

medina county board of developmental disabilities

2022-2024 Strategic Plan



Helping People. Building Relationships. **TOGETHER.**

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TOGETHER

We know the needs of the people we serve is our top priority and must remain first and foremost in our minds and actions. This 2022-2024 Strategic Plan represents our commitment to addressing critical issues and identifying important opportunities for the success of the more than 1,350 children and adults with developmental disabilities we work with in Medina County.

Since 2000, many factors such as changes in funding sources, increased federal mandates, an ongoing workforce crisis and, most recently, the Covid pandemic, have all caused a significant shift throughout the developmental disability system in how services and supports are provided and funded. Given these influences on our service system, one could imagine the challenge of charting a course for the next few years. Balancing all of the elements that have been essential to making the Medina County Board of DD successful while anticipating how to remain sustainable and achieve even greater heights has pushed our agency to look through a new lens at our future.

As we work through this strategic plan over the next three years, our vision is to be the driving force for establishing critical collaborations for all our stakeholders and community partners. We will continue to be focused on our day-to-day relationships with those we serve. We will also be increasing our focus in new areas - community inclusion, advocacy, community employment, life transitions, service provider collaboration for quality services - where our stakeholders have told us through our focus groups and surveys that are important and meaningful to them.

While we are committed to the vision shared in this plan for the next three years, we also know that things can change quickly. We are under no illusions that our efforts will be without challenge, which is why our plan is a flexible one. It will allow us to be responsive to challenges and changes which may arise while still adhering to the basic plan's vision.

As we work toward our goals, we do so with the intention of building a stronger, more responsive and inclusive community with increased partnership and engagement for individuals, families, providers and the entire Medina County community. This Strategic Plan will help us focus the energy necessary to achieve something substantial for the individuals we serve and their families. After all, everything we do at the Medina County Board of DD should contribute to their success. We approach this work knowing that our success depends upon gathering old and new partners alike who wish to imagine our future. This plan presents the pathway forward. We hope you will join us.



Stacey Maleckar,
MCBDD Superintendent

Mission

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

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FOCUS AREA ONE

Provider Support

Foster collaborative environments which promote understanding and trust to empower providers in service provision.

Initiatives

1. Address the **DIRECT SUPPORT PROFESSIONAL (DSP) WORKFORCE CRISIS**.
2. Create a **COLLABORATIVE PROVIDER NETWORK**.
3. Coordinate opportunities that promote a **CULTURE OF EXCELLENCE**.
4. Address service gaps and increase **PROVIDER CAPACITY** to minimize wait lists for services.

We know service providers - both agency and independent - are critical to the success of individuals with developmental disabilities. We are committed to working along side service providers to help them address the issues they face and to be successful in serving individuals in Medina County.

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FOCUS AREA TWO

Transitions

Enhance connections and resources for individuals and families to navigate through life transitions.

Initiatives

1. Address the **GAPS BETWEEN ELIGIBILITY** benchmarks.
2. Address the school to adult transition to promote **INDEPENDENCE AND SELF-ADVOCACY**.
3. Assist families with **FUTURE PLANNING**.

As individuals with developmental disabilities move through life - from early intervention and educational needs to adulthood and community inclusive living - their service needs change. We are committed to finding ways to make these life transitions more seamless and helpful for individuals and their families.

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FOCUS AREA THREE


Community Membership

Promote a county-wide culture that gives individuals the opportunity to be active members in the community.

Initiatives

1. Address the need for reliable and flexible **TRANSPORTATION OPTIONS**.
2. Increase **HOUSING OPTIONS**.
3. Increase integrated **EMPLOYMENT OPPORTUNITIES**.
4. Promote an **INCLUSIVE CULTURE** within the community while promoting self-advocacy.

Individuals with developmental disabilities are an important part of the community and should be seen as valued citizens. We are committed to working throughout Medina County to promote independence and create opportunities for inclusion for people with developmental disabilities.



The Medina County Board of Developmental Disabilities believes our core vision and core values are the foundation on which we conduct our everyday work. In our ever-changing world, our core values remain constant. These values underlie our work, how we interact with each other, and how we fulfill our mission.

Core Vision

To partner with individuals, families, providers and the community to be a valued resource in promoting the abilities and meeting the needs of individuals with developmental disabilities.

Core Values

PERSON-CENTERED: We will empower and respect individuals to make decisions that are important to them and for them.

INCLUSION: We will advocate for individuals to be able to access and participate fully in the community where they are welcomed, respected, supported and valued.

COLLABORATION: We will work together with individuals, families, providers and the community through mutual respect for the common good of the people we serve.

SUSTAINABILITY: We will utilize resources in a manner that support individual needs and a system that is efficient and serves well into the future.

ACCOUNTABILITY: We will demonstrate our commitment to the individuals we serve and our agency mission by making our actions transparent and having clear outcomes.

QUALITY: We will promote a culture of excellence in all that we do.



Developed and Approved by:

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