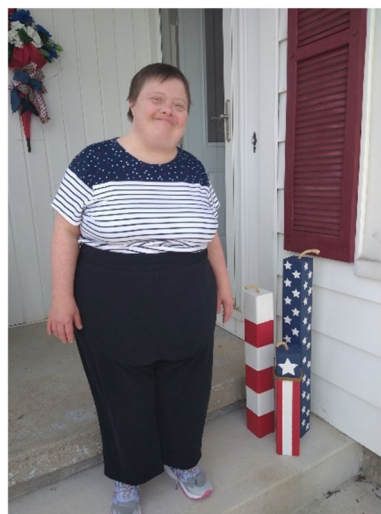


2022

2023

2024



*empower
include
achieve*



*Strategic
Plan*

Our **VISION**

All individuals in our community with a developmental disability will thrive educationally, vocationally, and socially.

Our **MISSION**

To ensure individuals with developmental disabilities have access to quality supports providing them opportunities to live, learn, work, and play in their community.

Overview | Guiding Principles

- Use an individual-first approach to everything we do.
- Deliver professional customer experience for all stakeholders and collaborative partners.
- Create long-term solutions while providing timely, knowledgeable, and quality support services.
- Engage and empower others in making life-long personal connections.
- Cultivate a caring and compassionate culture with a focus on our mission and vision.
- Inform and educate all stakeholders as an advocate for individuals.
- Be a responsible steward of taxpayer dollars.

From the Superintendent



Not surprisingly, our strategic plan over the last couple of years took a detour around, over, under and through the COVID-19 pandemic. Despite the roadblocks and the need to occasionally alternate our route, we made progress in several areas, including reducing the number of individuals waiting for services, implementing a method to ensure newly certified independent providers understand their roles & responsibilities, supporting provider agencies in their recruitment efforts, enhancing our technological capabilities, increasing collaborative efforts to support youth with developmental disabilities, and promoting the employment of people with developmental disabilities through targeted outreach & education.

Recent updates to our table of organization and several new and/or revised procedures have us feeling we are again in a place where we can focus on what we *want* to do rather than what we *must* do in order to adapt to circumstances beyond our control. With this in mind, we are pleased to present a 3-year strategic plan meant to keep us moving forward as an agency with creativity, flexibility, and a growth mindset.

At the heart of all we do is a commitment to excellent customer experience and the promotion of self-advocacy through the person-centered planning process. These tenets are woven throughout our plan which focus on our 5 main objective areas for the next 3 years: outreach & education, community integration, provider engagement, strengthening team knowledge of internal & external resources, and improving methods for supporting youth.

As a specialized team working to provide a lifetime of services and supports across a broad spectrum of individualized need, we know it is important to build our learning, listening and communication skills. Doing so is key to being effective and consistent in our relationships with each other as well as those with whom we come in contact. The COVID-19 has certainly taken its toll on staff as well as the people we serve, the people who support them, and all our community partners. We believe reflection, compassion and understanding are all essential to moving positively forward while showing grace to ourselves and those around us.

It is our sincere hope those values and beliefs are reflected in our thought and planning process comprising our 2022 – 2024 Strategic Plan.

Thank you for your interest in the Auglaize County Board of Developmental Disabilities.

Best wishes,

Renee Kohler
Superintendent

Strategic Plan | Objectives

Enhance stakeholder education & outreach about resources, services and supports.

Increase community integration, inclusion and employment of individuals served.

Create opportunities for enhanced positive provider engagement.

Strengthen team knowledge of internal and external resources and supports for staff as well as individuals and families served.

Improve methods of support for youth with complex developmental, emotional, & behavioral needs.



Objective #1: Enhance stakeholder education and outreach about resources, services & supports.

Objective 1 Goals	Strategies Planned	Progress Achieved
2022		
Phase II Website Redesign – Resources and Communications Tabs	Community Connections Coordinator leads April All Staff meeting to chart out relevant resource materials and design for the webpage.	Added “Monthly Summary of Board Activity” tab to the website featuring the At-A-Glance monthly summary of activity to the Board.
Welcome to EI packet	<p>The Service Coordinators will work with the Community Connections Coordinator to develop a “Welcome to EI” packet.</p> <p>Ensure through departmental training the uniform use of the “Welcome to EI” packet by the Service Coordinators.</p>	The “Welcome to EI” packet and training were completed in Spring 2022 for use by the EI department.
Transition from EI to Preschool Packet	Ensure through departmental training the uniform use of the “Transition from EI to Preschool” packet by the Service Coordinators.	EI Service Coordinators have been trained on the expectations related to the consistent use of the “Transition from EI to Preschool” packet.
Transition packet for 3-5, COEDI / OEDI and Adulthood	<p>CTS team will work with the Community Connections Coordinator to develop a transition packet used to guide children and families through the transitions of childhood services & supports, on into adulthood services & supports.</p> <p>CTS Team and Community Connections Coordinator will review completed packet on June 23, 2022.</p>	<p>CTS Team and Community Connections Coordinator met to create Student to Adult Life Transition Packet on June 7, 2022.</p> <p>Student to Adult Life Transition Packet completed and approved on June 27, 2022, and ready for use.</p> <p>Packet is being shared with Stakeholders and families, regularly.</p>
Collaborate with stakeholders to develop a kinship support committee within Auglaize County.	<p>Identify stakeholder representation and schedule initial kickoff meeting.</p> <p>Distinguish roles of each stakeholder, first support meeting date, location, and other logistics.</p>	<p>CTS Manager attended first planning meeting in June, 2022, to identify stakeholders, discuss location, funding, and community involvement in kinship, foster, and adoption support group.</p> <p>CTS Manager attended meeting on June 15th at Wapakoneta Elementary where group determined location, time, and date of support meetings. First</p>

		<p>meeting scheduled for July 14th. Group also creating a Care Closet for Kinship and Foster families to obtain clothing, baby supplies, and toys. OhioKAN providing \$5000 to assist with funding.</p> <p>Meetings are scheduled on Thursday evenings at the Wapakoneta YMCA, where meals are provided to all attendees through the Loaves and Fishes ministry.</p> <p>Weekly meetings have around 38 attendees.</p> <p>CTS Manager dropped off donation from ACBDD EI department to Kinship Care Closet on August 1, 2022.</p>
Transition Core Plus systems transformation training for transition- age Intervention Specialist.	CTS Manager to schedule speaker for Transition Core Plus training event (training for Transition Age Intervention Specialist) in October.	<p>CTS Manager scheduled Sarah Millimen to speak to Intervention Specialist on October 19 at the Transition Core Plus training.</p> <p>Sarah Millimen presented to most Auglaize County School Intervention Specialists at Transition Core Plus training on October 19.</p>
Increase education and encourage preparedness for people who are eligible for DD services to serve as members of the Board.	<p>Encourage conversations with the Auglaize Board of County Commissioners and Probate Judge as appointing authorities.</p> <p>Develop and implement a curriculum for self-advocates to develop leadership skills and learn about all Board operations.</p>	<p>The appointing authorities were made aware of the OACB resolution passed encouraging all DD Boards to have a person served as a member by 2027.</p> <p>Three sessions of the Auglaize DD Leadership Development Program were held across 4 weeks in August and September 2022. Presenters included Auglaize DD leadership, WestCON, DD Board president and a county commissioner as well as a Lucas DD Board member with lived experience.</p>
Provide a quarterly newsletter regarding CTS Services for educational partners.	Create and update a newsletter quarterly, regarding CTS services and important information for our educational partners.	1st quarter CTS Newsletter completed and sent out to educational partners in October 2022.
CTS Team and parent advocate to prepare a presentation on importance of inclusion, to be presented to 6 th grade students in Auglaize County.	<p>CTS Manager to contact local school districts to determine buy-in and to schedule presentation for 6th grade students.</p> <p>6th grade students will be given the opportunity to write an essay about the importance of inclusion, following the presentation. DD Board will judge essays and present awards for top essays.</p>	<p>CTS Manager working with parent advocate to create a curriculum for 6th grade presentations.</p> <p>CTS Manager scheduled presentations with most Auglaize County school districts, 6th grades, for February 2023. The presentation will include an essay writing contest to choose 2 top essay writers from each school district, participating.</p> <p>Presentation completed in December 2022 and ready for rehearsal and implementation in 2023.</p>
2023		
Update Early Intervention logo to remove ABC blocks, continuing the transition and branding updated from EI as a center-based program (Auglaize School/ABC Center) to a county board,	Community Connections Coordinator to update EI materials with new logo.	EI materials have been updated with new logo.

<p>community-based service.</p> <p>Expand outreach and advocacy awareness efforts in Auglaize County schools to promote inclusion.</p>	<p>CTS Manager to contact local school districts to determine buy-in and to schedule presentation for 6th grade students in Auglaize County.</p> <p>6th grade students will be given the opportunity to write an essay about the importance of inclusion, following the presentation. DD Board will judge essays and present awards for top essays.</p> <p>Begin development of an awareness curriculum to be presented at area schools.</p> <p>Contact schools to promote availability of presentations on various topics to school-aged children.</p> <p>Create materials to teach about PLAY.</p> <p>Present to high school students interested in Social Work, to encourage the desire to work in the field of I/DD.</p> <p>The EI Services Manager will present to WSU Lake Campus Child Development class in November describing the Early Intervention Program and what positions are available in the DD field. Explanation of the scholarship program to those students who qualify.</p> <p>Early Intervention PWP will collaborate/partner with other county stake holders and organizations to promote inclusion and awareness.</p>	<p>In January 2023, ACBDD Superintendent, Community Connections Coordinator, and CTS Manager, created and prepared for upcoming 6th grade presentations.</p> <p>In February 2023, ACBDD Superintendent, Community Connections Coordinator, and CTS Manager presented Disability Inclusion: Being an Ally, to 6th grade students of New Bremen, Minster, New Knoxville, Holy Rosary, and St. Mary's Middle Schools. Students were tasked with writing an essay on Being an Ally. Two students from each district will be chosen as winners of an Amazon gift card.</p> <p>Planning has begun for awareness curriculum. Group is calling itself Auglaize County SPEAK- Supporting and Promoting Empowerment and Achievement Klub</p> <p>Teaching PLAY flyer and PLAY video created.</p> <p>In July 2023, CTS Manager presented to area high school students who took part in the PASS (Prevention Awareness Support Services) summer program and are interested in a career in Social Work, to inform of positions in the I/DD field, as well as to recruit new DSPs.</p> <p>22 students attended in- house presentation on November 17. Flyer of Scholarship Program was distributed.</p> <p>Early Intervention was able to collaborate with Topsy Turvy Toys Toddler Time, Blooming Bridge Music Therapy, The Gardens in Wapakoneta, and Riverside Art Center, Wapakoneta Library and Cridersville Library.</p>
<p>General outreach resources and efforts.</p>	<p>Create agency survey to gather feedback from individuals served, family members, independent providers/employees of an agency, DD employees, and community stakeholders.</p> <p>CCC reached out to all three county Chambers of Commerce to sponsor a hole in each of their golf outings.</p>	<p>Agency survey created, shared on social media, included in signature of staff emails, and housed on website.</p> <p>General agency flyer created.</p> <p>Sponsored a hole for all three Chambers of Commerce golf outings.</p>

	<p>Early Intervention Service coordinators will distribute referral information to area physicians to bring awareness of services offered and how to refer to the program.</p> <p>Early Intervention will partner with other county organizations to promote awareness, provide resources and offer developmental screenings.</p>	<p>EISCs distributed physician packets in Auglaize, Mercer and Allen counties.</p> <p>El participated in events sponsored by Help Me Grow, JTDMH Child Wellness and Wapakoneta City Schools.</p>
Phase II Website Redesign – Continued Updates	CCC working with WestCON to develop a Brochures and Information tab and a PLAY Project tab.	New pages created on website: Brochures and information, PLAY project, videos, and an events calendar.
Update EI forms and brochures to improve ease of use and understanding of materials	EI Services Manager will identify forms to update and/or create	<p>Created a 1-page easy-to-read Parent's Rights flier to supplement the state's Parents Rights brochure.</p> <p>Updated the SC intake form and EI child record review checklist</p>
2024		
Proactively address Board member vacancies	<p>Establish Board member recruitment committee</p> <p>Develop a committee purpose and guide document</p> <p>Create a video interviewing past and present Board members regarding their experiences and gained value by serving on the Board</p> <p>Hold 3-session Board Leadership Development series aimed at educating individuals with lived experience on Board service</p>	
Create a video featuring individuals served identifying their rights and responsibilities		
Create method of identifying and tracking meaningful information to share with stakeholders including Board members	<p>Use shared technology to establish a method of identifying information to share throughout the year with managers and departmental leaders being responsible for providing the information to the Community Connections Coordinator.</p> <p>Develop personal goals for managers and departmental leaders to think beyond routine reports and information, seeking opportunities to create informative graphics with relevant information.</p>	
Explore interest in starting a Sib Shop in Auglaize County	<p>Discuss partnership with neighboring county</p> <p>Participate in facilitator training</p>	

Objective #2:

Increase community integration, inclusion & employment of individuals served.

Objective 2 Goals	Strategies Planned	Progress Achieved
2022		
Targeted Outreach & Awareness Campaigns	<p>DD Awareness Month</p> <p>Autism Awareness Month</p> <p>NDEAM</p>	<p>March DD Awareness included: billboards, YouTube videos, Facebook posts, Board recognition, outreach to all 2nd grade classrooms in Auglaize County, 3rd Annual Blood Drive</p> <p>April Autism Awareness included: Facebook campaign featuring information on the incidence of autism in the US, info graphs highlighting local children and adults with autism, individual served with autism and his provider as guests of the Board at the April Board meeting</p> <p>NDEAM Awareness included: billboards, YouTube videos, Facebook posts, Board recognition, invitation to campaign ambassadors to join DD staff for the Wapak Chamber awards dinner</p>
Start pilot program called Circle of Friends in local school district, to encourage inclusion of students with developmental disabilities.	<p>CTS Manager to present Circle of Friends to local school district to request involvement in pilot program.</p> <p>Apply for DD Council grant to assist with funding COF.</p>	<p>CTS Manager and Circle of Friends Director presented to local school district on 8/15/22. School followed up that they were not interested in implementation at this time.</p>
Educate stakeholders on the presence of the County Board and their involvement with children & families.	<p>CTS Manager to attend Summer Educator Tours to show the County Board presence in serving students who will be transitioning to employment after graduation.</p> <p>IFSS Director applied for the VALU (Visioning Auglaize Leadership & Unity) Fall Cohort.</p> <p>Integrate Play with a Purpose with existing community events/activities, such as library</p>	<p>CTS Manager attended Summer Educator tours on July 12 & 14, visiting businesses throughout Auglaize County with local educators. Was able to make known the involvement of the County Board with students.</p> <p>IFSS Director accepted into the Cohort, first meeting Sept 15th and monthly thereafter on the 3rd Thursday of the month.</p> <p>EI participated in Wapakoneta Library's Toddler Play/Story time on November 10,</p>

	<p>storytelling, Toy Store Toddler times, Holiday themed events. EI met with Topsy Turvy Toys to plan for a collaborative Toddler Time/PWP occurring in January, 2023.</p> <p>Participate in the Auglaize County Public Health Department events.</p> <p>Kids Day at the Fair, scheduled for August 2, 2022.</p> <p>Plan for the outreach Welcome Infant Bags to Hospitals and schedule drop-off at JTMH</p> <p>Physician office visits, get letters printed, schedule meetings, promotional materials need put together.</p> <p>Wright State University Lake Campus EI service delivery presentation</p> <p>Grand Lake Fall Health Fair for screening and Public Awareness.</p>	<p>2022.</p> <p>EI Manager, DSs, SCs, attended Family Fair Event on August 5, 2022 to support breastfeeding awareness month. Attendees included WIC, Help me Grow, JFS, CareSource, Grand Lake Health and Rehabilitation, St. Marys Library and Head Start and YMCA.</p> <p>4-hour event was held at the county fair with EI Staff participation. Information, resources, CB promotional items, etc.. shared with the general public of all ages.</p> <p>Welcome Bags are completed. They will be delivered in February 2023.</p> <p>Physician letters were written and sent out on October 28, 2022.</p> <p>EI was invited to speak to an Early Childhood class on October 28, 2022, regarding working with the birth to age 3 population and employment opportunities in the fields of Service Coordination and Special Instruction.</p> <p>EI participated on November 5, 2022. Developmental information provided along with opportunity to schedule screenings.</p>
<p>Reach out to the Armstrong Air & Space Museum to offer support and collaboration on a sensory friendly option for the annual Boo! at the Moon event.</p>	<p>Community Connections Coordinator, EI Manager and CTS Manager met with the museum outreach director and made plans for the Auglaize DD to participate in the 2022 Boo! at the Moon event.</p>	<p>ACBDD staff assisted with the Boo! On the Moon event on October 25, 2022, offering a sensory friendly room with activities. Total attendance for the event was 237, with 8 families who utilized the sensory activity room.</p>

2023

Partner with county officials and stakeholders to celebrate 70 years of service in conjunction with Auglaize County's 175 th anniversary celebration.		<p>County 175th Anniversary Committee contacted in Spring 2022.</p> <p>Ribbon Cutting/Rededication and Open House scheduled for 3/31/23 in conjunction with Southwestern Auglaize Chamber.</p> <p>Auglaize DD "70 years of support" logo created in August 2022 and shared with Board and staff in November. News release sent out in December.</p>
Explore potential for a legacy community garden in honor and recognition of the grassroots beginnings of the Auglaize School and those who attended.	<p>Partner with a local FFA club to train staff, individuals served and ADS providers on planting and growing.</p> <p>Develop a method of fighting food insecurity by identifying local pantries and individuals and families served to receive produce.</p>	<p>Determined a butterfly garden with annual release in memory of those who have passed is best route. Met with New Bremen HS FFA Advisor who, along with NBHS students, agreed to participate in the project.</p>
Work with Auglaize County Fair director to explore options for a sensory friendly option at the fair.	Contact Fair Manager to identify possibilities and discuss funding.	<p>CCC began discussions in 2022, identifying possible options and barriers.</p> <p>Partnered with the Auglaize County fair on the purchase of a shed to be used as a sensory friendly option.</p>
Create awareness around importance of adult changing tables to promote community inclusion.	<p>Create a video featuring Board President sharing her family's experience with changing her 9 year old daughter in public spaces.</p> <p>Schedule a meeting with the 3 Auglaize County Chamber Directors to brain storm on ways to spread awareness on the need for universal changing tables and to catch businesses early prior to building and renovating.</p>	<p>Video was created in summer 2023.</p> <p>Meeting was held with 3 Chambers, ACBDD Board President, Superintendent, and Community Connections Coordinator in June 2023.</p> <p>Representatives from Changing Spaces Ohio presented to the New Bremen/New Knoxville Rotary Club in August.</p> <p>Representatives from Changing Spaces Ohio presented to advocates during the August Regional Advocacy meeting hosted by Auglaize DD.</p> <p>Universal Changing Table page has been added to the website.</p>
Increase awareness of Technology at home, work and community.	Work with DODD to establish a training that would meet the needs of individuals, families, and providers within Auglaize County.	July 13 th "What the Tech" training opportunity with DODD, individuals,

		families, guardians and staff on how technology can meet their needs and increase independence.
Targeted Outreach & Awareness Campaigns	DD Awareness Month	<p>Essay contest for 6th grade students from each Auglaize County Middle School that participated in the presentation of Disability Inclusion: Being an Ally. \$25 Amazon gift card will be given to two participants from each district.</p> <p>Outreach to 2nd grade classrooms at New Bremen, Minster, New Knoxville, Holy Rosary, Wapakoneta, and Waynesfield Goshen, elementary's, via book reading and discussion on Disability Inclusion.</p>
2024		
Promote inclusive employment, enhance employer outreach, and highlight successes	<p>Review and update Employer Tab on website</p> <p>Job Seeker Spotlight on website</p> <p>Distribute window clings to employees who hire inclusively</p> <p>Employer videos for NDEAM</p>	
Explore idea of an integrated learning opportunity along canal area near Auglaize DD administrative office		
Continue to work with local FFA Chapter on development of Legacy Memorial Butterfly Garden	Contact vendor for annual butterfly release	
Promote physical and mental health through community wellness events, activities and inclusion	<p>Explore integrated participation in Grand Lake Health Challenge</p> <p>Expand use of community calendar to highlight local events</p>	
Expand grant offerings to include partnerships seeking to increase inclusion and accessibility throughout Auglaize County.	<p>GLSM inclusive playground</p> <p>NB/NK Rotary mobile Universal Changing Table (UCT)unit</p> <p>Holy Reedemer (Auglaize County polling site) – UCT</p> <p>Village of New Bremen Bremenfest Park – restroom expansion for UCT</p>	

Veterans' Building at Auglaize County
Fairgrounds - UCT

Grand Lake Health/Premier Health South
YMCA – UCT

Purchase/sponsor playground communication
boards to be installed throughout Auglaize
County

Objective #3:

Create opportunities for enhanced positive provider engagement.

Objective 3 Goals	Strategies Planned	Progress Achieved
2022		
Phase II Website Redesign – DSP Tab	Add information to easily identify appropriate contacts for providers.	3 distinct contact options were added to page: SSA for questions about authorized services, WestCON for business-related questions (rules, billing, etc), Director of IFSS for concerns about quality of SSA services.
Provide Integrated Learning opportunities for Providers, & Staff	Identify dates, opportunities & subjects for training.	<p>March 3rd DODD/Provider/Staff training regarding outcomes for individuals served. Over 30 providers participated along with county board, OACB and DODD staff.</p> <p>March 17th, Supported Decision Making training with providers, staff and individuals served.</p> <p>June 2, CB hosted a Power Hour, OhioISP Information Session for Families.</p> <p>October 17th, The CB staff collaborated with the Ross County Board of DD, Auglaize ESC and SWOCOG to come to our community for an “open-house” to learn more about remote and assistive technology to meet service and support needs. ESC staff, students, providers, individuals served, and county board staff from Auglaize and Shelby county CB participated. Total attendance 54.</p>
Therapists		Included EI therapists in team retreat.
Schools	<p>Donate books to all 2nd grade classrooms in Auglaize County as well as school libraries for DD Awareness Month</p> <p>Seek opportunities for representation and contribution to county-wide collaboratives efforts for supporting children and families.</p>	<p>Staff visited 27 2nd grade classrooms to read and donate a book to promote disability awareness and acceptance.</p> <p>CTS Manager working to schedule presentation of Circle of Friends to local school district as a collaborative effort to encourage inclusion. Seeking funding through DD Council.</p> <p>CTS Manager and Circle of Friends Director presented to local school district on 8/15/22. School followed up that they were not interested in implementation at this time.</p> <p>CTS Team toured Wapakoneta Elementary</p>

		Special Education Department and St. Mary's High School, Middle School, Intermediate, and Primary Special Education departments, to discuss partnerships and share information regarding services and eligibility for students with disabilities.
County Wide Community Stakeholders	Seek opportunities for representation and contribution to county-wide collaboratives efforts for supporting children and families.	<p>CTS Manager serves on the following committees: Family Stability Team, Family and Children First Council, Chair of the Supporting Families Committee with OACB, Project SEARCH Steering Committee, Transition Council, Childnet, Sexual Abuse Response Team, Ohio Association of Services for Children and Families Regional & State committees, Ohio Kinship & Adoption Navigation, & Candle of Hope. Additionally, the Children's SSA is a member of the Breakfast Optimists, serving the youth of Auglaize County.</p> <p>IMSM attended the Auglaize Community Stakeholder Public Meeting on August 2, 2022. Provided input regarding current needs.</p>
HPC	<p>Superintendent served on workgroup with providers to identify ways to address DSP workforce crisis.</p> <p>September DSP Recognition Week</p>	<p>The efforts of this group resulted in the unanimous state-wide decision for CBs to fund a 6.5% supplemental pay to HPC providers for the purpose of retention.</p> <p>DSP appreciation event was held in September with over 50 people in attendance. Photos were shared throughout September, highlighting local DSPs.</p>
ADS	Program Recognition in conjunction with DSP week	ADS providers were treated to cookies and free t-shirts to show appreciation for their hard work.
2023		
<p>Offer providers relevant opportunities to network and learn</p> <p>Work with WestCON to feature the work of DSPs by creating a sharing videos</p>	Seek integrated learning opportunities for providers, individuals and staff	<p>Provider Relations Meeting held March 17th. Opportunities to learn about local and state initiatives/updates.</p> <p>Shared the NADSP webinar: Let's Talk: The Importance of Self-Care for Direct Support Professionals</p> <p>DSP recruitment flier and video targeting high school seniors created and shared.</p>
Enhance Provider Page of website to add more information.	Add information to highlight professional development grants	A separate tab was added under the provider page with information, including an application, for the provider grants.
Schools	<p>Donate books to all 2nd grade classrooms in Auglaize County as well as school libraries for DD Awareness Month.</p> <p>Present idea of DSP-U, an educational program designed to prepare high school seniors for work in the developmental disabilities field, to all Auglaize County Schools via SEOs, Administrators, Guidance Counselors, etc.</p>	<p>27, 2nd grade classrooms, all school libraries, and all Auglaize County libraries, received a copy of the book, Just Ask! Be Different, Be Brave, Be You.</p> <p>CTS Manager presented DSP-U to SEOs and Wapak Schools' Guidance Counselor. Wapak Schools are interested in implementing program to assist with graduation credits and rates. Auglaize DD administrative team working to determine ways to support the implementation of the program within the district.</p>

2024		
Continue to enhance provider page of website.	Add a Wellness Spotlight section to website.	
Schools		
Support DSP recruitment	Meet with local school district to implement DSP U	
Increase awareness and education of Board function	Create welcome letter for WestCON to include in new provider packets	Welcome letter created and implemented
	Include information in annual report related to provider services and supports	

Objective #4:

Strengthen team knowledge of internal & external resources & supports for staff as well as individuals and families served.

Objective 4 Goals	Strategies Planned	Progress Achieved
2022		
Internal Staff Resources	<p>Establish cohesive electronic file structure to implement throughout the agency.</p> <p>Community Connections Coordinator to work with EI Manager and Receptionist to improve understanding of outreach expenses</p>	<p>February staff meeting included review of share file updates and overview of FSS procedure.</p> <p>AuglaizeDD Team Site reorganization completed; on-going maintenance as needed.</p> <p>EI Files – Process started; EI Client files still need to be addressed.</p> <p>Leadership Team – Reorganization completed; on-going maintenance as needed.</p> <p>Business Office – On-going maintenance as needed.</p> <p>Community Connections Coordinator created an outreach budget spreadsheet for improved tracking and planning.</p>
External Staff Resources	<p>Promote use of Matrix EAP</p> <p>Establish benefit enrollment process in connection with Stark County Consortium</p> <p>Work with Stark County Consortium to establish new employee benefits.</p>	<p>On-going sharing of Matrix materials distributed throughout the year.</p> <p>Matrix materials saved within AuglaizeDD Team Site for easy access.</p> <p>Staff have reached out and utilized Matrix when needed.</p> <p>Implemented “Plan Source” benefit enrollment portal for a more cohesive benefit enrollment experience.</p> <p>Introduced Flex Spending Accounts for 2023 benefit enrollment period. Medical and Dependent Care available.</p>
Integrated Learning Opportunities	<p>Identify dates and seek out opportunities to host integrated learning opportunities.</p>	<p>March 23rd Human Rights Committee and MUI stakeholder annual review</p> <p>March 17th Support Decision Making ADS and ESC stakeholders.</p> <p>October 17th Mobile Smart Home which brought in 54 individuals, students, teachers, providers, family members and County Board staff from Auglaize and Shelby County who toured and learned about assisted technology and remote supports.</p>

Identifying resources for individuals and families served by the Board.	Ohio Parent to Parent – Research Autism Support Groups – Research Virtual Parenting Class- Free	Presentation at Family Support Meeting from Marion Cosgrove Rauch, OH Program Coordinator, attended by CTS Manager Identified Autism Support Groups: Logan County Board of DD, Autism Life Center- Lima, OH Learning Aid Ohio Program Identified ways to enhance administrative support for ongoing identification of resource sharing through social media. Leadership identified a free virtual parenting class for families to attend.
SSA Department will complete DODD Sponsored SHIFT Leadership and Enabling Technology Certifications.	SSA Leadership registered for the 12-hour Leadership Certification courses. All SSA will register for the 3-hour Enabling Technology certification courses. An Organizational Technology Plan will be completed, submitted, and approved.	SSA leadership team has completed all 12 hours of the coursework. SSAs have completed all 3 hours of the coursework. SSA leadership finalized and submitted ACBDD Organizational Technology Plan. Plan was approved by SHIFT. Leadership/Board received the SHIFT Technology Accreditation. Established a locally funded Technology Grant to be used for individuals with a need for remote supports and/or assistive technology.
Children and Transition SSA networking group to share ideas and resources, county to county. (CTS SSA Roundtable)	Continued growth of CTS SSA Roundtable group with promotional support from OACB. Group will grow into a regional membership.	Group had an initial 6 counties represented. Expanded membership initially through member shares and Supporting Family Workgroup. Expanded statewide through the assistance of the OACB Service and Support Advisor- correspondence went out June 3, 2022. Membership growing daily. Currently seeing representation from 45 counties- as of June 10, 2022. July 20, 2022, meeting- 76 attendees including SSAs, SSA Managers / Directors, OACB. Presentation from Tina Evans, DODD and Amy Barhorst, Transition SSA on MCAT. September 28, 2022- Angie Topp / Mom / Advocate, presented on “Why I’m that Parent” to SSAs across the state, giving detail on how she prepares for her daughter’s IEP meetings and how SSAs can better support parents. December 7, 2022- Nick Miller- OhioRiSE presented on partnerships between Boards of DD and OhioRiSE CME’s. Roundtable continues to have a large attendance and is utilized for questions and resources, regularly amongst SSAs serving children and families.
2023		
Continuous monitoring of available IT services,	El to explore increased use of Brittco to improve	

exploring benefits and possibility of use to improve efficiencies.	<p>efficiency.</p> <p>Pilot NK Telco Mobile Flight application for use with existing phone service to transfer calls to staff working remotely via their personal cell phones.</p>	Successfully piloted and implemented use of NK Telco Mobile Flight application allowing for all staff to access work call on their cell phone when working remotely.
“Choice Management” is the new Time Management	Research ways to implement a Choice Management way of thinking, work with Sharon Emerick to develop staff in service/training on the topic.	The Impact Group is scheduled to provide in-service training for AuglaizeDD staff starting in February 2024 to address Choice Management way of thinking.
Setting Professional Boundaries		Implemented technology to assist staff in establishing appropriate ways to contact staff
Mental Health Resources for Individuals & Families		<p>Matrix shared monthly with staff</p> <p>Expanded use of ECMH consultant to educate EI staff and families on resources</p>
Implement a more concise training platform	In talks with Skill Path/Star 12 to implement a new training platform to take the place of BODD Works to offer a better training experience. This will allow managers to assign training and offer most of needed DD training all in one place.	The Auglaize DD skill path training platform was created and finalized. All staff will have skill path access in 2024
Adult, Children and Transition SSA networking group to share ideas and resources, county to county. (CTS SSA Roundtable, SSA Gathering)	<p>Child and Transition Services SSA Roundtable to be offered statewide, with promotional support from OACB.</p> <p>Adult SSA Department to pilot a regional SSA Gathering. The Gathering will be scheduled on a quarterly basis.</p>	<p>Growth continues for the CTS SSA Roundtable, and it is well attended. It has been used as a way to reach Child and Transition SSAs across the state for purposes of spreading education on OhioRISE / Aetna, OACB Supporting Families committee updates, waiver waitlist assessments for children, and future education on OhioISP and the impact on children.</p> <p>SSA Gathering held in March, attendance exceeded expectations (21 attendees representing 5 counties.)</p>
Expand knowledge of CTS SSAs to increase efficiencies and support families		<p>Evaluated caseloads and set criteria for equitable distribution.</p> <p>Updated position descriptions</p> <p>Cross-trained both staff to be able to serve children of all ages, 3 - 22</p>
2024		
Provide easy access to frequently used forms.	Add a Forms page to the website.	
Addressing the Generation Gaps	Tom Speaks from the Impact Group will provide a series of in-person training sessions starting in February 2024	
Increase efficiencies surrounding the MUI reporting & filing process.		
Implement use of Skill Path to meet agency and personal development goals		

Understanding & Respecting the Role of Our Coworkers	The Director of Business & Finance will work with the HR & Administrative Support Coordinator to establish a “Who to Ask” informational page for staff to easily identify who they should bring specific questions to.	
Research texting application for SSA’s, Service Coordinators and some administrative staff to better service individuals and families.	Pilot Simple Texting application in January 2024	

Objective #5:

Improve methods of support for children and youth with complex developmental, emotional, & behavioral needs.

Objective 6 Goals	Strategies Planned	Progress Achieved
2022		
0-3 Improve methods of support	<p>Reflect on current Early Intervention departmental organization and implement changes as needed.</p> <p>Implement PSP Process.</p> <p>Define EI processes.</p>	<p>Updated Service Coordinator and Developmental Specialist Positions.</p> <p>Created Early Intervention Services Manager Position. Updated Auglaize DD Table of Organization.</p> <p>Implemented the Selecting a PSP worksheet best practice. Implemented Joint Planning Worksheet best practice. Clear guidance given on selecting a SSP best practice.</p> <p>Created three new procedures: Early Intervention Referral, EI Service Delivery, and Service Coordination 1st 45 days.</p>
3-14 Develop and implement a procedure for services & supports provided to this age group.	<p>CTS team will develop individual child folders consisting of resources, tools, and needed documents to use during interactions with children and families, to ensure all routes of service and support are being explored based on child's age.</p> <p>CTS Manager and Community Connections Coordinator to create CTS Newsletter to provide to educational stakeholders, quarterly to provide updated information regarding CTS services.</p>	<p>CTS team met to create list of necessary documents for individual child folders on 8/31/22.</p> <p>CTS team created individual child folders- CTS SSAs began using in October 2022 to guide home visits and obtain needed documentation from families.</p> <p>CTS team created informational folders- CTS team began providing these to families and stakeholders in October 2022, including local Intervention Specialists and the Auglaize ESC.</p>
14-22 Develop and implement a procedure for services & supports provided to this age group.	<p>CTS team will develop individual transition folders consisting of resources, tools, and needed documents to use during interactions with children and families, to ensure all routes of service and support are being explored based on child's age.</p> <p>CTS Manager and Community Connections Coordinator to create CTS Newsletter to provide to educational stakeholders, quarterly to provide updated information regarding CTS services.</p>	<p>CTS team met to create list of necessary documents for individual transition folders on 8/31/22.</p> <p>CTS team created individual transition folders- CTS SSAs began using in October 2022 to guide home visits and obtain needed documentation from families.</p> <p>CTS team created informational folders- CTS team began providing these to families and stakeholders in October 2022, including local Intervention Specialists and the Auglaize ESC.</p>
Increase collaborations to support children with complex developmental, emotional, & behavioral needs.	Superintendent to serve as Family Children First Council chair.	Developed map of local and state agencies to use as a guide for Family and Children First Council and to ensure appropriate

		Stakeholders are involved.
Medicaid rollout of OhioRISE program July 1, 2022.	ACBDD will be educated and prepared for implementation at the rollout of OhioRISE on July 1, 2022.	<p>ACBDD leadership attended the initial planning meetings in early 2021 with the OhioRISE Advisory Council.</p> <p>ACBDD leadership attended OhioRISE Module 1 Community & Provider Webinar on February 18, 2022.</p> <p>ACBDD leadership met with Matt Price, Regional Coordinator on April 27, 2022.</p> <p>ACBDD leadership supported the Children's SSA to earn his certification for the CANS assessments which was completed on May 16, 2022.</p> <p>ACBDD leadership met with the local CME, NYAP on June 1, 2022.</p> <p>ACBDD staff and leadership attended OhioRISE Developmental Disability System Training on June 24, 2022.</p> <p>Children's SSA identified individuals who may benefit from OhioRISE and scheduled first CANS assessment for August 31, 2022.</p> <p>NW Region Representative Matt Price scheduled for Sept 12th Board and Leadership Development Program to provide program update.</p> <p>NYAP attends monthly FAST meetings to maintain partnerships with local agencies.</p> <p>Nick Miller, IDD (Intellectual and Developmental Disabilities) Coordinator with OhioRISE and Aetna, scheduled to speak to CTS SSAs across the state through our local CTS SSA Roundtable group, on December 7, 2022.</p>
2023		
Ages 3-22: Develop and implement a procedure for services & supports provided to this age group.	CTS team to develop timelines for completion of CtLC tools for newly eligible children 3-22.	<p>January 2023- CTS team began following timeline guidance for completion, or due diligence towards completion of a CtLC tool with all newly eligible children on caseloads.</p> <p>CTS Timeline procedure reviewed and completed.</p> <p>CTS Manager provides ongoing oversight and monitoring of timelines to ensure they are met consistently and that CtLC tools are being used with each new family being served.</p>
Creation of the Autism Diagnosis Education Project	<p>Meet with new Medical Provider</p> <p>Update forms and marketing materials</p> <p>Develop Procedures</p> <p>Retrain Diagnosis Team</p> <p>Identify priority children</p> <p>Brand service delivery workflows</p>	<p>Medical provider onboard from Mercer Health, family brochure updated with partners' logos</p> <p>First ADOS evaluation completed September 2023</p>
2024		
Provide opportunities for parents and professionals for learning about complex behaviors, trauma, etc.		A Parent's Guide to Talking about Suicide training facilitated by Brianna Jurosic, Clinical Psychology doctoral student and trauma & suicide prevention clinic coordinator was held in

		February for virtual and in-person participants.
El social emotional education and emphasis	Create a comprehensive training plan and meet all DODD compliance indicators and family surveys.	



Auglaize DD

County Board of Developmental Disabilities

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