

medina county board of developmental disabilities

# 2024 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. Evaluate current DSP-U Program at the Medina County Career Center and make recommendations for 2024/2025 school year.
- b. Implement and evaluate DSP Recruitment and Retention Program for providers.
- c. Incorporate a Provider Success Coach Program into the DSP Recruitment and Retention Program.


#### 2. CREATE A COLLABORATIVE PROVIDER NETWORK

- a. Implement recommended changes to increase provider interaction at regularly scheduled Provider Mingles.
- b. Create and maintain effective relationships between SSAs and providers.

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

- a. Complete four new frontline supervisor trainings for providers.
- b. Develop one appreciation effort for non-DSP, front line staff/supervisors.
- c. Increase leadership development opportunities for MCBDD staff.

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

- a. Organize a Tech Summit that would include Tech Ambassadors, Remote Support and Supportive Technology.
  - b. Implement regular training schedule for training Career Planning services for providers and new staff
  - c. Implement a collaborative process with behavioral health providers to serve individuals with challenging behaviors.
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## 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. Determine needed resources for children and their families transitioning at the three mandated ages that require county board re-determination.
- b. Create video resource to raise awareness and complement eligibility benchmarks.
- c. Create post-transition survey to identify additional gaps or improvement areas.

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

- a. Evaluate current transition programming on meeting current needs for transition students.
- b. Identify and analyze three transition programs in the state for recommendations on transition initiatives.
- c. Reformat advocacy training for Medina County high school transition students.

### 3. ASSIST FAMILIES WITH FUTURE PLANNING

- a. Training and Resource Committee to identify trends to develop an online knowledge base/library of resources available to individuals and families.
- b. Identify needs and gaps in benefit analysis processes.



## 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. Develop a partnership with an agency to propose a new transportation project in Medina County.

### 2. INCREASE HOUSING OPTIONS

- a. Develop three new opportunities to present on the benefits of renting to people with intellectual and developmental differences in order to educate new potential landlords.
- b. Develop and implement an assessment for matching potential roommate(s) selection.

### 3. INCREASE INTEGRATED EMPLOYMENT OPPORTUNITIES

- a. Develop a library of trainings for community employment services to be available for providers.
- b. Complete at least two trainings with SSAs on Employment Navigation, Path to Employment and OOD/Career Planning services.
- c. Organize an event with the Medina County Employment Collaborative to engage and educate on community employment.

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

- a. Work with two community agencies on expanding recreational, leisure and/or sports activities to include adaptive and inclusive options for individuals with developmental differences.
- b. Collaborate with the Early Childhood Resource Center to support child care providers to enroll and continue to support children with developmental differences.
- c. Meet with three county officials and/or businesses to educate and discuss inclusion initiatives.
- d. Evaluate the MCBDD Leadership Program and make recommendations.

## Developed and Approved by:

### 2024 Board of Trustees

Wayne Carroll  
Lisa Dreaden  
Sandra Thomas Fain  
Mark Gryskiewicz  
Dave Hartman  
Andrew Olah  
Ann Salek

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Bobby Richards, Director of Facilities and IT  
Shannon Lees, Executive Administrator  
Patti Hetkey, Community Relations Manager



4691 Windfall Road  
Medina, Ohio 44256

phone: 330-725-7751  
fax: 330-722-4854  
info@mcbdd.org  
www.mcbdd.org

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