DEVELOPMENTAL DISABILITIES

Making connections. Promoting abilities. Enriching lives.

STRATEGIC PLAN

January 2020 - December 2022



PerryDD.org





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OUR HISTORY

For over 50 years the Perry County Board of Developmental Disabilities (PCBDD) has been providing services and supports to Perry County residents with disabilities. PCBDD, a local government agency located in New Lexington, Ohio, provides services and supports to over 400 children and adults with developmental disabilities. In carrying out its responsibilities, the PCBDD seeks to follow its Mission, Vision, and Values.

Before the inception of the PCBDD in 1967, efforts to educate the community and provide services to those with developmental disabilities, specifically children, were initiated by passionate and motivated advocates. PCBDD has never lost sight of those early efforts and continues to recognize and honor the pioneers and family members of people with disabilities who fought for some of the rights and supports offered today.

PCBDD currently offers the following programs and supports: Early Intervention, Home Visiting, Behavioral Supports, School-Age Supports, Family Selected Supports, Employment Navigation, Respite, Service & Support Administration, Academy for Leadership Abilities® including Pioneering Possibilities®, funding for Supported Living and Residential Services, and funding for Adult Day Services and Non-Vocational opportunities such as recreational options and the basketball program.

PCBDD works through person-centered, individualized plans to support people making choices about their lives. In doing so PCBDD seeks to provide people with the tools and resources to live their best life by instilling responsibility, accountability, independence, leadership, and self-sufficiency so people can be their community.

Over the past three years, PCBDD has made a lot of progress in supporting choices. However, our strategic direction is shifting. Ohio's DD system continues to evolve around balancing choice with sustainable funding. The Perry County Community can be assured PCBDD will continue to adjust and make changes as needed. The quality of life, safety, and needs of people with disabilities continue to be the foundation of our work. We look forward to the time when the vision of our community is led by people's abilities, not disabilities.

Thank you for making this journey with us to focus on abilities.

BOARD OF DIRECTORS

PERRY COUNTY BOARD OF DEVELOPMENTAL DISABILITIES



SALLY FRANCIS
BOARD PRESIDENT



THERESA MOORE
BOARD VICE-PRESIDENT



RACHEL BARNHART BOARD SECRETARY



KEVIN HOWELL BOARD MEMBER



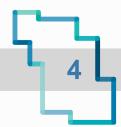
SHAUNA SCHACHT BOARD MEMBER



FRITZIE NITSCHKE BOARD MEMBER



MATT SHERIDAN BOARD MEMBER





CRITICAL FINDINGS

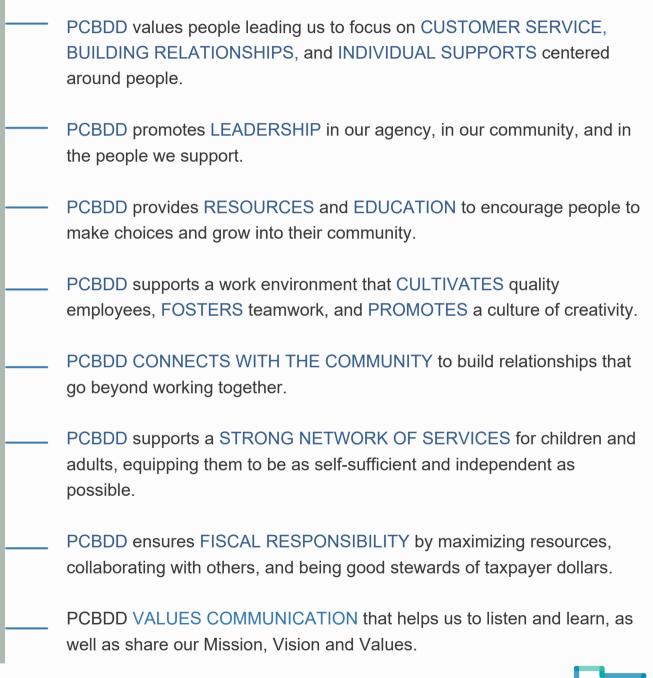
As part of the Strategic Planning Process, Perry County Board of Developmental Disabilities sought information from the following customers and key stakeholders: people served by the county board, families/guardians, providers, PCBDD employees, PCBDD Board of Directors, community members/partners, and school districts. This information was used to identify Strategic Advantages, Strategic Challenges and Strategic Opportunities for the organization. These were the critical findings that supported the development of the new Mission, Vision, and Values along with the Strategy Map that will move Perry County Board of Developmental Disabilities into the future.





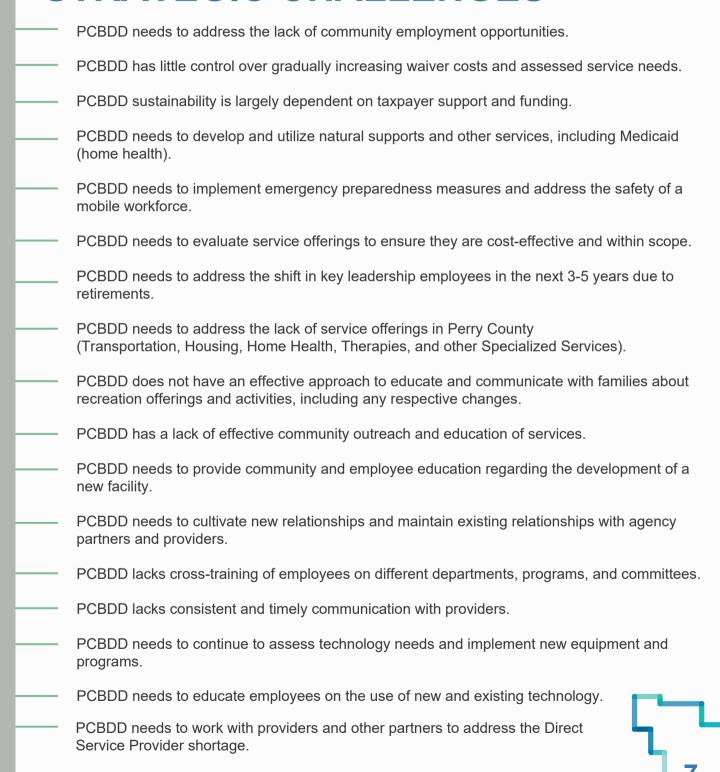


STRATEGIC ADVANTAGES





STRATEGIC CHALLENGES





STRATEGIC OPPORTUNITIES

	PCBDD can support providers by training Direct Service Provider employees and recruiting additional providers.
<u> </u>	PCBDD can increase community awareness of services and supports available.
_	PCBDD can increase the availability of respite supports.
\vdash	PCBDD can explore programs to meet needs such as recreation, children's camp, animal therapy, community employment, and dual diagnosis.
\vdash	PCBDD can identify additional transportation options to expand time availability, increase the amount of transportation providers and increase modes of transportation.
\vdash	PCBDD can benefit from increasing efficiency and productivity through paperless and mobile systems which will support community connectedness.
<u> </u>	PCBDD can increase advertising, sharing of success stories, and community events.
<u> </u>	PCBDD can improve internal communications.
<u> </u>	PCBDD can benefit from strengthening the skills of its' employees.
\vdash	PCBDD can work on simplifying internal processes that will benefit the workforce, customers and key partners.
\vdash	PCBDD can develop new ways to secure feedback from key customer and partner groups to improve organizational performance.
_	PCBDD can explore new housing and community employment partners to increase options for people supported.
<u> </u>	PCBDD can reduce facilities which will decrease operational costs and increase efficiency, communication, and access.
_	PCBDD can promote the usage of the Community Connections Center to the community, organizations, and businesses.
_	PCBDD can expand virtual modes of communication such as Skype, Zoom and Go to Meeting.



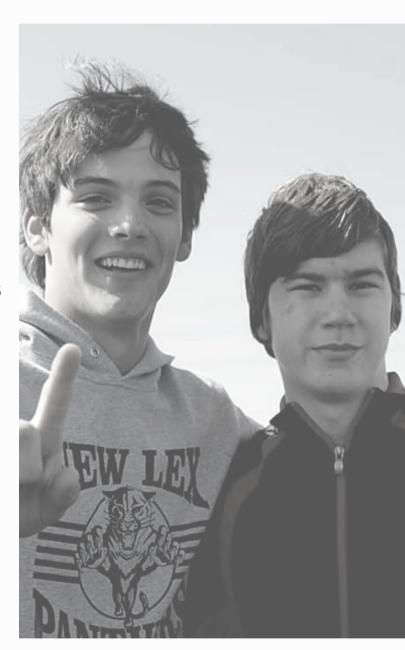
Mission

MAKING CONNECTIONS TO PROMOTE ABILITIES AND ENRICH LIVES

Vision COMMUNITY WITHOUT BARRIERS

Values

LISTENING
WORKING TOGETHER
PUTTING PEOPLE FIRST
GROWING AND LEARNING
PROMOTING CREATIVITY
MAKING THINGS EASIER





NEXT STEPS

PCBDD will determine which initiatives are long-term and short-term. Action plans will be developed to monitor progress, and periodic reviews will occur to identify the need for course corrections and to ensure advancement is being made on implementation of the plan. PCBDD will provide the people and families served, PCBDD employees, PCBDD Board of Directors, key partners, other stakeholders, and the community periodic updates on the progress made toward meeting the identified benchmarks set forth in the strategic plan.



STRATEGY MAP

DEVELOPMENTAL DISABILITIES

	MISSION	MAKING CONNECTIONS TO PROP	DIS ABILITIES		
	VISION				
•	STRATEGIC DEVELOP AGILE GOALS WORKFORCE		GROW ORGANIZATIONAL CULTURE	EXCEED CUSTOMER EXPECTATIONS	FISCAL RESPONSIBILITY
	BUSINESS OBJECTIVES & STRATEGY MAP		MEASURES	TARGETS	INITIATIVES
i	INCRE.		New Revenue Balanced Budget	Increase Revenue Funding Maintain Dept Budgets	Non-Traditional Funding Streams Sustainability
	INCREASE SERVICE SERVICE OFFERINGS		Program Surveys Provider Retention Individuals Community Employed	Determine Baseline Measures Maintain Current Provider Levels Increase 10% Annually Community Employed	Waitlist Provider Supports Community Education Community Employment
Internal	DPOORTU	INITY ORGANIZATION —	Measure Baldrige Feedback Report Collaborative Projects	Submission of Baldrige Applications Increase Number of Collaborative Projects	Baldrige Application Simplify Processes Collaborative Projects
	TRANSITION MOBILE WORKFORCE	IMBED DEVELOP	Employee Engagement	Increase Employee Engagement	Leadership Expand Technology Emergency Preparedness
	VALUE 0				