

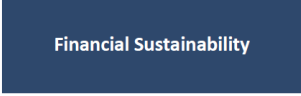
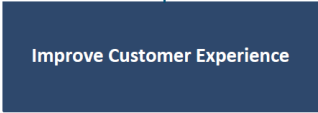



# 2<sup>nd</sup> Quarter 2025 Strategic Plan Progress Report

FINANCIAL	CUSTOMER
<ul style="list-style-type: none"> <li>• Re-assessed Service Request Review Committee (SRRC) to refine the process and promote more efficient and informed decision making to contain costs while meeting service needs.</li> <li>• Requested one new Individual Options (IO) Waiver that will result in an estimated \$160k savings, annually.</li> <li>• Requested another IO to minimize cost by paying match share vs. subsidizing current Level One Waiver with local funds.</li> <li>• Increased needs on waiver waiting list:             <ul style="list-style-type: none"> <li>– 3 immediate needs</li> <li>– 10 current needs</li> </ul> </li> <li>• Participated in 28 community education and outreach opportunities, 19 were new events.</li> <li>• Current high-cost youth is being enrolled on IOW to preserve local/emergency funding.</li> </ul>	<ul style="list-style-type: none"> <li>• Supported people at On The Farm when 15 PCBDD staff attended the Wood Olympics.</li> <li>• Connected with one agency provider inquiring about providing services in Perry County.</li> <li>• Provider Catalog Utilization             <ul style="list-style-type: none"> <li>– 6 providers (+1)</li> <li>– 5 services (-1)</li> <li>– \$4,786 total costs (-5k)</li> </ul> </li> <li>• Initiated planning for DSP Recognition Month.</li> <li>• Trained four agencies on new MUI rule.</li> <li>• Participated in OPRA Learning labs and developed a new process.</li> <li>• Initiated employable track during ASD times on a rotating schedule with all ADS sites.</li> <li>• Connected with local restaurant to help summer campers learn skills and etiquette for ordering and eating out.</li> <li>• Hosted Future Focus Fair at Possibilities Invitational and connected with over 300 people.</li> <li>• 31 people are employed out of the target of 35. This is a decrease in 2 from Q1.</li> <li>• Hosted Autism Workshop for 29 parents/caregivers and 31 professionals. Event satisfaction rating was 4.86 (out of 5).</li> <li>• Engaged in volunteer opportunities for nine people that transpired through monthly business connections.</li> <li>• PCBDD Staff developed an initial annual ethics and personal code of conduct for Pioneering Possibilities Executive Committee.</li> <li>• Two PCBDD staff attended the Innovation Summit for the first time.</li> <li>• Attended Real Money Real World with six PCBDD staff participating over across two school districts.</li> <li>• Connected with SSA candidate who became a new hire at the Chamber Luncheon.</li> <li>• Participated in Walking Wednesdays and increased engagement with Perry JFS in this activity.</li> <li>• Began discussions with NL Schools on partnering opportunities for Early Intervention Services.</li> <li>• Initiated the development of an Autism Protocol with a local parent, advocate, and resource.</li> </ul>
INTERNAL PROCESSES	LEARNING AND GROWTH
<ul style="list-style-type: none"> <li>• Completed Emerging Leaders Level 9.</li> <li>• Completed over 24 process updates (+ at least 6)</li> <li>• Completed two process improvements from Baldrige Feedback Report</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Satisfaction Survey refined. 6 results initiatelly received.</li> <li>• Introduced MO365 &amp; laptops to the PP Executive Group.</li> <li>• Completed Push-to-Talk Pilot for staff.</li> <li>• Attended MEORC training with the following participation rates:             <ul style="list-style-type: none"> <li>– Adobe: 11.11%</li> <li>– Outlook: 22.22%</li> <li>– Teams: 31.11%</li> <li>– OneDrive: 22.22%</li> </ul> </li> </ul>

## CONCLUSIONS/RECOMMENDATIONS

The Perry County Board of Developmental Disabilities has less than six months remaining to finalize the initiatives in the current 2023 – 2025 Strategic Plan. Planning for the 2026-2028 Plan has begun and the SWOT (strengths, weaknesses, opportunities, threats) process is nearly complete. Some initiatives have been identified as carryover items. The regular process includes the Strategic Planning Team meeting quarterly to review the plan and update progress, and the Senior Leadership Team continually reviewing this progress monthly. All staff support the strategic plan through their regular roles and responsibilities, in addition to being intentional about these efforts through the staff review and position alignment processes.

# Strategy Map

Vision	Community without Barriers			
Mission	Making connections to promote abilities and enrich lives			
Strategic Goals	Sustain Organizational Culture	Align Processes	Exceed Customer Expectations	Fiscal Responsibility
Strategic Objectives	Initiatives	Measures	Targets	
<b>Financial</b> 	<ul style="list-style-type: none"> <li>• Manage allocation of new waivers</li> <li>• Educate community</li> <li>• Manage emergency funding</li> </ul>	<ul style="list-style-type: none"> <li>• New waivers and authorized waiver costs</li> <li>• People with immediate or current need waiting for services</li> </ul>	<ul style="list-style-type: none"> <li>• Meet service needs</li> </ul>	
<b>Customer</b> 	<ul style="list-style-type: none"> <li>• Support providers and partners</li> <li>• Grow self-advocacy</li> <li>• Expand community employment</li> <li>• Assess service needs</li> <li>• Build connections</li> </ul>	<ul style="list-style-type: none"> <li>• Customer engagement and satisfaction</li> <li>• Community employment levels</li> </ul>	<ul style="list-style-type: none"> <li>• Develop baseline measures</li> <li>• Increase 5% annually</li> </ul>	
<b>Internal Processes</b> 	<ul style="list-style-type: none"> <li>• Develop process improvement system</li> <li>• Develop data management process</li> </ul>	<ul style="list-style-type: none"> <li>• Baldrige application</li> <li>• Results of process improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Submission of 50-page Baldrige application by Dec 2023</li> <li>• Decrease organizational costs and discrepancies</li> </ul>	
<b>Learning and Growth</b>  	<ul style="list-style-type: none"> <li>• Maximize existing technology</li> <li>• Explore new technologies</li> <li>• Improve recruitment and retention</li> <li>• Define and promote organizational culture</li> <li>• Evaluate for organizational growth</li> </ul>	<ul style="list-style-type: none"> <li>• Employee retention</li> <li>• Employee engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Staff retention rates at or below the BLS rates</li> <li>• Goal of 4 for all employee engagement categories</li> </ul>	
Putting People First, Listening, Making Things Easier, Learning and Growing, Working Together, Promoting Creativity				