



Making connections. Promoting abilities. Enriching lives.

Annual Report

2024



Perry County Board of Developmental Disabilities

601 Senior Drive

New Lexington, OH 43764

PerryDD.org

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Executive Summary

We are 25 years out from the anticipated Y2K crisis. The anxiety at the time was heightened, and people feared the entire computer culture was at risk of extinction because computers may not be able to compute beyond December 31, 1999. Obviously, they did. The entire crisis could have been much less stressful, and probably averted, with some planning.

Through planning and continuous improvement, the Perry County Board of Developmental Disabilities (PCBDD) not only expects to avoid this type of crisis but also advances opportunities for the people we support as we are guided by our values of putting people first, listening, making things easier, growing and learning, working together, and promoting creativity.



David Couch, Superintendent

Having completed the second year of our 2023-2025 Strategic Plan, we are proud to share the accomplishments and successes of 2024 that illustrate how our Strategic Plan guides us in our mission of *making connections to promote abilities and enrich lives*. PCBDD's 2024 Annual Report highlights some of our most notable successes and accomplishments, including the achievement of our 50-page Baldrige Application and Silver Award from The Partnership of Excellence.

Your support and collaboration enable us to promote the abilities of people and our community. Thank you for working with us to realize our vision of *community without barriers*. As we enter the final year of the plan, we will continue focusing on innovative, fiscally sustainable ways to help people with developmental disabilities live a meaningful life.

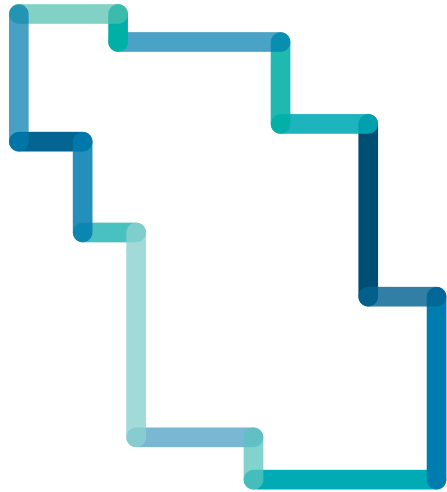
Thank you.

A handwritten signature in blue ink that reads "David C. Couch".

David Couch, Superintendent

Our Mission

Making connections to promote abilities and enrich lives



Our Vision

Community Without Barriers

Our Values

Listening
Working Together
Promoting Creativity
Putting People First
Making Things Easier
Growing and Learning



Financial Results

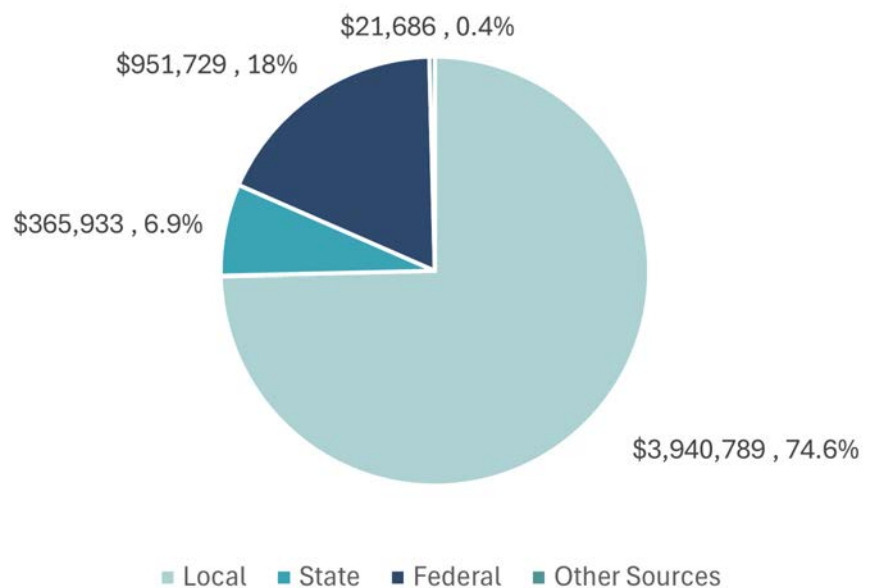
In 2024, PCBDD continued to focus on fiscal responsibility while increasing emphasis on long-term financial sustainability. To accomplish this work, the Perry County Board of Developmental Disabilities focused on managing the allocation of new waivers, educating the community about the board's services, and managing emergency funding. Below are some key action steps that were accomplished.

Financial Sustainability

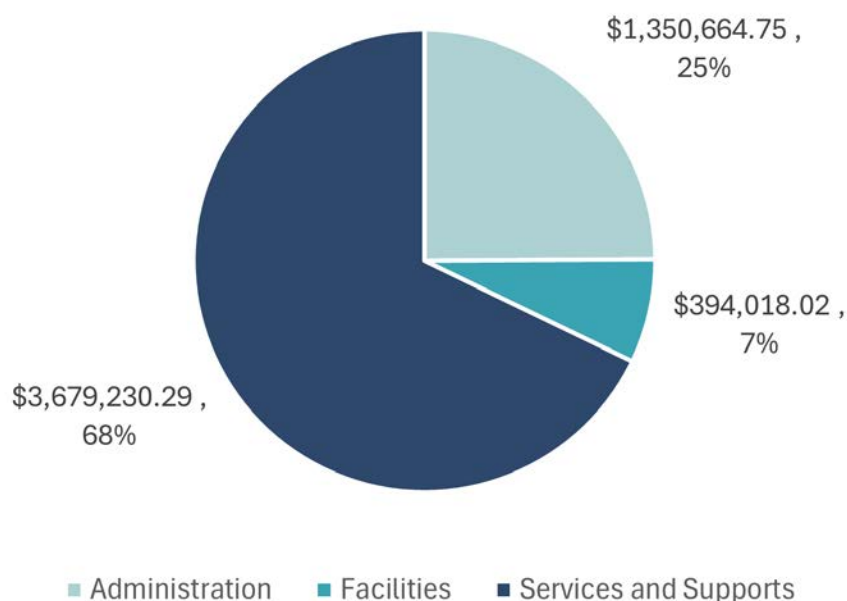
Perry County Board of DD utilized 93% of its operating budget and 34% of its capital improvements budget with an overall total of 87% of its combined budget in 2024.

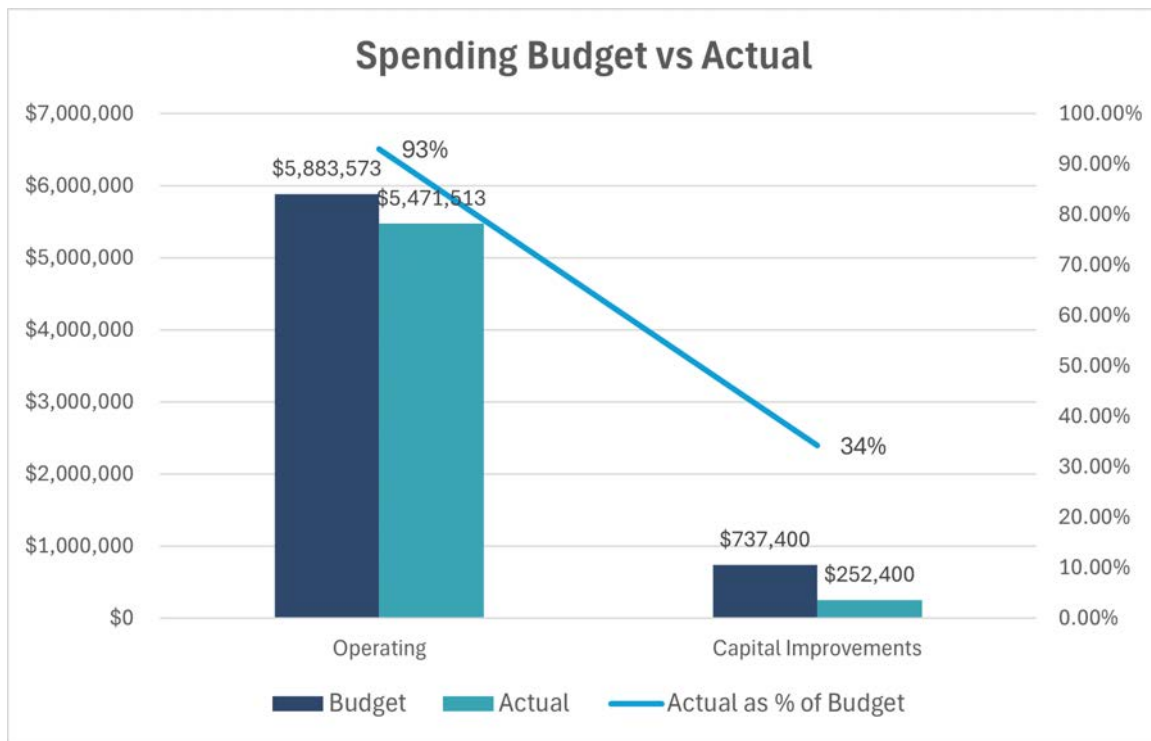
Operating revenue by source and operating expenditures by department are shown to the right.

Revenues



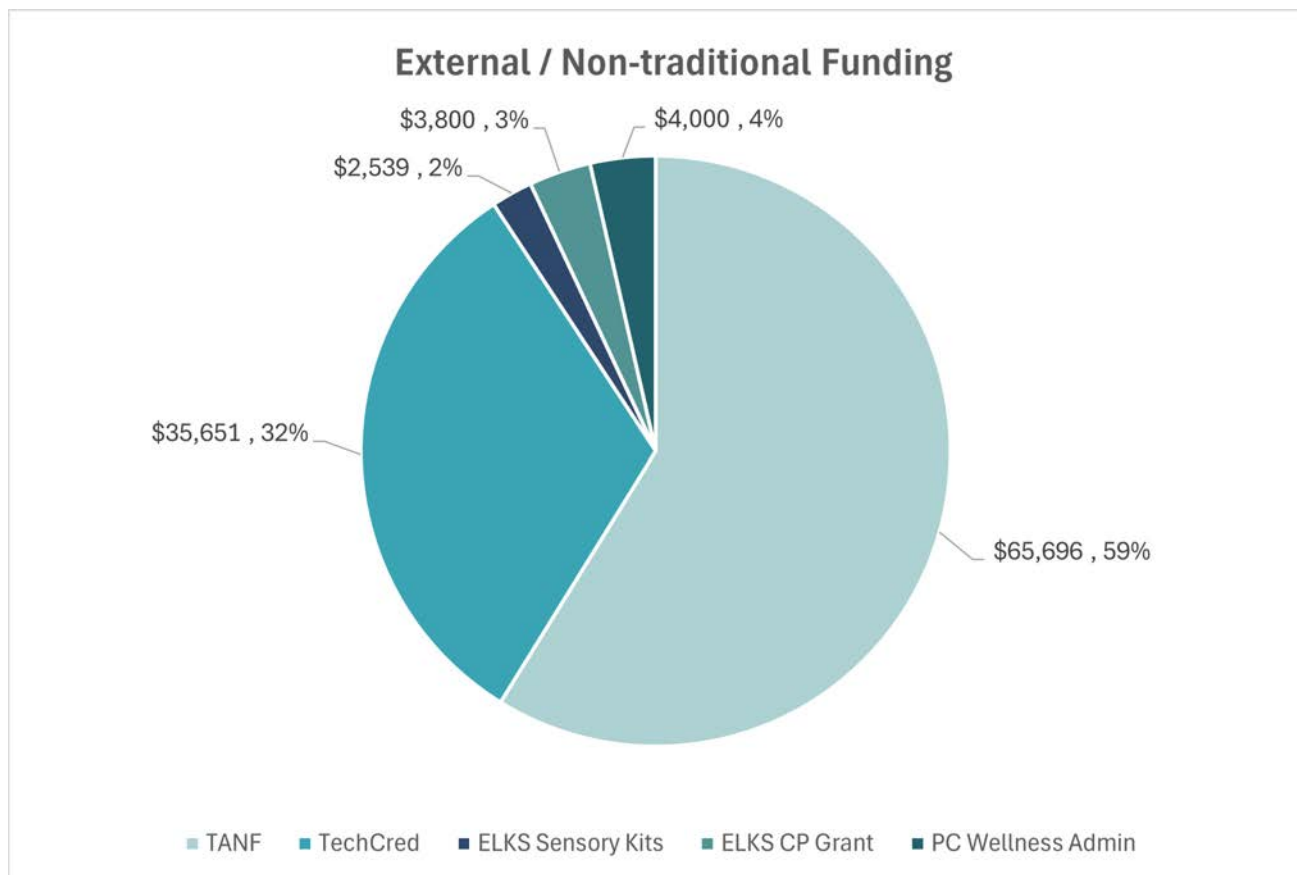
Expenditures





External / Non-Traditional Funding Streams

Five sources of revenue were added, helping to bring in a total of \$111,685 in revenue from external or non-traditional sources.

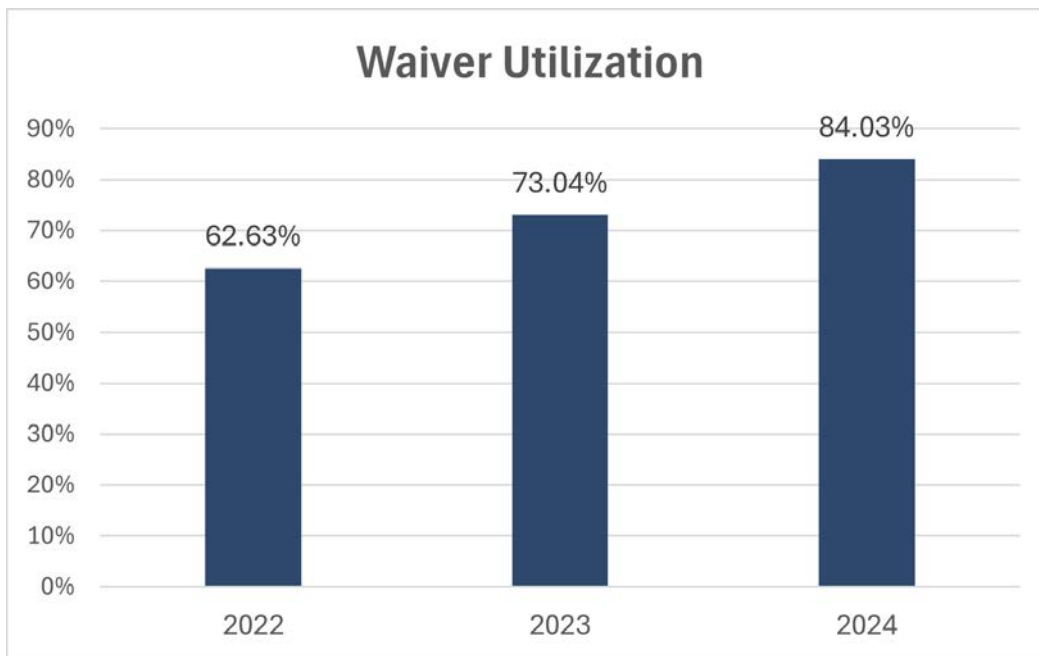


Managing Emergency Funding

PCBDD developed a Reserve Utilization Plan and increased the reserve balance by 7%.

Managing Allocation of New Waivers

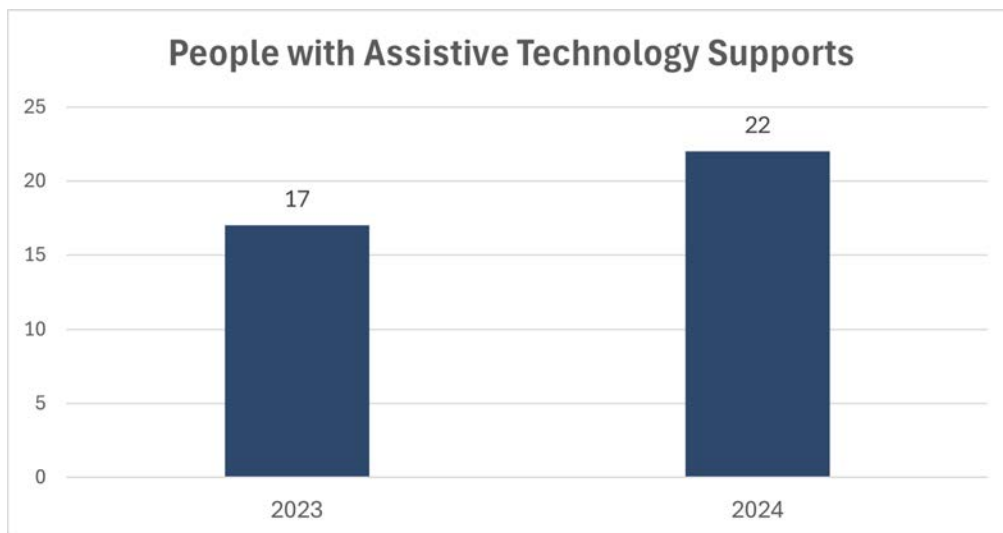
PCBDD enrolled five new Individual Options Waivers and two new Level One Waivers.



PCBDD supported 100% of people identified as having an “Immediate Need” on a Waiting List Assessment. 14 waiting list assessments were completed in 2024.

The number of people identified as having a “Current Need” and placed on the Waiting List for waiver services decreased by 53%.

The use of assistive technology through waiver services to support people in their homes and communities increased by 29% from the previous year.



Community Education

PCBDD continues to prioritize opportunities to educate and connect with the community. Because many of our services are fully funded by local taxpayer dollars, it's important that we make people aware of the programs and services we offer. We are not able to fulfill our mission without the support of our local community and taxpayers. PCBDD participated in 67 community events in 2024.

Events

- PC Chamber Luncheons
- PC Coffee with Commissioners
- Developmental Disability Awareness Month Activities
(PC Library Display Case, Proclamation Signings, Walking Wednesdays, Basketball Games, Rendville Artworks Painting, Rock Your Socks)
- Handicapable Event at Miller Schools
- Autism Acceptance Month Activities
- Children's Program Easter Egg Hunt
- Transition Fair w/All PC School Districts
- Possibilities Invitational
- Ludowici Founder's Day
- NLPD Disability Acceptance Stickers
- PC Fair Booth
- Summer Camp Bake Sale
- Respite Supports Video Series
- DODD Council My Life My Story
- Children's Program Pool Party
- Miller Community Connections Transition Fair
- Somerset Pool Sensory Pool Party
- PC JFS Back to School Bash
- Voting Campaign
- Children's Program Family Resource Fair
- Direct Support Professionals Month Celebration
- New Lex Lutheran Church Fall Fest
- National Disability Employment Awareness Month Celebration
- PC Veterans Extravaganza
- PC Senior Center Senior Day
- Hopewell Trunk or Treat
- Together We Can
- Transition Resource Meeting Series (4)
- Local Career Fairs (5)
- PC Tribune Evening with Santa
- Children's Program Cookies with Santa
- HMG Family Photos

Social Media



Facebook



Website



YouTube



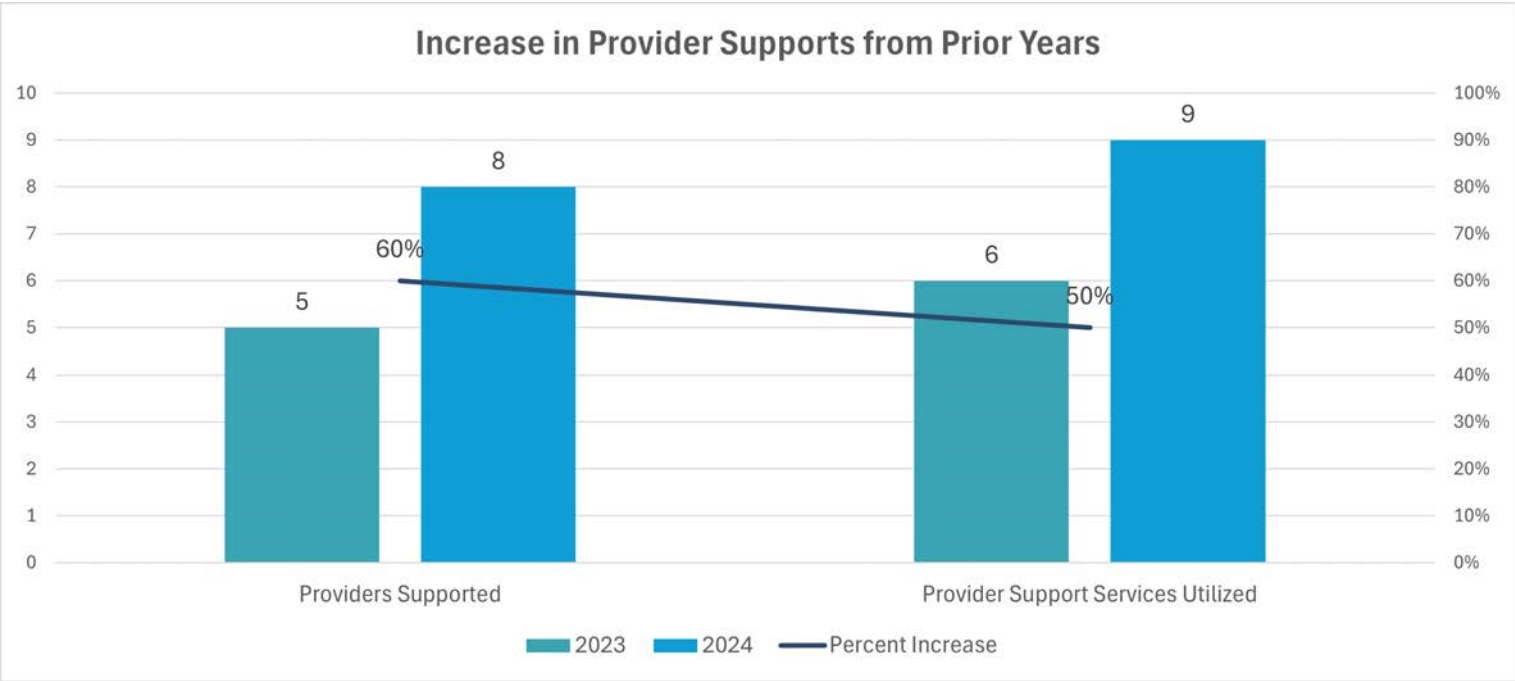
Constant
Contact

Customer Results

Another major focus for 2024 was exceeding customer expectations by improving the customer experience. To accomplish these objectives, the PCBDD focused on supporting providers and partners, growing self-advocacy, expanding the number of people employed in the community, assessing service needs, and building connections. Below are some key action steps that were accomplished.

Provider Supports

- 60%** PCBDD had a 60% increase in the number of providers supported.
- 50%** PCBDD had a 50% increase in the number of support services utilized by providers.

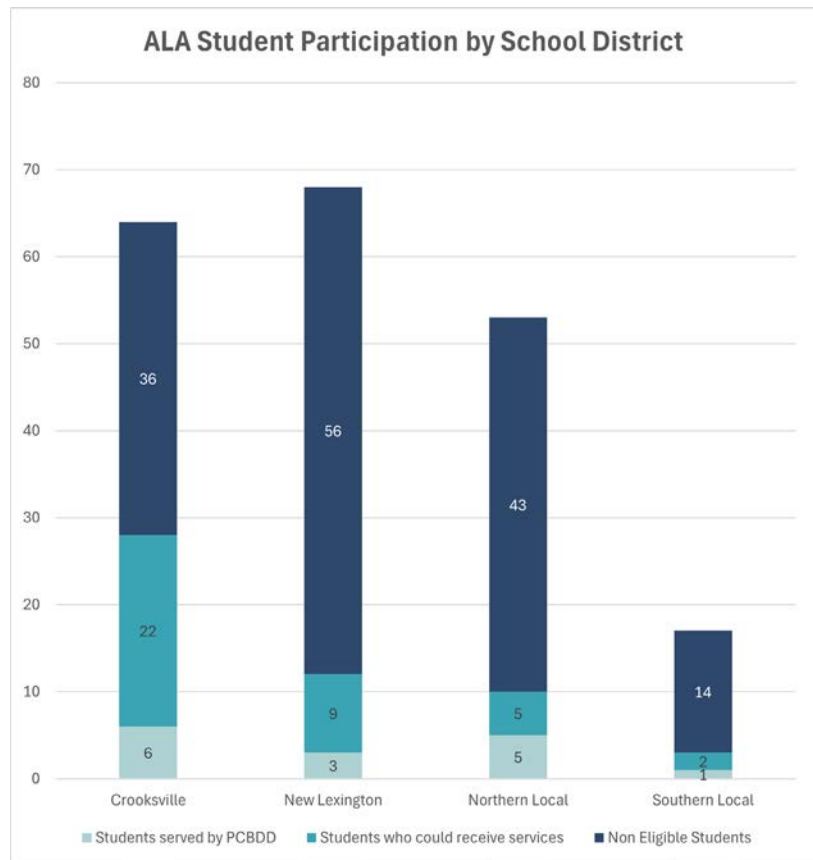


Growing Self-Advocacy

PCBDD works to promote abilities by growing self-advocacy. PCBDD facilitates ALA in all four Perry County school districts and classes consist of students with and without disabilities with the goal being for the students to learn leadership skills alongside each other.



Denise participated in My Life. My Story., a storytelling workshop and event sponsored by Ohio DD Council.

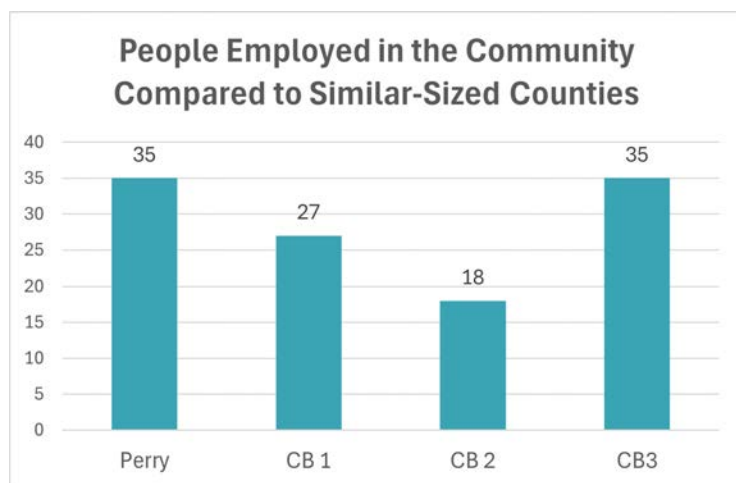
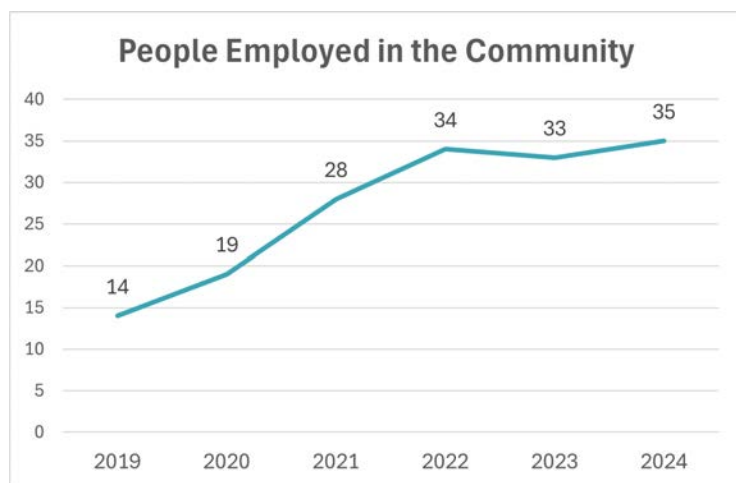


PCBDD also facilitates Pioneering Possibilities®, which is an adult community leadership group where participants learn the importance of responsibility, accountability, independence, leadership, and self-sufficiency. Pioneering Possibilities is proud of the service projects they do throughout the year to support local Perry County Communities.

- Supported the PC Children Services Book Drive
- Volunteered at the Children's Program Easter Egg Hunt
- Helped with the NL Tennis Court Cleanup
- Participated in Fourth of July Parade Float
- Volunteered at the PC JFS Back to School Bash
- Helped with the Veteran's Extravaganza
- Participated in Community Christmas Caroling

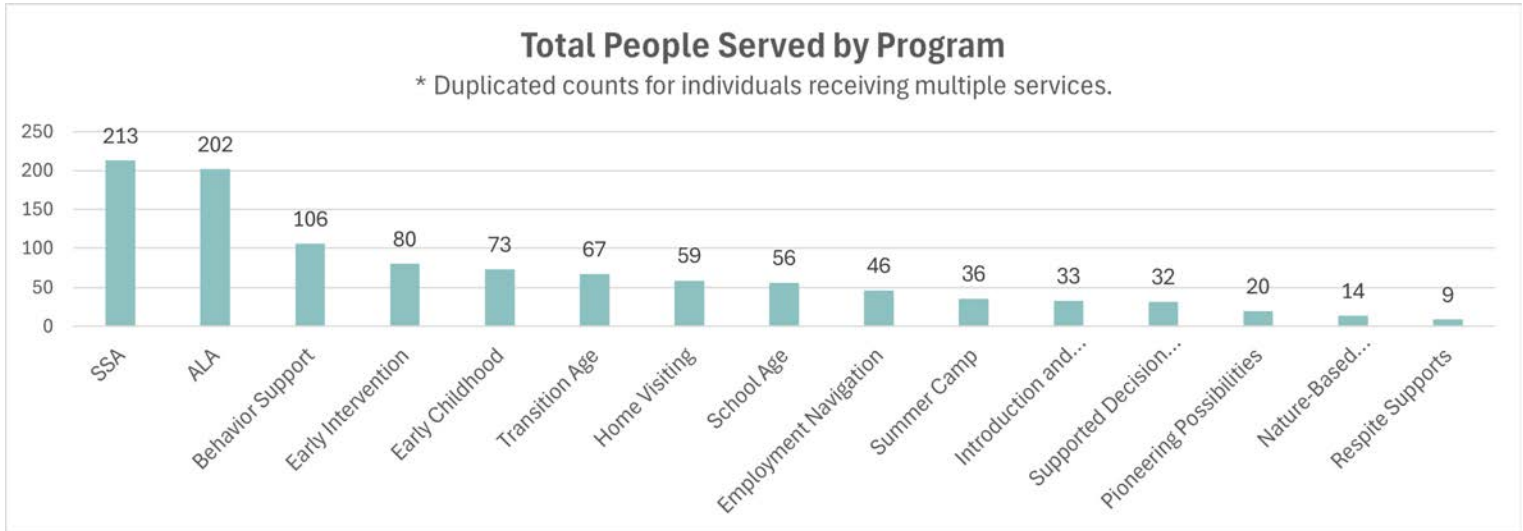
Community Employment

In 2024, PCBDD's Employment Navigator connected with 16 local businesses to share information and answer questions about hiring someone with a disability. Our target was to increase community employment by 5% annually, and we met this goal with a 6% increase from 2023-2024. PCBDD has some of the highest levels of community employment compared to other Ohio counties within 10% of Perry County's population.



Assessing Needs

PCBDD serves a total of 496 people. 96 people went through PCBDD's intake process in 2024, 33 of which were eligible.

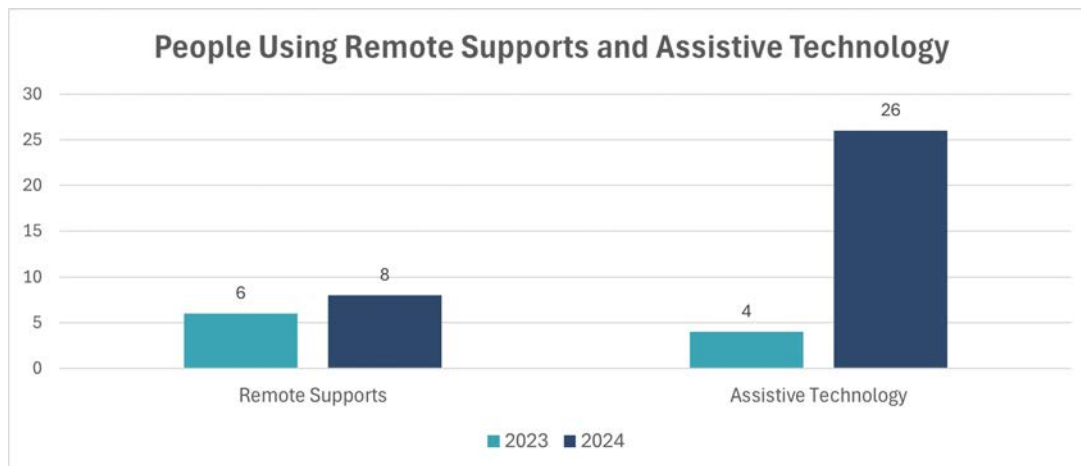


Early Intervention (EI) annual survey results indicated 99% satisfaction rate.



HMG Home Visiting annual survey results indicated 98% satisfaction rate.

SSAs focused on efforts to promote Remote Supports and Assistive Tech. SSAs attended a Tech Summit and use of both Remote Supports and Assistive Technology increased, as shown below.



Building Connections

PCBDD works to improve the customer experience through relationships. It is important for us to build connections with local people, businesses, resources, and organizations to maximize the services and supports available to people with developmental disabilities. In 2024, PCBDD connected with law enforcement and successfully collaborated on multiple projects.

- Developed autism patches for law enforcement to wear during the month of April.
- Developed and deployed disability awareness stickers to over 400 people to aid in communication with law enforcement and families or people served.
- Connected with Ohio University Police Dept. who trained staff and providers in self-defense tactics.
- Established a connection with a designated PC Sheriff's Office deputy to assist, when necessary.
- Connected with the New Lexington Police Dept. by sponsoring Lexie, the K-9 Therapy Dog at NL Schools.



Internal Process Results

A major focus for 2024 was to align processes by improving the organizational performance of the board. To accomplish these objectives the PCBDD focused on developing a process improvement system and developing a data management process. Below are some key action steps that were accomplished.

Process Improvement

PCBDD has been on a continuous improvement journey for over a decade. In 2024, PCBDD submitted a 50-page application and received The Partnership for Excellence Silver Award for being a high-performing organization devoted to performance excellence; PCBDD is the only Ohio county board currently on this journey. As we continue our work to accomplish the strategic goals of aligning processes and improving organizational performance, PCBDD is proud to showcase the dedication and commitment to process improvements. In 2024, PCBDD departments made over 145 process improvements.

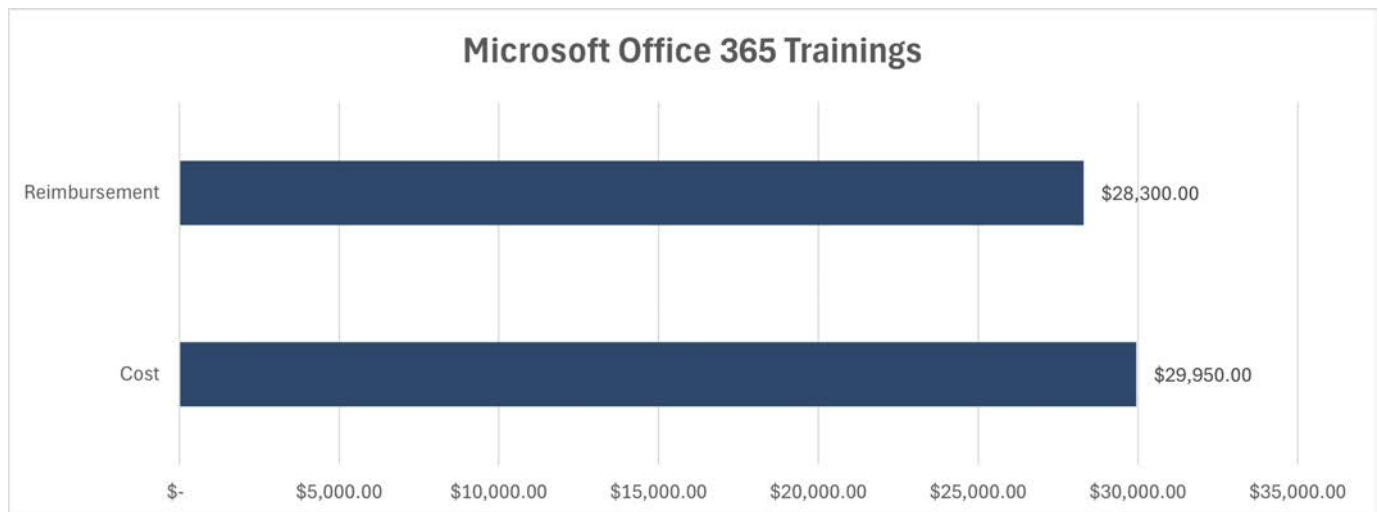


Learning and Growth Results

A major focus for 2024 was to sustain the organizational culture by improving operational efficiencies and strengthening the workforce. To accomplish these objectives the PCBDD focused on maximizing existing technology, exploring new technologies, promoting the organizational culture, improving recruitment and retention, and evaluating the organization for growth. Below are some key action steps that were accomplished.

Maximizing Existing Technologies and Exploring New Technologies

39 staff completed 88 classes over 12 Microsoft applications. Training costs were reimbursed by Tech Cred funding for staff that participated to make classes nearly cost neutral.



IT improvements include:

- Replacement of computers based on five-year replacement schedule
- Tech Time Sessions
- Upgraded all agency computers to Windows 11
- QOMO audio/visual equipment training
- Agency firewalls replaced
- Online data backup implemented to replace on-site backup
- Upgraded agency cell phones to iPhone 15, estimated trade-in value \$4815
- PII Protect Cyber Hygiene Services



Promote Organizational Culture

PCBDD completed the Culture Survey for the fifth year with 98% participation. Strengths were identified in Career Development, Work Engagement, Relationship Management, Benefits, and Work Environment. PCBDD's goal is to score 4 or higher in all areas. PCBDD scored 4 or higher in 5 out of 6 areas.



Recruitment, Retention, and Organizational Evaluation

PCBDD maintained 40 employees, hired 5 new staff, promoted 2, and had 9 separations in 2024.

PCBDD conducted Voice of the Employee sessions with all staff where employees were asked how happy they are working for PCBDD on a 10-point Likert Scale and how their job at PCBDD compares to other jobs they've worked on a 5-point Likert Scale.

How happy are you working here on a scale of 1-10?



How does this job compare to other jobs you've worked on a scale of 1-5?





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OUR VISION

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OUR VALUES

Listening
Working Together
Putting People First
Growing and Learning
Promoting Creativity
Making Things Easier



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Report Abuse / Neglect: 740-605-7746

