) Council of Governments and its shared services with Guernsey County Board of DD.
- Starlight School has room to accommodate additional preschool and school age classrooms. Placement for preschool and school age students is needed throughout the county, by adding classrooms, we could help alleviate this need.
- In 2020, MCBDD passed a motion to extend Early Intervention Services through the child’s 5th year for those children enrolled in the PLAY project.
- Utilize SEAT’s expanding services to increase transportation availability.
- MCBDD has requested state capital housing dollars to purchase a ranch style home and has requested money for a new-build fully accessible home.

Goal # 1: MCBDD will improve methods for service delivery to infants, children and adults with developmental disabilities and their families with a focus on services being received in the most integrated setting appropriate to their needs.

	Objectives	Responsibilities
A	At least quarterly, individuals served will have their services and outcomes monitored through face-to-face contacts.	Director of SSA
B	Through quarterly review, MCBDD will continue its commitment to the Core Principle of Person Centered Planning and Self-Determination by having all staff trained in Person Centered Thinking.	Director of Human Resources
C	At least monthly, the tracking database will be checked to ensure that providers are receiving the ISP 15 days prior to implementing the plan.	SSA Director
D	Prior to the start, revision, or removal of any behavior support strategy that includes restrictive measures all direct support professionals will be trained. Documentation of training will be kept in the individuals file and shared at the immediate following Human Rights Committee meeting.	SSA Director

E	By November 2022, 10 additional individuals MCBDD supports will have community jobs.	Employment Navigator
F	By November 2022, MCBDD will target at least 3 businesses for information interviews with the goal of increasing the variety of employment opportunities for those we serve.	Employment Navigation Specialist
G	Quarterly, MCBDD will monitor capacity of current providers and work to recruit additional providers to meet the needs of individuals served.	SSA Director & Employment Navigation Specialist
H	At least annually, students at Starlight will have the opportunity to attend an assembly at their home school district.	Director of Educational Services
I	By June 2022, Starlight will develop at least 2 community work sites for the students to meet their transition goals on their IEP.	Director of Educational Services
J	By December 2022, all Developmental Specialists will be engaged in the PLAY Project certification process.	Early Childhood Supervisor
K	By November 2022, MCBDD will meet with all HCBS providers in the county to enhance transportation capacity in an effort to reduce gaps in service.	SSA Director
L	At least 2 times annually, the Transportation Department will receive training in Person centered practices.	Transportation Supervisor
M	By June 2023, in an effort to support access to services, MCBDD will secure psychological services to test and document eligibility for DD services for children and adults.	Director of SSA

Goal #2: MCBDD will increase communication and educational opportunities for individuals, their families, staff, service providers, and the community.

	Objectives	Responsibility
A	By September 2022, the Board will conduct stakeholder and employee engagement surveys to include individuals, families, providers, staff and the community.	HR Director Administrative Assistant
B	At least annually, MCBDD will send 2 self-advocates to state-wide training/conferences.	Community Network Coordinator
C	At least quarterly, MCBDD will check the website to make sure promotional material is up to date and accurate.	Community Relations Special Projects
D	At least quarterly, the EI team will provide outreach activities in an effort to increase referrals by 10% in 2022	Early Childhood Supervisor
E	By June 2022, MCBDD will research and hold an event for new graduates, juniors and seniors to provide information nights regarding post-secondary options.	Community Relations Special Projects
F	By March 2022, MCBDD will establish a grant system to assist agency providers of HPC, non-medical transportation and ADS with on-boarding of new employees.	Superintendent/Business Manager
G	Within 60 days of an independent provider being selected to provide services to an individual, MCBDD will meet with the provider to confirm	SSA Director

	the provider's understanding of the ISP, the provider's responsibilities, and to ensure the provider has contact information for the county board.	
H	By December 2022, MCBDD will increase the FANS Network by 50 people.	Community Network Coordinator
I	At least 2 times per year, MCBDD will have commercials highlighting employment success stories	Community Relations Special Projects
J	Bi-Monthly, the Employee Engagement Committee will meet to plan activities for staff enrichment.	Administrative Assistant Community Relations Special Projects
K	By November 2022, MCBDD will provide at least 6 CESP training opportunities for employment providers.	Employment Navigator
L	By November 2022, MCBDD will connect two people with technology to participate in Advocacy and FANS	Community Network Coordinator
M	Monthly, MCBDD will provide Advocacy training to day habs in Muskingum County.	Community Network Coordinator
N	Add time (monthly)Continue connecting and supporting the community through FANS initiatives like the Kindness Kart	Community Network Coordinator
O	By November 2022, the FANS Network will maximize its community engagement potential by having a community member facilitate Game Night.	Community Network Coordinator
P	By April 2022, MCBDD will have collaborated with advocates and SSAs in an effort to make each ISP more personalized and self-owned.	Community Network Coordinator
Q	By November 2022, MCBDD will host 2 informational meetings to discuss Supported Decision making.	Community Relations Special Projects Employment Navigator
R	Annually, all staff will complete training which includes, but is not limited to, confidentiality, rights of individuals with developmental disabilities, health and safety, health and welfare alerts, MUI/UI procedures, review of updated policies and procedures and the Strategic Plan.	Director of Human Resources
S	By November 2022, MCBDD will have met with two groups of unserved/underserved people with developmental disabilities in the community to provide information about our services .	Community Relations Special Projects

Goal #3: MCBDD will assure quality services to those individuals it serves

	Objectives	Responsibility
A	At least annually, MCBDD will complete an internal accreditation review using the State Accreditation format. Each department will submit accreditation readiness for their area.	Administrative Assistant
B	By June 2022, MCBDD will extend Early Intervention Services to all children ages 3-6 who are eligible for the program.	Early Childhood Supervisor
C	By December 2022, every person enrolled at MCBDD will have a complete and up-to-date One-Page profile.	SSA Director Early Childhood Coordinator

D	By November 2022, MCBDD will expand partnerships with students and faculty introducing charting the life course, advocacy, discovery, supported decision making, and Good Life curriculum with two additional schools.	Employment Navigation Team and Community Relations Special Projects
E	By July 2022, MCBDD will develop another self-determination group that will cater to the unique needs of young adults.	Community Network Coordinator
F	Within 30 days of assessment, MCBDD will address individuals having an immediate need with a support plan to meet this need.	SSA Director
G	Within 12 months of assessment, MCBDD will address individuals having a current need with a support plan to meet this need.	SSA Director
H	By November 2022, MCBDD will host a DSP celebration event for the Direct Support Professionals in Muskingum County.	Community Relations Special Projects
I	Annually, in November, the Board will calculate the local match commitment needed to support individuals on a HCBS waiver.	Business Manager
J	At least quarterly, MCBDD will contact (in person, letter, email) current community employers to monitor satisfaction.	Employment Navigator
K	By November 2022, MCBDD will hold a tech fair to help people served and their supporters learn about technology available to make their lives more independent.	SSA Director

Goal #4: MCBDD will develop and implement plans and strategies for additional, alternate funding and resource acquisition to support its mission.

	Objectives	Responsibilities
A	By June 2022, MCBDD will seek grants for Special Olympic expansion of Club School-Age Sports	Superintendent Business Manager
B	By June 2022, MCBDD will have met with legal counsel and the Muskingum Foundation in an effort to start a scholarship for post secondary education for individuals served.	Business Manager
C	By March 2022, MCBDD will apply for the Robert and Leona Fellers grant for Playground expansion for nature trail.	Superintendent Business Manager
D	By November 2022, MCBDD will seek DODD Capital Housing dollars to build a fully handicap accessible home.	Superintendent Business Manager
E	By November 2023, MCBDD will link individuals with providers to support 2 people getting their driver's license.	Employment Navigator
F	By November 2023, MCBDD will support 2 paid internships in the Technology/Paraprofessional field.	Employment Navigator

Goal #5: MCBDD will furnish and maintain adequate physical facilities and equipment to meet the needs for services and programming for individuals with developmental disabilities.

	Objectives	Responsibilities
A	By November 2022, MCBDD will purchase a new school bus in an effort to upgrade the fleet..	Transportation Supervisor

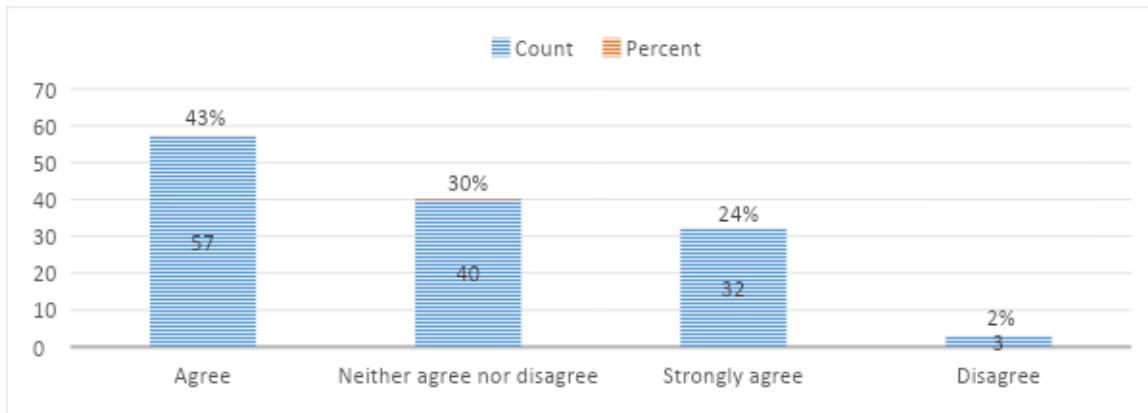
B	By September 2022, MCBDD will have the Starlight nature trail complete.	Facilities Manager
C	By July 2022, MCBDD will have created a Bocce court.	Facilities Manager Special Olympics Coordinator
D	By September 2022, MCBDD will have installed a fence and butterfly/sensory garden	Facilities Manager Director of Education
E	By December 2022, MCBDD will implement recycling opportunities in all of its facilities.	Facilities Manager Director of Education
F	By November 2023, MCBDD will update its network infrastructure at the school	IT Specialist
G	By August 2022, all personnel files will be scanned and maintained electronically.	Director of Human Resources Administrative Assistant

Goal #6: All components of MCBDDs three year plan will be completed.

	Objectives	Responsibilities
A	At least Quarterly, MCBDD will review the Strategic Plan to ensure that the Board stays on target to meet their objectives.	Superintendent

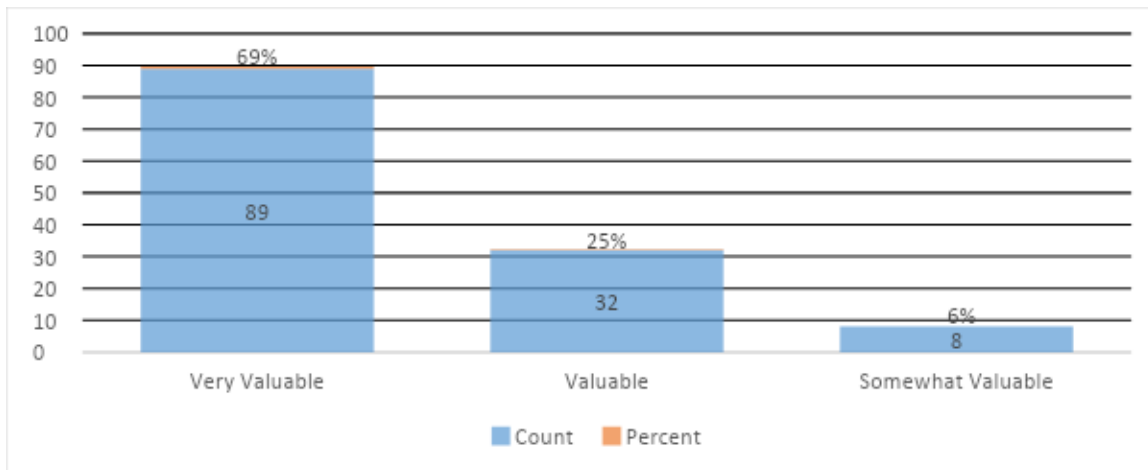
2018 Community Survey Results

Do you believe the Muskingum County Board of Developmental Disabilities – Starlight Programs is meeting the needs of the individuals and the families it serves?



67% of the survey respondents either strongly agree or agree that the county board is meeting the needs of the individuals and families it serves. There is 30% rate where people neither agree or disagree.

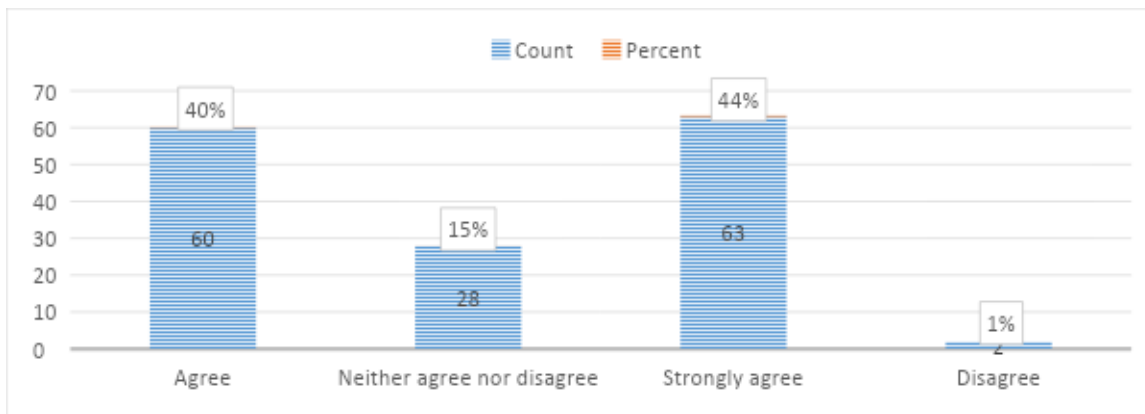
How valuable is the Muskingum County Board of Developmental Disabilities – Starlight Programs to this county?



94% of respondents agree that the county board Starlight Programs are valuable or very valuable.

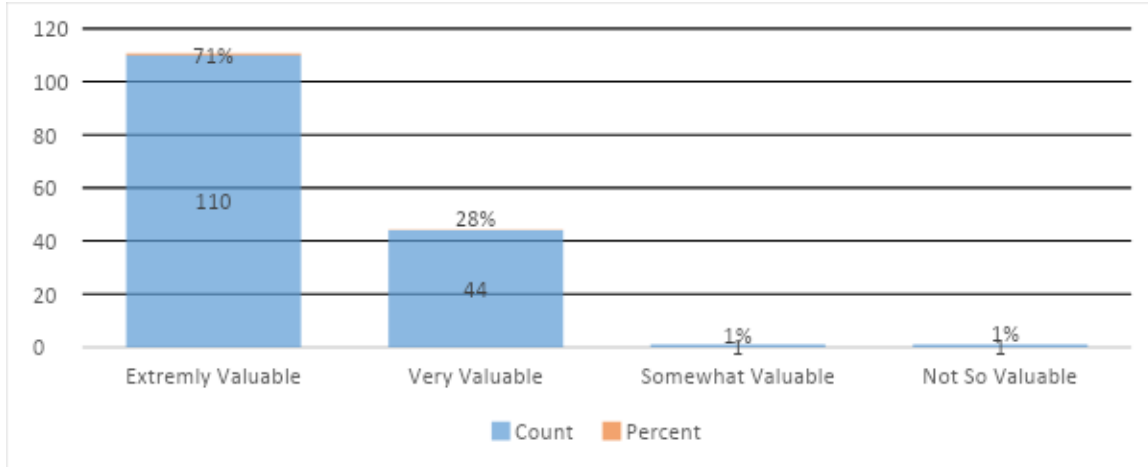
2019 Community Survey Results

Do you believe the Muskingum County Board of Developmental Disabilities – Starlight Programs is meeting the needs of the individuals and the families it serves?



84% of the survey respondents either strongly agree or agree that the county board is meeting the needs of the individuals and families it serves. There is 15% rate where people neither agree or disagree.

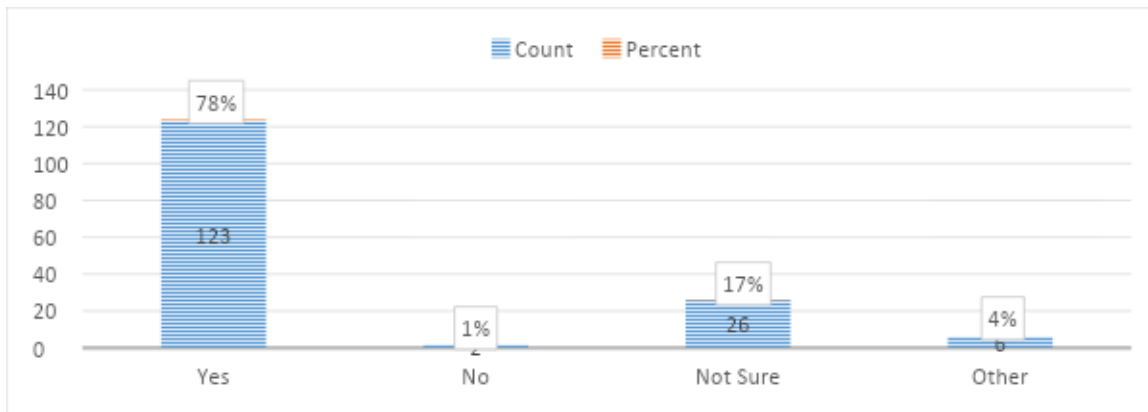
How valuable is the Muskingum County Board of Developmental Disabilities – Starlight Programs to this county?



99% of respondents agree that the county board Starlight Programs are valuable or very valuable. Less than 2% rated The Program below Very Valuable.

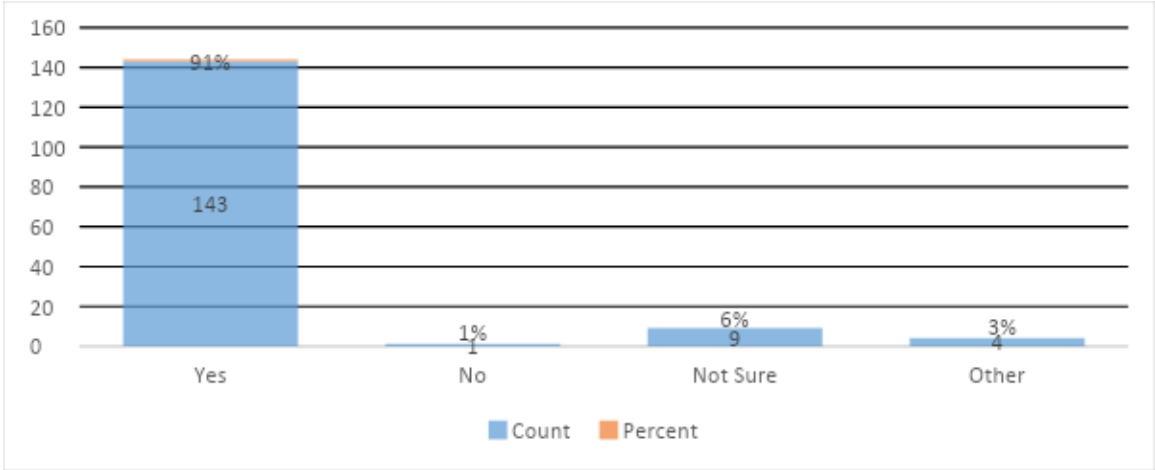
2020 Stakeholder Survey Results

Do you believe the Muskingum County Board of Developmental Disabilities help people achieve what is important to them?



78% of the survey respondents believe that the County Board is successful with helping people achieve what is important to them. There is a 17% rate where people were unsure. This is more than likely due to the fact that our sample included people who may not be directly connected to MCBDD. Less than 1% of the sample answered no to this question.

Do you feel the Muskingum County Board of Developmental Disabilities helps promote the abilities of people with disabilities?



91% of the survey respondents agree that the County Board is successful with helping promote the abilities of people with disabilities. Less than 1% rated disagreed that the County Board is not helping with this.

Appendix C

(PLEASE ADVERTISE UNDER PUBLIC NOTICES)

NOTICE

PUBLIC HEARING

The Muskingum County Board of Developmental Disabilities will conduct a Public Hearing on its Strategic Plan from 10 to 11 a.m. December 16, 2021, 1304 Newark Road, Zanesville, Ohio. The purpose of the meeting is to obtain public comment and input on the proposed plan, including annual goals and objectives. Everyone attending can make oral or written comments, with oral comments limited to 15 minutes. Copies of the plan will be available prior to the meeting at the board office.

DATE: **December 16, 2021**

PLACE: **1304 Newark Road, Zanesville, Ohio**

TIME: **10:00am – 11:00am**

Copies of the proposed plan will be available prior to the hearing at the Muskingum County Board of Developmental Disabilities, 1304 Newark Road, Zanesville, Ohio 43701.