

## **Transformation Plan Recommendations**

1. Apply for a new non-profit entity (501c3) and put in place for the applicable adult services with at least three key Board Members being selected for this development (date TBD);
2. Make a public announcement and hold Public Forum when the Board approves this action, to all affected and involved parties and the rationale for the action;
3. Develop a business plan with PPIPD and management of the MCBDD, especially Business Directors, directors of the Adult Services, and transportation divesting to the private entity, executive management including the Superintendent, Assistant Superintendent, and Personnel Director. Models for business plans will be proposed to the executive management team;
4. Apply for state certification for applicable services and supports with the Ohio Department of Developmental Disabilities, the Ohio Department of Medicaid, and Opportunities for Ohioans with Disabilities, once the 501c3 is established;
5. Create timelines for the transition to occur (dates TBD);
6. Complete an analysis of the financing for this divestiture, by the Business and Medicaid management Directors with Adult Services management, and PPIPD, and based on the most recent state budget for 2018-2020, Medicaid rates, and local funding available;
7. Research ways to effectively transition personnel desiring to go to the new entity through advise of legal counsel beyond the allowed retirement system transfers;
8. Accomplish establishment of some best practice training on integration practices with planned implementation, when acceptable;
9. Entertain the possibility that, during the transition phase, the Medina CBDD have a sub contract with the new entity until it is fully functioning and able to stand-alone. This will give an interim time for analysis of Medicaid rate sufficiency;
10. Develop a proposal for grant funding for particular best practice training or other funding arrangements, as advised, especially school to work transition, best practice competitive integrated employment services, and programs without walls;
11. Explore additional uses of the facility that invite the public into the building such as lunch, prepared meals, a retail store selling MedinaMade products, etc., and a day care for children of staff members to help maintain the identity of the MCBDD and its services and supports with the general public.
12. Develop a Call for Proposals to current providers in Medina County.