

MEDINA COUNTY BOARD OF DEVELOPMENTAL DISABILITIES
Special Board Meeting Minutes
May 14, 2018

I. Call to Order

The MCBDD Board Meeting was called to order by the Board President, Mr. Carroll, at 5:37 p.m. Other Board Members present included the following: Ms. Orlandi, Ms. Morrison, Mr. Hartman, Ms. Albrecht, and Ms. Matthey (arrived at 5:38). Ms. Thomas Fain was excused.

Staff present included the following: Mr. Bluebond, Ms. Finnerty, Ms. Lees, Ms. Hetkey, Ms. Majoros, Ms. Davis, Ms. Hunt, Mr. Dryer, Ms. Bohner, Ms. Bates, Ms. Wilbraham, Ms. Hollifield, Ms. Heath, Mr. Krebs, and Mr. Walter.

Others present included the following: Parents, Barb Drager and Fran Koenig.

II. General Session

A. Pledge of Allegiance

B. Mission Statement Affirmation

C. Board Review and Discussion of 3-Year Strategic Plan Draft Goals

Superintendent Jon Bluebond introduced Tom Speaks from the Impact Group and stated that he would be reviewing the eight goals listed in the Strategic Plan draft. Mr. Speaks gave a brief overview of the multiple focus groups that were conducted in order to gain information needed to draft the Strategic Plan goals and objectives. The objectives and steps will be shared with the Board as part of the full plan draft to be distributed no later than Friday, May 18. Mr. Speaks read through each goal then went back to review each one with the Board. The following was discussed regarding each goal:

Goal 1: Board Stewardship

The Medina County Board of DD will assure the faithful stewardship of all programs, services, resources and funding through the oversight of this strategic plan's implementation.

This goal required the Board to state the associated objectives and steps.

Objective 1: Engage in quarterly reviews of this plan's progress.

Q: When would the progress data be reviewed?

A: How reporting is handled is the Board's decision.

Q: If a goal/objective is altered or removed, does the Board have to vote on the change?

A: Any large strategic items would be brought to the Board, but there are always some tactical issues that are not brought to the Board. The purpose of the quarterly report is for the Board to monitor progress regarding the objectives. If there is a problem or change, it would be noted on the quarterly report.

Objective 2: Publicize annually a Strategic Plan Progress Report.

Q: What type of communication would there be regarding this plan?

A: Per rule, the MCBDD would hold an Open Forum Meeting to accept public comment.

Objective 3: Board Members participate in trainings to enhance decision-making effectiveness: communications, leadership roles; stakeholder services, etc.

Q: What does this mean?

A: The sample indicated that some feel a disconnect with the Board and that there needs to be an improvement in customer service by the Board Members. The sample included parents/guardians.

Q: Are the comments referring to a time under prior agency leadership and Board Members?

A: Mr. Speaks was not able to offer an answer to this question as he did not have this information.

Comment: Mr. Hartman does not feel the current Board has issues in these areas.

Comment: Mr. Speaks stated he is willing to come back for another session to assist the Board in working through some of the issues that were raised.

The Board was in agreement with Goal 1.

Goal 2: Communication –Internal/External

The MCBDD is committed to fostering a communication system that creates trust and builds awareness, resulting in a professional, welcoming and open atmosphere/culture for individuals served, guardian, families, volunteers, community partners and staff.

The Board was in agreement with Goal 2.

Goal 3: Accountability – Fiscal and Other Resources

The MCBDD will demonstrate exceptional accountability in all operations and fiscal management.

The Board was in agreement with Goal 3.

Goal 4: Accountability – Program and Services Outcomes

The MCBDD will continually review and report on current services and their outcomes.

Comment: Mr. Hartman stated the wording isn't strong enough. He would like it to include the words quality, timeliness, and effectiveness.

The Board was in agreement with Goal 4 with the addition.

Goal 5: Individual Needs and Services

The MCBDD will strive to meet the needs of all individuals served.

Comment: Ms. Orlandi stated that this goal should also address those who the Board may serve in the future. She would like to add the statement "and to identify those that may be served."

Comment: Mr. Bluebond stated that the MCBDD does work with the school and EI regarding outreach.

The Board was in agreement with adding the above statement to Goal 5.

Goal 6: Staff Development and Skill Sustainability

The MCBDD is dedicated to providing opportunities to equip staff with skills to effectively fulfill the Board's mission and to prepare them for future vocational opportunities.

Q: Are these future vocational opportunities inside or outside of the MCBDD? Per ORC, is the MCBDD permitted to use agency funds and resources to assist staff in finding other employment outside of the MCBDD?

A: The MCBDD is committed to assisting staff to the best of its ability in both areas. There are many agencies that will come in free of charge and work with staff on resume writing, interviewing skills, etc. In addition, the agency would like to offer training opportunities for the jobs of the future within the agency.

Q: Why is it a goal of the Board to prepare staff for outside employment?

A: There are many staff that would make excellent aides at other provider agencies. Having these experienced staff move to other provider agencies will directly benefit those we serve. In addition, having current, experienced staff train for new positions within the agency is also a direct benefit.

Comment: Ms. Davis stated that assisting the staff with employment, whether transitioning internally or assisting with skills to gain employment externally, has human value, public relations value, and fiscal value (the agency is self-insured for unemployment.)

Comment: Ms. Matthey stated that the Board needs to show that they are mindful of internal opportunities for staff.

The Board was in agreement with Goal 6.

Goal 7: Provider Development, Enhancement and Support

The MCBDD will Develop, Support, and Assist providers to promote choices and provide quality services for all eligible individuals.

After discussion regarding wording, the re-write is "The MCBDD will support and assist providers in developing and promoting choices and provide a variety of quality services for all eligible individuals."

The Board was in agreement with the new wording of Goal 7.

Goal 8: New Service Development With a Focus on Community Inclusion

The MCBDD will comply with all state and federal mandates to provide services to assure individuals reach their full potential as members of their community.

Q: Are we pushing people into the community?

A: Per rule, community inclusion must be in the plan. Person Centered Planning also has to be a focus when constructing the Strategic Plan.

After discussion regarding wording, the re-write is "The MCBDD will comply with all state and federal mandates to assist and guide eligible individuals to reach their full potential as members of their desired setting within our community."

The Board was in agreement with the new wording of Goal 8.

The Superintendent distributed a timeline for this 3-Year Strategic Plan that also included accomplishments that have been completed since 2016 in regard to the agency transition. This timeline was a key component of all focus groups. The Board can use this timeline when reviewing the entire plan draft.

The Superintendent stated that there will be a Guardianship training facilitated by Judge Dunn on Wednesday, May 16, at 6 p.m. in Board Rooms 1 and 2 at the MCAC.

III. Adjournment

A Motion was made by Ms. Albrecht, seconded by Ms. Matthey, to adjourn the meeting at 7:00 p.m. The Motion passed with a unanimous "yes" vote.

FOR APPROVAL

Board Chair
Medina County Board of DD

Secretary
Medina County Board of DD