

medina county board of developmental disabilities

2023 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 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

- a. Collaborate with at least two school districts on the DSP career path curriculum by 2023/2024 school year.
- b. Develop one new retention support opportunity for providers.
- c. Evaluate and make recommendations for Employment Support Network (ESN) Success Coach program.

2. CREATE A COLLABORATIVE PROVIDER NETWORK

- a. Develop a recruitment advisory group as a follow up to the DSP Magnet Academy.
- b. Continue SSA/Provider Mingles with specific agenda topics to build collaboration.
- c. Create and maintain effective relationships by SSAs sending an average of 120 postcards per month (average of 4 per SSA) to providers.

3. COORDINATE OPPORTUNITIES THAT PROMOTE A CULTURE OF EXCELLENCE

- a. Develop at least two provider agency frontline supervisor trainings.
- b. Expand DSP appreciation efforts by at least one new opportunity.
- c. Implement at least three staff trainings/activities that focus on the culture statement and customer service.
- d. Update the provider website.

4. ADDRESS SERVICE GAPS AND INCREASE PROVIDER CAPACITY

- a. Develop an incentive opportunity for providers to increase the use of remote support monitoring.
- b. Increase referrals and active providers for career planning services.
- c. Implement a collaborative process with behavioral health 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

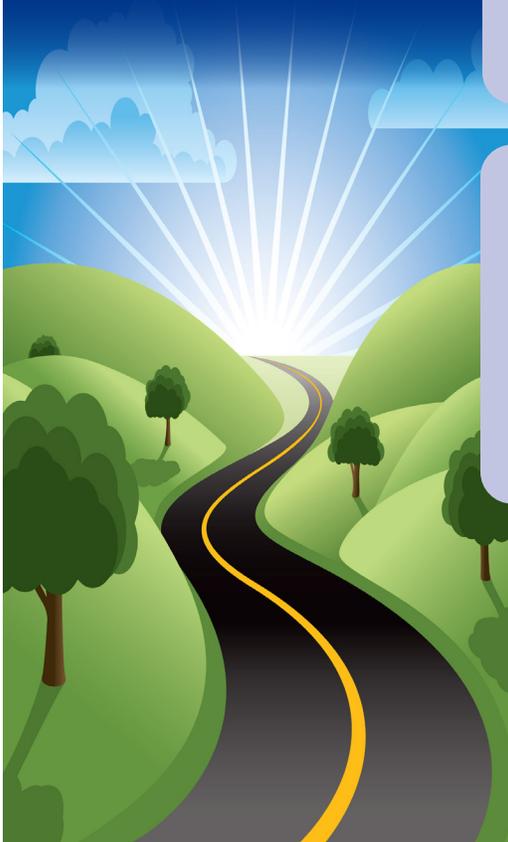
- a. Create a process to determine needed resources for children transitioning from Early Intervention service to County Board eligibility.
- b. Update MCBDD service information materials to be given to families at eligibility benchmark transitions.
- c. Develop and implement a process to ensure families receive MCBDD information and materials at eligibility benchmark transitions.

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

- a. Continue evaluation of the current transition process.
- b. Implement a collaborative process to support graduating students in preparation for transition to adult options.
- c. Present the new leadership curriculum opportunity to current transition students receiving advocacy training in at least two schools.

3. ASSIST FAMILIES WITH FUTURE PLANNING

- a. Create a Multidisciplinary Training and Resource committee to analyze, evaluate, and recommend training opportunities which focus on transition, future planning, and annual training needs.
- b. Develop a QR code for input, feedback, and recommended trainings.



FOCUS AREA 3

COMMUNITY MEMBERSHIP

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

Initiatives and Strategies

1. ADDRESS THE NEED FOR RELIABLE AND FLEXIBLE TRANSPORTATION OPTIONS

- a. Transition individuals who access Medina County Public Transit as a non-medical transportation provider by the end of 2023.
- b. Develop a partnership with an area agency to propose a new transportation project in Medina County.

2. INCREASE HOUSING OPTIONS

- a. Formalize a process for identifying capital housing needs and acquisitions.
- b. Develop a one-page educational profile on the benefits of renting to people with intellectual and developmental disabilities.
- c. Develop and implement an assessment for matching potential roommate selection.

3. INCREASE INTEGRATED EMPLOYMENT OPPORTUNITIES

- a. Develop a training program for providers for community employment services.
- b. Develop a process to monitor a person's progress on the path to employment.
- c. Participate in two events with the Medina County Employment Collaborative to engage the business community.

4. PROMOTE AN INCLUSIVE CULTURE WITHIN THE COMMUNITY WHILE PROMOTING ADVOCACY

- a. Partner with providers to develop a program to connect individuals to community recreational and volunteer activities.
- b. Collaborate with the Early Childhood Resource Center to support child care providers to enroll and continue to support children with developmental disabilities.
- c. Identify three new community partners for the Committed to Inclusion Project.
- d. Implement the Advocacy Leadership Program.

Developed and Approved by:

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Table of Organization

MEDINA COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Approved: 1/23/2023

