

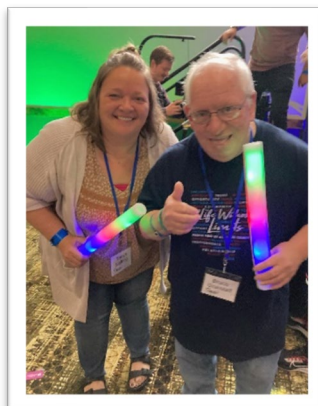
2025  
2026  
2027



**Auglaize DD**  
County Board of Developmental Disabilities  
*empower • include • achieve*



*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

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- 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
<b>2025</b>		
<p>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</p>	<p>Director of Business &amp; Finance and Director of Individual &amp; Family Support Services will initiate review of current committee practices, identifying and recommending procedural updates to the Superintendent.</p>	<p>Meetings held in March, June, September &amp; November reviewing Net Waivers, County Board Funding, Cost Containments, children on waivers, and waivers over \$200,000 identifying current and future needs. Updated Cost Containment Review Committee policy and procedure.</p>
<p>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 &amp; supports</p>	<p>Agenda item for quarterly Cost Containment Review Committee along with review as needed.</p> <p>Develop a cost statement report from the new Tableau system identifying all costs authorized and what funding source to educate individuals and all team members of their budget.</p>	<p>Review Cost Containments for prior authorizations, 3% increase in IO Waiver and 5% increase in Level One Waiver Costs. Review any costs above county board funding budget. Review appropriate services and supports to meet their needs along with appropriate funding.</p> <p>Provide Cost Statement Reports to individuals at Annual ISP meetings showing costs authorized for previous span identifying where funding originates.</p>
<p>Collaborate with pre-school stakeholders to maximize resources and define responsibilities.</p>	<p>Request OCALI technical assistance review of current Interagency Agreement</p> <p>Auglaize DD EI Leadership, FCFC Coordinator, Lead Educational Agencies and Head Start meet quarterly to make updates/discuss changes finalize and acquire signatures</p>	<p>Early Intervention leadership finalized Interagency Agreement with Pre-School stakeholders on June 6, 2025.</p> <p>The Interagency Agreement waws updated and signed in June 2025</p>
<p>Educate stakeholders regarding Board revenue and expenses</p>	<p>Invite the County Auditor to facilitate Board Member Training</p> <p>Ensure Board members understand waiver match commitment and impact of the SFY25-27 Budget</p> <p>Outreach to local and state officials regarding budgetary impacts and the importance of property tax in meeting the needs of those we support</p>	<p>Board member training held with the County Auditor on April 12<sup>th</sup>. Ms. Bice discussed levies and millage August Board member training included a FY26 waiver match obligation overview, an update on the Cost Containment Review Committee, and state budget implications</p> <p>Consistent outreach in person and via email to the Auglaize BOCC and Auditor’s office as well as Ohio State Senator, Representatives, and Governor DeWine regarding the impact of property tax discussions and</p>

# Objective #1 Ensure Fiscal Sustainability

Objective 1 Goals	Strategies Planned	Progress Achieved
		<p>decisions</p> <p>Superintendent and Business Manager met with Auglaize Budget Commission and Board of County Commissioners to discuss impact of waiver match growth, increasing number of youth being served, and potential impact of property tax elimination.</p>
<p>Maximize Early Intervention State and Federal Funding</p>	<p>Apply for DCY Service Coordination Grant Apply for DODD Title XX Grant</p> <p>Increase legislative advocacy efforts with local and state officials to ensure an accurate understanding of DD services and how they are funded.</p>	<p>All grant requirements were sent by August 1, 2025 Grant s signed and finalized August 2025.</p> <p>Adopted Mandate for Change via Board resolution February 2026</p> <p>Participated in meeting with State Representative Manchester and aides at the statehouse along with the OACB during the DD Advocacy &amp; Awareness Event.</p>
<h2>2026</h2>		
<p>Identify ways to educate stakeholders on importance of property revenue for Board services.</p>	<p>Develop monthly “Final Friday Fiscal Facts” graphic to share on social media. Discuss and identify appropriate content and generate a list of available facts during monthly Leadership Team meetings.</p>	
<p>Improve transparency and resource allocation.</p>	<p>Create a cost sheet for individuals with County Board Funded services that can be shared with families and providers.</p> <p>Utilize Charting the Life Course and other tools to identify alternative resources.</p>	
<p>Maximize Early Intervention State and Federal Funding</p>	<p>Utilize System of Payment Acquiring Assistive Technology through DCY vendor when available and appropriate.</p> <p>Scheduled DCY Consultant, Funding Specialist &amp; Financial Analyst for Post System of Payment support on March 11, 2026</p>	

**Objective #1**

**Ensure Fiscal Sustainability**

Objective 1 Goals	Strategies Planned	Progress Achieved
2027		

## Objective #2

## Enhance Community Outreach

Objective 2 Goals	Strategies Planned	Progress Achieved
<b>2025</b>		
<p>To increase awareness of Early Intervention Services.</p>	<p>Auglaize County Resource Fair</p> <p>Auglaize/Mercer County Autism Awareness Fair</p> <p>YMCA/Topsy Turvey Toddler Event</p> <p>Kid's Day at the Auglaize County Fair</p> <p>Joint Township District Hospital 2025 Child Wellness Event: Kids Carnival of Health! (EI Screening)</p> <p>Wapakoneta YMCA Toddler Toy Time</p>	<p>Event was 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 14<sup>th</sup></p> <p>Event was held on January 10, 2025. Approximately 25 families attended. Lower attendance this year. Only 1 screening conducted.</p> <p>Event held of June 28, 2025. Numerous staff and hundreds of children attended the event. Fun activities and educational awareness information was available.</p> <p>This event was held on August 12, 2025. Attendance was down from last year.</p> <p>Event held on September 16, 2025. 6 families attended.</p>
<p>To increase community outreach and Child Find efforts.</p>	<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 Coordinator to develop a marketing campaign for families.</p> <p>Meet 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>In Spring, 2025 initiated 2 cable television Public Service Announcements for EI, Act Now, Don't Wait campaign. Advertised in 3 Chamber of Commerce electronic Newsletters. Advertised on a digital bulletin board for the Auglaize County Fair and aid for a full-page ad in the Fair Program.</p> <p>HMG meeting with Sparkle App Manager in February 2025 answered a lot of questions regarding the Sparkle App and Brooke's Publishing online assessment. Not appropriate for EI, since we evaluate.</p>
<p>Conduct targeted outreach with direct interaction with audience.</p>	<p>Day Care Program Centers outreach</p>	<p>December all materials and promotional items were ordered to prepare the drop off bags. The week of</p>

## Objective #2

## Enhance Community Outreach

Objective 2 Goals	Strategies Planned	Progress Achieved
	Physician's Office outreach	<p>January 28th, promotional items and bags were distributed to 5 Day Care Centers throughout Auglaize County.</p> <p>All materials and promotional items were put together and Service Coordinators scheduled face-to-face meetings with officed staff throughout the month of June, 2025.</p>
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>Create an agency-wide PPT that can be easily amended for specific use while upholding the integrity of the agency's branding and messaging.</p>	<p>Spreadsheet has been created. Implement in 2026.</p> <p>Agency-wide template PPT has been created. A new folder will house the template and future PPTs in one place.</p>
Provide a tool to ease some burden on DSPs while promoting community inclusion.	Created general DSP Business Cards for DSPs to use while supporting individuals in the community.	Gave DSP Business Cards to those present at the DSP Celebration Event.
Provide a tool for families who have a child with Autism to promote inclusion, understanding, and acceptance.	Create a "This is Autism" card for caregivers.	Created "This is Autism" card to share with families.
Have the Blue Envelope Program available for Auglaize County.	Reach out to Auglaize County Sheriff Mike Vorhees to provide information about the Blue Envelope Program and offer to collaborate with local first responders to launch the program in Auglaize County.	Collaborated with Auglaize County First Responders to launch the Blue Envelope Program in Auglaize County. Blue Envelope packets were distributed to Auglaize County Sheriff's Office, Wapakoneta Police Department, BMV, and Capabilities Driving School. Included Community Connections Coordinator's contact information for replenishment.
<b>2026</b>		
Strengthen SPEAKers Bureau	<p>Implement SPEAKers Bureau checklist.</p> <p>Provide training and learning opportunities to help staff feel more comfortable with public speaking.</p>	
Ensure procedures identify appropriate expenditures for associated items, such as food, handouts, etc.		
Blue Envelope Program – Increase outreach and maintain engagement with key stakeholders.	Maintain list of Blue Envelope Program pickup locations and establish schedule of routine check-ins to ensure staff at pick	

## Objective #2

## Enhance Community Outreach

Objective 2 Goals	Strategies Planned	Progress Achieved
	<p>up locations are informed.</p> <p>Maintain routine training with first responders to ensure “top of mind” awareness and training of new employees.</p> <p>Develop social media schedule</p> <p>Determine necessity of adding a Blue Envelope Program page on the AuglaizeDD website.</p>	
Increase opportunities for PLAY within schools.	<p>Collaborate with schools to implement PLAY Initiatives.</p> <p>Partner with community organizations for events.</p>	Created a PLAY referral form for Schools to refer students to the PLAY Project.
Increase awareness of Early Intervention Services.	<p>Participate in the following Events.</p> <p>Auglaize County Sherrif’s Resource Fair</p> <p>Auglaize/Mercer County Autism Awareness Fair</p> <p>Toddler Play Events</p> <p>Kid’s Day at the Auglaize County Fair</p> <p>Joint Township District Hospital 2026 Wellness Event: Kids Carnival of Health</p> <p>Wapak YMCA Toddler Toy Time</p> <p>National Night Out</p> <p>ChildFind Screenings.</p>	
Utilize technology and print campaign materials to increase community outreach and ChildFind efforts.	<p>Coordinate Public Services Announcements.</p> <p>Advertise in Chamber of Commerce newsletters.</p> <p>Advertise on digital bulletin boards.</p> <p>Use DCY Communication Tool kit materials.</p> <p>Created a targeted campaign for elevated lead levels in blood</p>	

## Objective #2

## Enhance Community Outreach

Objective 2 Goals	Strategies Planned	Progress Achieved
	awareness.	
Conduct target outreach with direct interaction with audience.	Daycare Program Centers Physician's Office Communicate with stakeholder's automatic eligibility criteria	Early Intervention Director, Service Manager, & the Community Connections Specialist met in January and designed a one-page flyer for distribution.
Provide a tool with tips for reporting Major Unusual Incidents (MUIs)	Evaluate the best option to communicate "Quick Tips" on MUI reporting, and develop materials accordingly	Created "MUI Quick Tip" card and supplied staff with card and/or email version for distribution to DSPs, individuals, & families, gave physical cards to the receptionist to distribute as needed. Sent out Constant Contact to active providers & supplied WestCON with physical cards for distribution.
Ensure proper maintenance of stakeholder contact information.	Support staff will identify and capture steps to ensure that correct information is maintained within Constant Contact.	Procedure created and published on TeamSite that identifies roles and responsibilities of support staff in keeping current contact information for Individuals, families, and providers up to date and in the correct mailing list.
<b>2027</b>		
Begin preparing for Auglaize DD 75 <sup>th</sup> Anniversary	Update history and create a booklet Remake Board history video	

## 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.	<p>Assessment of new and current positions including Program Support, Early Intervention Program Support, PLAY and the Childhood &amp; Transition Services Manager position.</p> <p>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.</p> <p>Early Intervention leadership evaluation of Service Coordinator vacancy. Posted the position in August 2025.</p>	<p>Adjustments were made to the Childhood &amp; Transition Services Manager position regarding children and their families requesting minimal supports from the Board which created some relief for the Children's SSA caseloads. CTS Manager supports those 3-5 year-olds prior to services requested to provide CTS staff ability to support increased demands of those 6-19. Enacted a change to the Table of Organization to expand the Childhood &amp; Transition Services team and improve workload management. Updated and clarified agency support staff duties to enhance customer experience and ensure organization-wide understanding of roles and responsibilities.</p> <p>October 23, 2025, current IFSS Manager backfilled the open CTS Manager position, Internal hire filled the IFSS Manager position and the resulting open SSA position will be filled November 2025.</p> <p>Service Coordinator began August 28, 2025.</p>
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.	<p>February – Site Survey Completed by Garmann Miller</p> <p>August/September – project was advertised, pre-bid meeting held and winning bid brought to Board</p> <p>Construction started October 6, 2025</p>
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

## Objective #3

## Accommodate Increasing Needs

Objective 3 Goals	Strategies Planned	Progress Achieved
<b>2026</b>		
<p>Improve efficiency and supports for all staff</p>	<p>Utilize Brittco more efficiently and effectively.</p> <p>Develop a user-friendly version of the current OhioISP resource to support efficient SSA reviews, while maintaining access to the full resource as a comprehensive compliance reference.</p>	<p>Completed full review of adult cases to update key supports including guardians, payees, providers in Brittco, centralizing critical information allowing SSAs to quickly access and maintain records.</p>
<p>Evaluate staffing needs to accommodate the number of individuals served.</p>	<p>Evaluate/Develop EI Dual-role certification classification.</p> <p>Transition EI caseloads as newly certified Service Coordinators increase their caseload.</p> <p>Review EISC Program Support Specialist position created in 2024 and staffed in 2025 to meet program needs.</p> <p>Conduct EISC caseload survey of region one superintendents.</p>	<p>All identified operational needs are being met, identified a maximum caseload of 20 for a part-time service coordinator and 40 for a full-time service coordinator.</p> <p>Survey resulted in information on EISC from 16 counties in Northwest Ohio.</p>
<b>2027</b>		

## Objective #4 Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
2025		
<p>Create a positive organizational culture</p>	<p>Continue “Learning Together” series at staff meetings</p> <p>Weekly team building activities in IFSS meetings.</p> <p>Work with “The Impact Group” to continue effective communication in-services.</p>	<p>Learning opportunities included: Setting &amp; reporting on goals with intention; Understanding Auglaize DD revenue sources; Using AI; PLAY Project; OhioKANS; Auglaize County Crippled Children &amp; Adults; CHARGE Syndrome</p> <p>Implemented weekly team building activities during team meeting. Staff participated in ice breaker discussion, problem solving exercises, communication and trust building activities along with recognition and appreciation exercises.</p> <p>Contracted with Tom Speaks from “The Impact Group” to continue effective communication techniques centered around Employee DISC assessment. In-services dates are scheduled for February, April August &amp; October of 2026.</p>
<p>Ensure success of future staff and long-term stability of the organization through succession planning</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 course</p>	<p>Staff/Supervisor requested training was assigned. Monthly goal reviews take place during coaching and feedback.</p> <p>ACBDD leadership team attended Working in a</p>

# Objective #4

# Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
	<p>around the topic of Screen Time.</p> <p>The EI team will learn more about the DCY System of Payment for service authorization to meet the individual needs of children and their families. Schedule EI staff training on complex requirement of service coordination and assistive technology funding in two phases.</p> <p>Register for department-wide OACB/DCY Conference for practitioners. EI staff to attend the OACB/DCY EI Virtual Forum.</p>	<p>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>Early Intervention staff attended the regional professional development workshop of Screen Time. Social/Emotional development is a focus for this year's training.</p> <p>Multi county training occurred April 30, 2025.</p> <p>Sept 24, 2025 DCY lead in person training. Learned of the various funding sources and new requirements for requesting DCY resources. Allen County EI staff attended.</p> <p>October 29, 2025 DCY lead in person training on System of Payment focusing on Assistive Technology, acquisition, usage and support.</p> <p>Virtual conference was held on September 10, 2025 with 4 sessions. Trauma Responsive Lens — Foundational Training, From Connection to Collaboration: Strengthening IFSPs Through Relationship-Based Practices, Stronger Together: How Teaming Boosts Efficiency in Early Intervention, and Primitive Reflexes and Rhythmic Movement Training 101.</p>
<p>Increase efficiency of Policy/Procedure development, updates, and review tracking.</p>	<p>Created Policy/Procedure Worksite within SharePoint Introduced Project Tracker feature to Leadership Team.</p> <p>Develop Standard Operating Procedures (SOP) for the EI Program Support Specialist onboarding.</p> <p>Develop Standard Operating Procedures (SOP) for the ISS 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 SOP's for Brittoco &amp; Sharepoint Child records, EI County Board Transfers and Monthly Board Report numbers.</p> <p>Completed SOPs for CTS Transfers to Adult SSA, 3-5</p>

## Objective #4

## Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
		Eligibility, Mailing & Emailing an ISP, New Individuals in Brittco, CTS-ISS, IDS-DODD, and adding to departmental spreadsheets. Label Contact, On-Call schedule, WestCON Determination, Path to employment, Referral/Intake Process, Removing from CTS/ISS, Eligibility Letters, Simple Texting process and setup, Stakeholder how to's
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 <sup>th</sup> and Business Manager followed up with e-mail to staff including the document as an attachment on February 24 <sup>th</sup> . 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	A survey was created and sent to AuglaizeDD Staff members requesting feedback and input on the four pillars of the 3-year strategic plan.
Promote employee wellness	Reintroduction of "Wellness Wednesday" by the AWE (Activities, Wellness & Events) Committee	<p>Identified AWE Committee member(s) that are willing and able to facilitate and distribute a Wellness Wednesday activity through email. The first email was distributed in April 2025</p> <p>A weekly 5-minute team Yoga session has been established to refresh the mind, body, and spirit.</p> <p>Wellness Wednesday team site has been created and introduced during the October all staff meeting.</p>
Modernize recruitment / hiring process	Create Employee Valuation Proposition (EVP) statements to incorporate into the hiring process, reduce redundancy, implement a more engaging hiring practice	<p>EVP statement template created, along with an Auglaize DD Advantage leaflet to accompany an offer of employment.</p> <p>Piloted the use of the EVP statement and moved forward with implementation.</p> <p>Updated hiring procedure to reflect the use of an EVP statement.</p>

# Objective #4

# Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
2026		
<p>Ensure success of future staff and long-term stability of the organization through succession planning</p>	<p>Provide leadership development opportunities for staff who desire to grow and develop leadership skills and opportunities.</p> <p>Utilize the Edison State Community College Workforce Development &amp; Work-Based Learning Office Leadership Development Series for professional development. EI Director will mentor EI Services Manager on the completion of the Bi-Annual Service Coordination report.</p>	<p>Created Formal peer-mentoring opportunities for newly onboarded Service Coordinators with tools to support skills and competencies. This provides job shadowing opportunities within the department, allowing staff to gain exposure to management reporting and compliance procedures.</p> <p>Reviewed data collection, analysis and interpretation of EIDS reports, Excel data spreadsheets, and pivot tables with the EI Services Manager who was then able to finalize the Bi-Annual Service Coordination Report in January 2026.</p>
<p>Create employment graphic for improved recruitment.</p>		
<p>Strengthen staff engagement and development.</p>	<p>Continuing team building activities.</p> <p>Provide meaningful and informative topics for review and discussion during bi-monthly staff meetings.</p>	<p>SSAs implemented weekly team building activities during departmental meetings to build trust, strengthen communication and implement meaningful recognition and appreciation.</p> <p>Bi-monthly staff meetings for 2026 will continue the Learning together series that allows for information and discussion around different disabilities that may afflict the individuals we serve along with guest such as Tom Speaks, from the impact group, Lynn Wolters with WestCON and the staff will visit the "Little</p>

# Objective #4

# Foster Employee Engagement

Objective 4 Goals	Strategies Planned	Progress Achieved
	<p>Include AuglaizeDD staff in presentations to the Board.</p> <p>Create overview of the AWE committee and incorporate tenets of GoodLife for new employee orientation.</p>	<p>Sluggers” field in New Bremen.</p> <p>Created “Staff Spotlight” as part of the AuglaizeDD Board agenda to provide opportunities for employees to give a glimpse of their roles within the agency to the Board and members and the public who attend monthly meetings.</p>
<p>Partner with OCALI and the ADEP Team, evaluating the program for evidence – based practices.</p>	<p>OCALI will develop an ADOS Project Fidelity Checklist.</p> <p>The ADEP Team will meet and evaluate current practices.</p>	<p>ADEP Key Principles: A Quality Improvement Model program was adopted as best practice.</p>
<p>Ensure competitive and sustainable wages</p>	<p>Participate in salary study to determine 2027/2028 salary schedule.</p>	
<p>Promote Personal &amp; Professional Development</p>	<p>Early Intervention Services Manager enrolled in monthly Auglaize County VALU Leadership development.</p> <p>Provide information on available Leadership training opportunities available to Managers and Directors</p>	<p>Signed up to receive information on Leadership/Manager training from the Wapak Chamber of Commerce.</p>
<h2>2027</h2>		

**Objective #4**

**Foster Employee Engagement**

Objective 4 Goals

Strategies Planned

Progress Achieved

Objective #4		Foster Employee Engagement	
Objective 4 Goals	Strategies Planned	Progress Achieved	



# Auglaize DD

County Board of Developmental Disabilities

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