

**MEDINA COUNTY
BOARD OF DD'S
2016 - 2018
OPERATING
PLAN**

Our CURRENT MISSION STATEMENT:

- The mission of the Board is to provide quality programs, services, and supports that assist individuals with developmental disabilities to live, learn, work, and socialize in their communities.**

We are not heading in a new
direction.

However, much has changed at the
Federal level and State level to
speed up the process of
Community Inclusion and
Community Employment.

SO WHAT HAS
CHANGED???

EMPLOYMENT FIRST - 2012

Community employment shall be the priority and the preferred outcome for working-age Ohioans with disabilities.

The CMS definition of Community

Overview of the Settings Provision:

The final rule requires that all home and community-based settings meet certain qualifications. These include the following:

- ***The setting is integrated in and supports full access to the greater community;***
- ***Is selected by the individual from among setting options;***
- ***Ensures individual rights of privacy, dignity and respect, and freedom from coercion and restraint;***
- ***Optimizes autonomy and independence in making life choices; and facilitates choice regarding services and who provides them.***

Workforce Innovation and Opportunity Act (WIOA)

US Dept. of Labor

- Defines, for the 1st time “competitive integrated employment – each individual served shall experience and participate in employment that is both competitive (compensated at or above the minimum wage) and is integrated.

WIOA (cont.) means:

- Strengthens the coordination between delivery of Special Education transition services under Individuals with Disabilities Act (IDEA) and vocational Rehabilitation by requiring state agencies to expend 15% of funds on “pre-employment transition services”

WIOA (cont.) means:

- Reauthorizes and improves the Supported Employment Program by directing state agencies to expend at least 50% of funds on supported employment services for youth.

WIOA (cont.) means:

- **Institutes limitations on the use of special wage certificates to employ individuals with disabilities under the age of 24 – to prevent the unchecked flow of students with disabilities from school to sheltered workshop employment that is compensated at a subminimum wage.**

WIOA (cont.) means:

- Prohibits school districts and state educational agencies from contracting with subminimum wage employers and prohibits certificate holders from providing info. and referral to subminimum wage employment.

WIOA (cont.) means:

- Establishes an advisory committee within the US Department of Labor to provide counsel on achieving competitive employment for individuals with disabilities participating in workforce training and employment programs across federal agencies.

Disability Rights of Ohio's (DRO) letter to the Cabinet Level Directors

- This letter disapproved of Ohio's slow movement toward community integration. Calls the Ohio Dept. of Developmental Disabilities (DODD) to begin changes that better allow Ohioans with developmental disabilities to receive needed services and supports in their communities in integrated settings.
- DRO also threatened legal action if Ohio did not come into compliance with the above statement more quickly.

CONFLICT FREE CASE MANAGEMENT (SSA)

- CMS stated that Ohio with its County Board system had a conflict; this conflict was the fact that a County Board was an agency who provided both services and Case Management services. They stated that we could do one or the other, BUT NOT BOTH!
- Due to fiscal responsibility and accountability, County Boards had no choice: it had to keep Case Management to ensure both fiscal responsibility and accountability of tax payer dollars.

THE RUB

- DODD worked with CMS on coming into compliance with Community Inclusion by setting **two deadlines for the State of Ohio.**
- **2020:** County Boards may serve 30% of individuals on HCBS Waivers.
- **2024:** County Boards may not serve individuals on HCBS Waivers unless it is a last resort and can show evidence of such!

The Operating Plan for 2016 to 2018

These informational representations and discussions were taken into account before building the Draft Operating Plan:

- **FUTURE PLANNING OUTCOMES**
- **SWOTS**
- **STAFF SURVEY**
- **BOARD RETREAT**
- **INDIVIDUAL AND PARENT/GUARDIAN FOCUS GROUPS AND SURVEYS**

Future Planning Outcomes

This document was created by our Agency Management Team. It consisted of a 9 year Plan based on our deadlines from CMS.

- First 3 year plan outcomes: **2016 to 2018**
- Second 3 year plan outcomes: **2019 to 2021**
(CMS'S FIRST DEADLINE OF 2020!)
- Third 3 year plan outcomes: **2022 to 2024**
(CMS'S LAST DEADLINE OF 2024!)

The Medina Co. Board's Revised
Operating Plan for years
2016 to 2018

The proposed NEW MISSION
STATEMENT:

The mission of the Medina Co. Board of Developmental Disabilities is to promote and empower individuals with developmental disabilities to live, learn, and work as citizens in the community.

FOUR OPERATING PLAN GOALS

GOAL 1

- **Develop the necessary administrative, program and funding infrastructure to enable individuals of all ages who are Board eligible to (1) live in the most appropriate integrated community setting of their choice; (2) exercise meaningful informed choice and control over their living environment, services, and service providers; and (3) obtain high-quality services in a manner consistent with their preferences and needs.**

GOAL 2

Demonstrate increased accountability across the stewardship of resources, service and support efforts and individual outcomes.

GOAL 3

Create more open, innovative and effective lines of communication throughout all of Medina County.

GOAL 4

Create more inventive and active lines of connectedness throughout all of Medina County, including its businesses and residents that are linked by the MCBDD and the individuals we serve.

GOAL 1 OBJECTIVES

- **2016 Objective A:** Provide at least 10 seminars, tools or techniques to SSA staff members that will allow them to increase their skills in developing natural supports for individuals in a person centered planning environment.
 - **Outcome:** Individuals have more natural supports in their life.
- **2017 Objective A:** Explored opportunities for SSA staff to network in the community
 - **Outcome:** Individuals have more natural supports in their life.
- **2018 Objective A:** Evaluate the compiled data of increased natural supports from previous years and make recommendations as needed.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective C:** Identify individuals on the waiting list that are willing to accept and enroll in a state funded IO waiver and utilize a shared living environment, up to a total of four individuals.
 - **Outcome:** State funded waivers and shared living environments are utilized.
- **2017 Objective C:** Continue if necessary to achieve enrollment of up to a total of four individuals in shared living environments.
 - **Outcome:** State funded waivers and shared living environments are utilized.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective B:** Identify and enhance distinct area of expertise in each current/new staff, i.e., benefits analysis, employment navigation, transition.
 - **Outcome:** A catalogue of all SSAs and their area of expertise will be available to all individuals and families.
- **2017 Objective B:** Restructure caseload assignments based on data determined by 2016 assessment.
 - **Outcome:** More efficient and effective SSAs.
- **2018 Objective B:** Re-evaluate new caseload assignments and adjust as necessary.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective D:** Will increase the number of additional qualified providers of HCBS Waiver funded Adult Day Services (ADS) and/or current providers capacity from 14-18.
 - **Outcome:** Increased capacity of all Adult Service providers.
- **2017 Objective D:** Will increase the number of additional qualified providers of HCBS waiver funded ADS and/or current providers capacity from 18-21.
 - **Outcome:** Increased capacity of all Adult Service providers.
- **2018 Objective D:** Evaluate the capacity of qualified providers of HCBS waiver funded day services in Medina County and develop a plan to meet the assessed need.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective E:** Will increase the number of additional qualified providers of HCBS waiver funded non-medical transportation (NMT) and/or current providers' capacity from 18-21.
 - **Outcome:** Increased capacity of HCBS waiver funded NMT providers.
- **2017 Objective E:** Will increase the number of additional qualified providers of HCBS waiver funded non-medical transportation (NMT) and/or current providers' capacity from 21-24.
 - **Outcome:** Increased capacity of HCBS waiver funded NMT providers.
- **2018 Objective E:** Evaluate capacity of NMT providers in Medina County and develop a plan to meet the assessed need.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective F:** A total of 15 individuals will become successfully employed in new community jobs, defined as placed and working for at least 90 days by December 31, 2016.
 - **Outcome:** Increased number of individuals successfully employed in the community.
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- **2017 Objective F:** A total of 20 individuals will become successfully employed in new community jobs, defined as placed and working for at least 90 days by December 31, 2017.
 - **Outcome:** Twenty new individuals will have employment in the community.
- **2018 Objective F:** A total of 25 individuals will become successfully employed in new community jobs, defined as placed and working for at least 90 days by December 31, 2018.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective G:** Develop a service to connect 10 people to the community who are receiving supportive employment or job development services.
 - **Outcome:** Increased number of individuals connected to their community.
- **2017 Objective G:** Reduce the number of hours by 15% of baseline that individuals are receiving services in segregated sites by connecting people to the community.
 - **Outcome:** Decreased number of hours individuals spend in segregated sites.
- **2018 Objective G:** Reduce the number of hours by 15% that individuals are receiving services in segregated sites by connecting people to the community.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective H:** Research and define new/additional service options for students and Medina County School Districts.
 - **Outcome:** Explored service options for students with low incidence disabilities.
- **2017 Objective H:** Begin work with school districts to plan implementation of feasible service options.
 - **Outcome:** Implementation of feasible new service options for students or districts.
- **2018 Objective H:** Implement new service options, agreed upon by school districts.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective I:** Re-evaluate and reallocate Early Intervention Program resources as determined by data.
 - **Outcome:** Improved use of EI resources.
- **2017 Objective I:** Implement reallocation of resources as determined by 2016 assessment data.
 - **Outcome:** Improved use of EI resources.
- **2018 Objective I:** Re-evaluate changes implemented in 2017 to determine further change is needed.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective J:** Assistive technology is integrated into the daily life activities of 25 individuals.
 - **Outcome:** Assistive Technology is used to improve lives and assist in removing barriers.
- **2017 Objective J:** Assistive technology is integrated into the daily life activities of 25 individuals.
 - **Outcome:** Assistive Technology is used to improve lives and assist in removing barriers.
- **2018 Objective J:** Evaluate the effectiveness of the new Assistive Technology process and make recommendations for improvements, as necessary.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective K:** Facilitate the development of a new Four-Year Housing Plan.
 - **Outcome:** A collaborative housing document that assists in addressing the residential waiting list.
- **2017 Objective K:** Evaluate and revise housing plan, as needed.
 - **Outcome:** A revised collaborative housing document that assists in addressing the residential waiting list.
- **2018 Objective K:** Evaluate and revise housing plan, as needed.

GOAL 1 OBJECTIVES (cont)

- **2016 Objective L:** Provide Management Team with staffing projections, Board capacity to serve and projected private provider requirements needed through 2020.
 - **Outcome:** A projection document of the Board's capacity for services.
- **2017 Objective L:** Provide Management Team with cost projections through 2020.
 - **Outcome:** A projection document of the Board's capacity for services.
- **2018 Objective L:** A projection document of the Board's capacity for services.

GOAL 2 OBJECTIVES

- **2016 Objective M:** The reduction of total billed wavier services from MCBDD (Adult Services and Transportation) providers by 10%. (State Data Clearinghouse Numbers)
 - **Outcome:** Compliance with CMS Rule and State Benchmarks.
- **2017 Objective M:** Reduction of total billed wavier services by 10%.
 - **Outcome:** Compliance with CMS Rule and State Benchmarks.
- **2018 Objective M:** Reduction of total billed wavier services from MCBDD (Adult Services and Transportation) providers by 10%.

GOAL 2 OBJECTIVES (cont)

- **2016 Objective N:** 100% of Management Team will participate in a full assessment of competencies and skills per the revised job description.
 - **Outcome:** A revised agency succession planning document including specific recommendations for upper and middle management.
- **2017 Objective N:** All interested staff will participate in a full assessment of competency and skills per their professional development plan.
 - **Outcome:** A revised agency succession planning document, including specific recommendations for upper and middle management.
- **2018 Objective N:** Names of individuals identified as potential succession planning candidates and their competencies, strengths and areas of improvement will be reviewed and updated for the Board.

GOAL 2 OBJECTIVES (cont)

- **2016 Objective O:** A compensation survey will be completed by June 30, 2016.
 - **Outcome:** A compensation program that assists MCBDD with recruitment and retention efforts.
- **2017 Objective O:** As appropriate, implement the Board's recommended changes and incorporate into negotiations with AFSCME.
 - **Outcome:** A compensation program that assists MCBDD with recruitment and retention efforts.
- **2016 Objective P:** National Core Indicators will show an increase in satisfaction by 10% and effectiveness by 10%.
 - **Outcome:** Increased individual satisfaction and agency effectiveness.
- **2017 Objective P:** National Core Indicators will show an increase in satisfaction by 10% and effectiveness by 10%.
 - **Outcome:** Increased individual satisfaction and agency effectiveness.
- **2018 Objective P:** National Core Indicators will show increased satisfaction and effectiveness, the percentage of increase will be based on the data from 2017.

Goal 3 Objectives

- **2016 Objective Q:** To increase interaction with stakeholders through electronic information sources by 5% over 2015 baseline.
 - **Outcome:** A Community Engaged Plan in place for the Board.
- **2017 Objective Q:** Review and revise community engagement plan to address any new relevant community or DD system factors.
 - **Outcome:** An updated Community Engagement Plan.
- **2018 Objective Q:** Conduct community survey for effectiveness of community engagement and awareness campaign.

Goal 3 Objectives (cont)

- **2016 Objective R:** Increase external communication with stakeholders by 5% over 2015 baseline.
 - **Outcome:** Increased communication with stakeholders.
- **2017 Objective R:** Increase external communications in Medina County by 5% over 2016.
 - **Outcome:** Increased communication with stakeholders.
- **2018 Objective R:** Evaluate 2016 and 2017 external community activities and make recommendations to the Board and Superintendent for improvement.

GOAL 4 OBJECTIVES

- **2016 Objective S:** Increase vocational experiences by 10% for transitional youth in Medina County via Career Connections, summer work programs and transition contracts.
 - **Outcome:** Increased partnerships for Transition Students.
- **2017 Objective S:** Increase vocational experiences by 10% for transitional youth in Medina County via Career Connections, summer work programs and transition contracts.
 - **Outcome:** More vocational experiences are provided to transitional youth.
- **2018 Objective S:** Evaluate 2016 and 2017 vocational experiences for transitional youth and make recommendations to the Superintendent and the Board.

GOAL 4 OBJECTIVES (cont)

- **2016 Objective T:** Assess and evaluate current MCBDD buildings and property for potential community uses and report findings to the Superintendent.
 - **Outcome:** A written report to support future operations.
- **2017 Objective T:** Re-assess and re-evaluate current MCBDD buildings and property for potential community uses and report findings to the Superintendent.
 - Outcome:** A written report to support future operations.
- **2018 Objective T:** Review new trends, patterns and innovative ideas and include in the re-assessment and re-evaluation of the MCBDD buildings and property.

QUESTIONS???

- EMAIL Annette Davis-Kramp at Annetted@mcbdd.org
- FILL OUT THE CARDS THAT ARE ON THE TABLE AS YOU WALK IN.
- WE WILL READ ALL QUESTIONS AND ANSWERS AND ANSWER AS QUICKLY AS POSSIBLE.
- ALL RESPONSES WILL BE CONSIDERED AS WE REVISE THE OPERATING PLAN.

**THANK YOU ALL FOR COMING AND SHOWING
YOUR SUPPORT AND DEDICATION TO THE
MEDINA COUNTY BOARD OF DEVELOPMENTAL
DISABILITIES. WE CARE WHAT YOU THINK AND
WANT TO HEAR WHAT YOU HAVE TO SAY!!!!**

THANK YOU!