

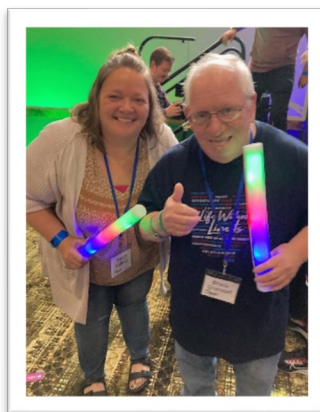
2025

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.

- 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 | | |
| Collaborate with pre-school stakeholders to maximize resources and define responsibilities. | Request OCALI technical assistance review of current Interagency Agreement Meet quarterly to make updates/discuss changes Finalize and acquire signatures | Early Intervention leadership finalized Interagency Agreement with Pre-School stakeholders on June 6, 2025. |
| Educate stakeholders regarding Board revenue and expenses | Invite the County Auditor to facilitate Board Member Training | Board member training held with the County Auditor on April 12 th . Ms. Bice discussed levies and millage |
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| Objective 1 Goals | Strategies Planned | Progress Achieved |
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Objective #2:

Enhance Community Outreach.

| Objective 2 Goals | Strategies Planned | Progress Achieved |
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| 2025 | | |
| To increase awareness of Early Intervention Services. | Auglaize County Resource Fair | 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. |
| | Auglaize/Mercer County Autism Awareness Fair | Event held on April 14 th |
| | YMCA/Topsy Turvey Toddler Event | Event held on January 10, 2025. Approximately 25 families attended. |
| 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>This app is geared more toward the Help Me Grow program and children who are not already enrolled in Early Intervention, as it is a screening tool.</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 | 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. |
| | Physician's Office outreach | All materials and promotional items were put together and Service Coordinators scheduled face to face meetings with officed staff throughout the month of June. |
| 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> | |

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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 |
| Continuous evaluation of staffing needs | AuglaizeDD will continue to evaluate the staffing needs of each department. Using information from staff survey feedback a review of caseload size will be conducted to account for new technology and individual’s increasing options for services. | |
| | AuglaizeDD will evaluate the current CTS position prior to refilling the position. | |
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Objective #4:

Foster Employee Engagement

| Objective 4 Goals | Strategies Planned | Progress Achieved |
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| 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>Miami Valley and Regional EI Service Managers collaborate to bring a regional training around the topic of Screen Time.</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> <p>Early Intervention staff attended the regional professional development workshop of Screen Time. Social/Emotional development is a focus for this years training.</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 . |

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Auglaize DD

County Board of Developmental Disabilities

empower • include • achieve

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Live. Learn. Work. Play