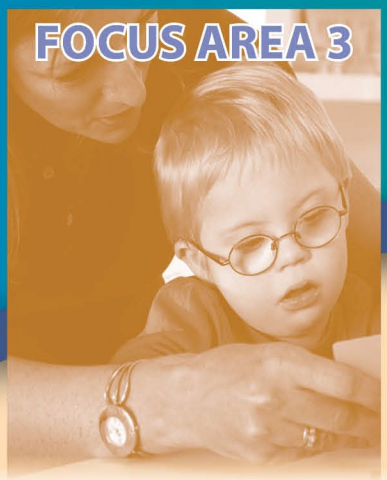


medina county board of developmental disabilities

2026 Action Plan Dashboard

Progress • Highlights • Concerns

October 2026

Thriving Workforce

Cultivating professional workforces that are engaged, informed, invested, and valued.

1. Assist in recruitment and retention for positions in the developmental disabilities field.

1a. The DSP Job and Resource Fair was held on 6/10 with little participation. The provider workgroup has decided it was not effective and will look at other ideas/options for next year.

1b. Four agencies participated in the food and transportation assistance program. Based on low utilization, this program will not continue next year.

1c. MCBDD staff turnover rate continues to be in single digits for this year at 5.76% as compared to double digits last year. HR Works is currently reviewing our non-bargaining pay scales to ensure that we remain competitive within the local job market.

2. Support, train, and develop leadership and workforce.

2a. Two Frontline Supervisor Mingles have been held. The 2nd mingle had two people attend. After reviewing feedback, engagement and cost effectiveness, Frontline Supervisor Training will not continue in 2027.

2b. Multiple trainings have occurred for MCBDD staff. On 10/9, all staff were trained in Outlook email best practices, calendars, One Note and cyber security. On 10/14, SSA received more specific training on advanced functions of Outlook email and calendars, and school staff received this training on 10/16. One-on-one training is being provided for staff as needed.

2c. Four MCBDD Leadership sessions have occurred including emotional intelligence, productive conflict and funding. The last two sessions are scheduled for October and December and include training in creating professional brands and presentation skills.

3. Promote a culture of value and respect within the local DD system.

3a. Personal stories identifying times when people felt excluded or were treated inequitably were gathered from staff and shared in the staff newsletter quarterly. “Inside the Circle” activity was completed at the October MCBDD staff in-service so staff could see what they had in common with each other to foster a sense of belonging.

3b. Multiple opportunities have centered on the MCBDD core value of “Inclusion” and continue to occur throughout the year including videos, staff articles, trading cards, posters and figurine men. Core Values week will take place from November 2-6.

4. Engage workforces to increase communication and enhance relationships.

4a. Two provider work groups were established; Job/Resource Fair and Sustainability. The Provider Sustainability Workgroup has been meeting on a regular basis to discuss long-term sustainability. A meeting for the entire Provider Advisory Committee will be held in November and a plan for 2027 will be developed.

4b. Website pages are being revamped for federal ADA guidelines and to ensure that information is more readily available to providers. Also, a PDF functionality audit is being conducted to identify hard to reach information.

4c. Members of management have been inviting staff members to attend cross departmental meetings which has facilitated staff appreciating with other departments do on a day-to-day basis.

Progress Color Coding:

On track to complete by end of 2026

Concerns for completing by end of 2026

Barriers to completing by end of 2026