

medina county board of developmental disabilities

# 2022 Action Plan



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

# 2022-2024 Strategic Plan Recap



## Provider Support

### FOCUS AREA 1

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.

## Transitions

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

### FOCUS AREA 2



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.




### FOCUS AREA 3

## Community Membership

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


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.



# FOCUS AREA 1

## PROVIDER SUPPORT

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



### Initiatives and Strategies

#### 1. ADDRESS THE DIRECT SUPPORT PROFESSIONAL (DSP) WORKFORCE CRISIS

- Work with providers to develop a recruitment plan that will benefit all agencies.
- Implement a collaborative retention project that will assist current DSPs in addressing life challenges and increase overall agency staff retention rates by 10%.
- Provide information relevant to the DSP workforce crisis to stakeholders at least once per month.

#### 2. CREATE A COLLABORATIVE PROVIDER NETWORK

- Increase participation in the current provider leadership network by 10%.
- Re-launch quarterly Service and Support Administration (SSA) meet and greet opportunities with providers to increase understanding of roles and relationships.
- SSAs will meet with two individuals and their DSPs/support staff at least monthly for the purpose of interacting and getting to know DSPs.

#### 3. COORDINATE OPPORTUNITIES THAT PROMOTE A CULTURE OF EXCELLENCE

- Work with providers to develop two new training opportunities for DSPs and frontline supervisors.
- Expand DSP appreciation efforts by at least two new opportunities.
- Develop an internal MCBDD culture of excellence engagement plan.
- Develop a guideline for newly certified independent providers.

#### 4. ADDRESS SERVICE GAPS AND INCREASE PROVIDER CAPACITY

- Work with providers and the Assistive Technology department to develop a remote supports pilot project.
- Increase the number of active providers in Individual Employment Supports and/or career planning in Medina County by at least four.
- Identify additional collaborative partnerships to prepare community providers to serve individuals with challenging behaviors.



## FOCUS AREA 2

### TRANSITIONS

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

## Initiatives and Strategies

### 1. ADDRESS THE GAPS BETWEEN THE ELIGIBILITY BENCHMARKS

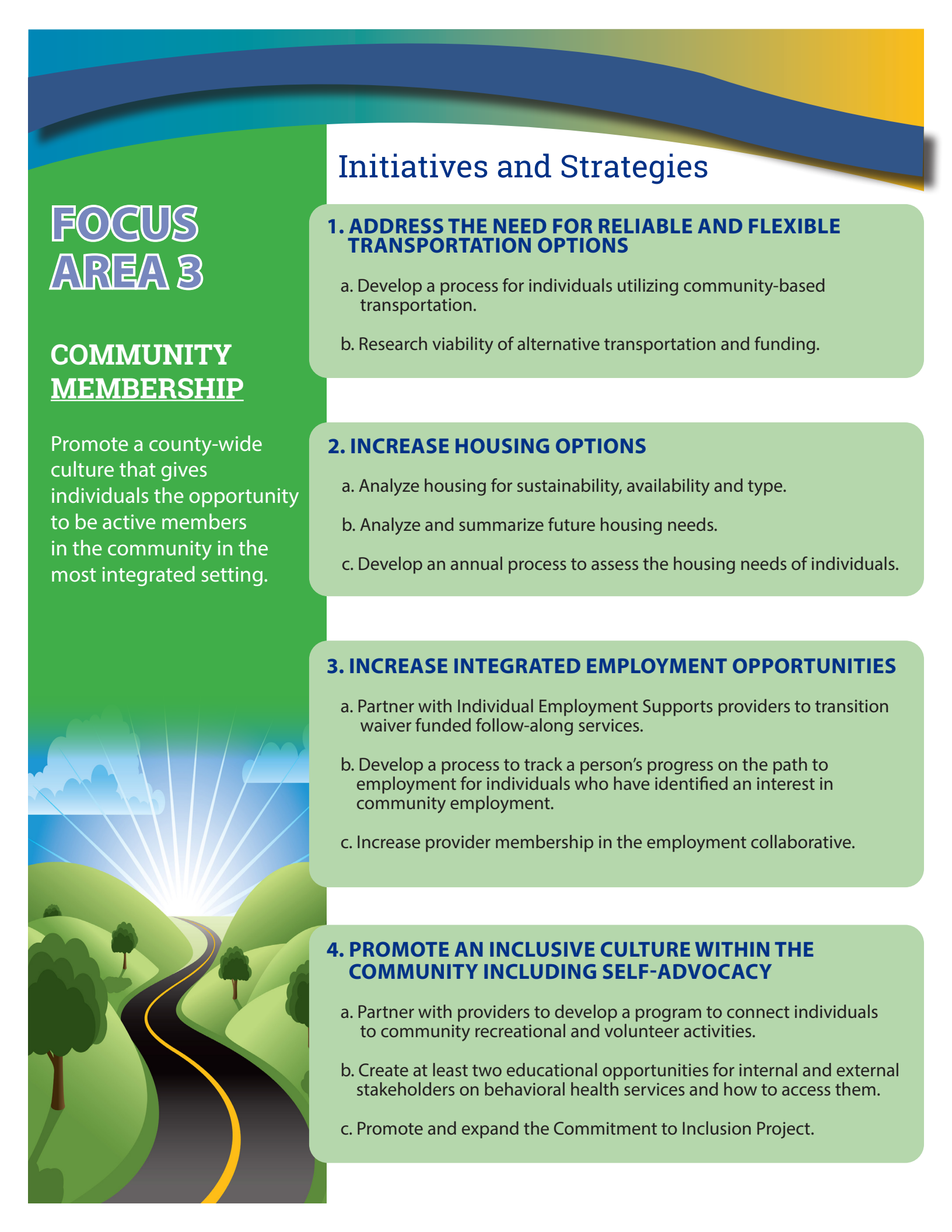
- a. Create a process to identify and outline roles and responsibilities of the team.
- b. Develop a training process for individuals, families and staff related to transitions.

### 2. ADDRESS THE SCHOOL TO ADULT TRANSITION TO PROMOTE INDEPENDENCE AND SELF-ADVOCACY

- a. Evaluate the current transition process and make recommendations to the Superintendent of any necessary changes.
- b. Collaborate with Ohio Center for Austim and Low Incidence (OCALI) to develop tools to support students transitioning to adulthood after graduating Windfall School.
- c. Collaborate with at least two local school districts to educate transition students on self-advocacy skills.

### 3. ASSIST FAMILIES WITH FUTURE PLANNING

- a. Evaluate the process to determine future areas of need and report a summary of findings.
- b. Outline annual educational series for individuals and families.
- c. Determine available resources and evaluate accessibility.



## FOCUS AREA 3

### **COMMUNITY MEMBERSHIP**

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

## Initiatives and Strategies

### **1. ADDRESS THE NEED FOR RELIABLE AND FLEXIBLE TRANSPORTATION OPTIONS**

- a. Develop a process for individuals utilizing community-based transportation.
- b. Research viability of alternative transportation and funding.

### **2. INCREASE HOUSING OPTIONS**

- a. Analyze housing for sustainability, availability and type.
- b. Analyze and summarize future housing needs.
- c. Develop an annual process to assess the housing needs of individuals.

### **3. INCREASE INTEGRATED EMPLOYMENT OPPORTUNITIES**

- a. Partner with Individual Employment Supports providers to transition waiver funded follow-along services.
- b. Develop a process to track a person's progress on the path to employment for individuals who have identified an interest in community employment.
- c. Increase provider membership in the employment collaborative.

### **4. PROMOTE AN INCLUSIVE CULTURE WITHIN THE COMMUNITY INCLUDING SELF-ADVOCACY**

- a. Partner with providers to develop a program to connect individuals to community recreational and volunteer activities.
- b. Create at least two educational opportunities for internal and external stakeholders on behavioral health services and how to access them.
- c. Promote and expand the Commitment to Inclusion Project.

## Developed and Approved by:

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