

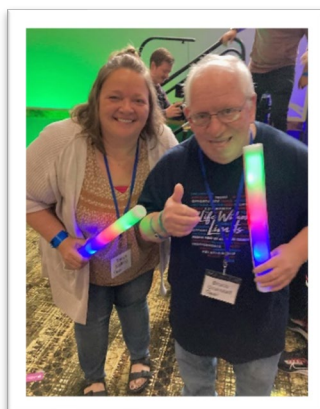
2025

2026

2027



*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

- Engage and *empower* others in making life-long personal connections.
- Prioritize professional, meaningful, and collaborative experiences with all stakeholders.
- *Include* individuals in choices that create positive lived experiences.
- Cultivate a caring and compassionate culture with a focus on our mission and vision.
- Assist individuals to *achieve* their goals through increased community outreach.
- Ensure accountable utilization of taxpayer dollars.

Strategic Plan | Objectives

Ensure fiscal sustainability.

Enhance community outreach.

Accommodate increasing needs.

Foster employee engagement.



Objective #1: Ensure Fiscal Sustainability.

Objective 1 Goals	Strategies Planned	Progress Achieved
2025		
Increase purpose and intent of the Cost Containment Review Committee; including facilitating quarterly in-person meetings and identifying essential data for review by the committee and the Board or other stakeholders as appropriate	Director of Business & Finance and Director of Individual & Family Support Services will initiate review of current committee practices, identifying and recommending procedural updates to the Superintendent.	
Ensure consistency of budget reviews with individuals served to increase understanding and distribution of services, acting as good stewards of tax payer dollars through the appropriate authorization of services & supports		
2026		
2027		

Objective #2:

Enhance Community Outreach.

Objective 2 Goals	Strategies Planned	Progress Achieved
2025		
To increase awareness of Early Intervention Services.	<p>Auglaize County Resource Fair</p> <p>Auglaize/Mercer County Autism Awareness Fair</p>	<p>Event held on January 24, 2025. Numerous agencies supported a free community resource fair designed to connect individuals and families with resources, services and supports.</p> <p>Event held on April 14th</p>
	YMCA/Topsy Turvey Toddler Event	<p>Event held on January 10, 2025.</p> <p>Approximately 25 families attended.</p>
Utilize technology to increase community outreach and Child Find efforts.	<p>Sign up to be a Partner Program Provider for the DCY/HMG Sparkler Learning web-based dashboard to increase Child Find referrals to early intervention.</p> <p>Work collaboratively with the CTS Services Manager and Community Connections Specialist to develop a marketing campaign for families.</p> <p>Meeting with Help Me Grow, Sparkle app Manager in February 2025.</p>	<p>HMG meeting answered a lot of questions regarding the Sparkle App and Brooke's Publishing online assessment.</p>
Conduct targeted outreach with direct interaction with audience.	Day Care Program Centers outreach	<p>December all materials and promotional items were ordered to prepare the drop off bags. The week of January 28th, promotional items and bags were distributed to 5 Day Care Centers throughout Auglaize County.</p>
	Physician's Office outreach	
Create a comprehensive process of tracking community outreach to ensure consistency with scheduling, branding, and appropriate related expenditures.	<p>Create a spreadsheet related to trainings and meetings held at the DD Board office as well as presentations, trainings, and speaking engagements in the community</p> <p>Ensure procedures identify appropriate expenditures for associated items, such as food, handouts, etc.</p> <p>Create an agency-wide PTT that can be easily</p>	

Objective 2 Goals	Strategies Planned	Progress Achieved
	amended for specific use while upholding the integrity of the agency's branding and messaging.	
Ensure knowledge and development of a diverse Board of directors.		
2026		
2027		

Objective #3:

Accommodate Increasing Needs.

Objective 3 Goals	Strategies Planned	Progress Achieved
2025		
Continue to evaluate staffing needs to accommodate growth in the number of individuals served.		
Expand the administrative wing of the DD Board office to accommodate staff growth.	The Board approved moving forward with Garmann Miller to seek bids for an expansion project during the January 2025 meeting.	February – Site Survey Completed by Garmann Miller
Ensure continuous and consistent customer service throughout all departments	Establish monthly support staff meetings to ensure consistent implementation of agency needs and identification of departmental needs of all support staff.	Monthly meetings scheduled, standing agenda created
2026		
2027		

Objective #4:

Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
2025		
Create a positive organizational culture	Bi-Monthly All Staff Meetings	February 11, 2025
Ensure success of future staff and long-term stability of the organization through succession planning	Community Connections Coordinator will develop a comprehensive guide related to the planning and coordination of events and outreach campaigns	
Promote Personal and Professional Development	<p>El Director to present in February All Staff Meeting</p> <p>Staff along with their direct supervisors will establish development goals and request relevant training within SkillPath.</p>	<p>February 11, 2025, El Director presented on setting and reporting on personal and professional development goals with intention.</p> <p>Staff/Supervisor requested training was assigned in February</p> <p>ACBDD leadership team attended Working in a Multigenerational World training and had discussion at the Leadership Team meeting regarding differences, communication strategies, and tips for fostering collaboration and productivity across age groups.</p> <p>Identified Viva Learning platform available for Microsoft Application trainings</p>
Increase efficiency of Policy/Procedure development, updates, and review tracking.	<p>Created Policy/Procedure Worksite within SharePoint</p> <p>Introduced Project Tracker feature to Leadership Team.</p> <p>Develop Standard Operating Procedures (SOP) for the EI Program Support Specialist onboarding.</p>	<p>Successfully implemented the use of Project Tracker for the creation, or modification of currently policy and procedure.</p> <p>Completed 2 SOPs first quarter.</p>
Communicate and Educate Staff on Board Funding Sources (Local, Federal, etc.)	Superintendent will cover funding source information at an all-staff meeting and Business Manager will develop / follow up with an illustrative document.	Superintendent spoke at all-staff meeting on February 11 th and Business Manager followed up with e-mail to staff including the document as an attachment on February 24 th . Document will also be included in March Board Packet and used during the Business Manager's orientation with new staff.
Seek and respond to employee feedback	Employee Survey	

Objective 4 Goals	Strategies Planned	Progress Achieved
Determine best use of existing software to foster a better form of Agency communication that allows for easy access and engagement	Identified modifications to the current use of Share Point that allow for integration into Microsoft Teams. Creating a more interactive flow of work processes.	Introduced new DD Team site at the April Leadership Team meeting.
	Began the process up updating DD, Senior Leadership, Leadership, Administrative Support, and AWE, team sites	
2026		
2027		



Auglaize DD

County Board of Developmental Disabilities

empower • include • achieve

20 East First St., New Bremen, OH 45869

(419)629-2419

www.auglaizedd.org

Live. Learn. Work. Play