



PERRY COUNTY BOARD OF  
**DEVELOPMENTAL  
DISABILITIES**

Making connections. Promoting abilities. Enriching lives.

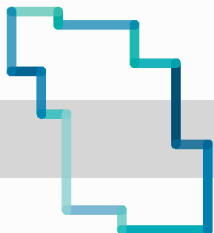
# STRATEGIC PLAN

*January 2020 - December 2022*



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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.

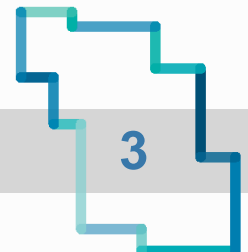
Before the inception of the PCBDD in 1967, efforts to educate the community and provide services to those with developmental disabilities, specifically children, were initiated by passionate and motivated advocates. PCBDD has never lost sight of those early efforts and continues to recognize and honor 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



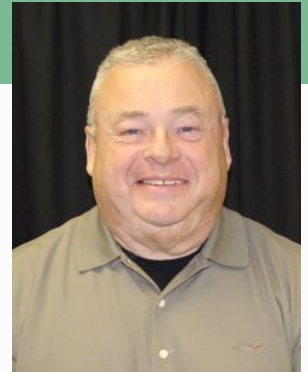
**SALLY FRANCIS  
BOARD PRESIDENT**



**THERESA MOORE  
BOARD VICE-PRESIDENT**



**RACHEL BARNHART  
BOARD SECRETARY**



**KEVIN HOWELL  
BOARD MEMBER**



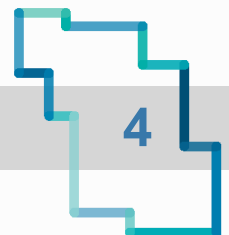
**SHAUNA SCHACHT  
BOARD MEMBER**



**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.

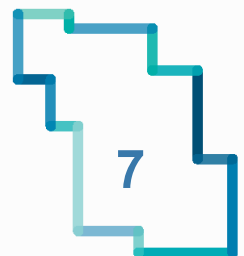


## STRATEGIC ADVANTAGES

- PCBDD values people leading us to focus on **CUSTOMER SERVICE**, **BUILDING RELATIONSHIPS**, and **INDIVIDUAL SUPPORTS** centered around people.
- PCBDD promotes **LEADERSHIP** in our agency, in our community, and in the people we support.
- PCBDD provides **RESOURCES** and **EDUCATION** to encourage people to make choices and grow into their community.
- PCBDD supports a work environment that **CULTIVATES** quality employees, **FOSTERS** teamwork, and **PROMOTES** a culture of creativity.
- PCBDD **CONNECTS WITH THE COMMUNITY** to build relationships that go beyond working together.
- PCBDD supports a **STRONG NETWORK OF SERVICES** for children and adults, equipping them to be as self-sufficient and independent as possible.
- PCBDD ensures **FISCAL RESPONSIBILITY** by maximizing resources, collaborating with others, and being good stewards of taxpayer dollars.
- PCBDD **VALUES COMMUNICATION** that helps us to listen and learn, as well as share our Mission, Vision and Values.

## STRATEGIC CHALLENGES

- PCBDD needs to address the lack of community employment opportunities.
- PCBDD has little control over gradually increasing waiver costs and assessed service needs.
- PCBDD sustainability is largely dependent on taxpayer support and funding.
- PCBDD needs to develop and utilize natural supports and other services, including Medicaid (home health).
- PCBDD needs to implement emergency preparedness measures and address the safety of a mobile workforce.
- PCBDD needs to evaluate service offerings to ensure they are cost-effective and within scope.
- PCBDD needs to address the shift in key leadership employees in the next 3-5 years due to retirements.
- PCBDD needs to address the lack of service offerings in Perry County (Transportation, Housing, Home Health, Therapies, and other Specialized Services).
- PCBDD does not have an effective approach to educate and communicate with families about recreation offerings and activities, including any respective changes.
- PCBDD has a lack of effective community outreach and education of services.
- PCBDD needs to provide community and employee education regarding the development of a new facility.
- PCBDD needs to cultivate new relationships and maintain existing relationships with agency partners and providers.
- PCBDD lacks cross-training of employees on different departments, programs, and committees.
- PCBDD lacks consistent and timely communication with providers.
- PCBDD needs to continue to assess technology needs and implement new equipment and programs.
- PCBDD needs to educate employees on the use of new and existing technology.
- PCBDD needs to work with providers and other partners to address the Direct Service Provider shortage.



# STRATEGIC OPPORTUNITIES

- PCBDD can support providers by training Direct Service Provider employees and recruiting additional providers.
- PCBDD can increase community awareness of services and supports available.
- PCBDD can increase the availability of respite supports.
- PCBDD can explore programs to meet needs such as recreation, children's camp, animal therapy, community employment, and dual diagnosis.
- PCBDD can identify additional transportation options to expand time availability, increase the amount of transportation providers and increase modes of transportation.
- PCBDD can benefit from increasing efficiency and productivity through paperless and mobile systems which will support community connectedness.
- PCBDD can increase advertising, sharing of success stories, and community events.
- PCBDD can improve internal communications.
- PCBDD can benefit from strengthening the skills of its' employees.
- PCBDD can work on simplifying internal processes that will benefit the workforce, customers, and key partners.
- 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.
- 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*

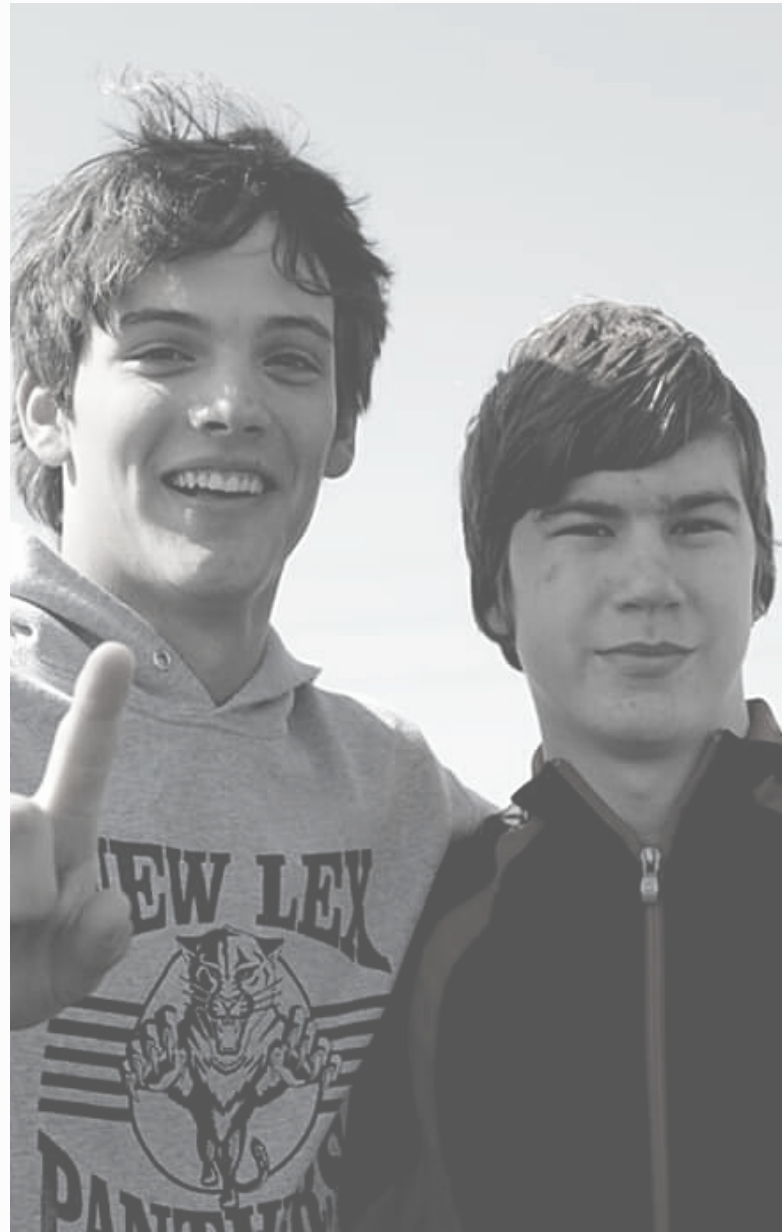
MAKING CONNECTIONS TO  
PROMOTE ABILITIES AND  
ENRICH LIVES

## *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.



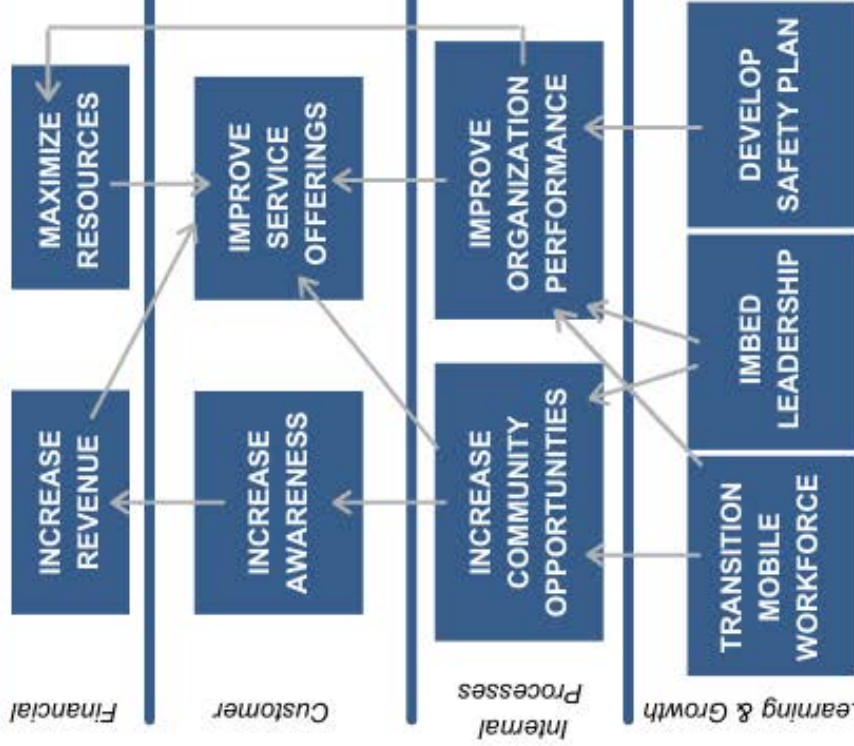
# STRATEGY MAP

MISSION MAKING CONNECTIONS TO PROMOTE ABILITIES AND ENRICH LIVES

VISION COMMUNITY WITHOUT BARRIERS

STRATEGIC GOALS DEVELOP AGILE WORKFORCE

BUSINESS OBJECTIVES & STRATEGY MAP



EXCEED CUSTOMER EXPECTATIONS	GROW ORGANIZATIONAL CULTURE	FISCAL RESPONSIBILITY
<b>TARGETS</b>	<b>MEASURES</b>	<b>INITIATIVES</b>
<ul style="list-style-type: none"> <li>Increase Revenue Funding</li> <li>Maintain Dept Budgets</li> <li>Determine Baseline Measures</li> <li>Maintain Current Provider Levels</li> <li>Increase 10% Annually Community Employed</li> </ul>	<ul style="list-style-type: none"> <li>New Revenue</li> <li>Balanced Budget</li> <li>Program Surveys</li> <li>Provider Retention</li> <li>Individuals Community Employed</li> <li>Measure Baldrige Feedback Report</li> <li>Collaborative Projects</li> </ul>	<ul style="list-style-type: none"> <li>Non-Traditional Funding Streams</li> <li>Sustainability</li> <li>Waitlist</li> <li>Provider Supports</li> <li>Community Education</li> <li>Community Employment</li> <li>Baldrige Application</li> <li>Simplify Processes</li> <li>Collaborative Projects</li> </ul>
<ul style="list-style-type: none"> <li>Submission of Baldrige Applications</li> <li>Increase Number of Collaborative Projects</li> </ul>	<ul style="list-style-type: none"> <li>Employee Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Leadership</li> <li>Expand Technology</li> <li>Emergency Preparedness</li> </ul>



PERRY COUNTY BOARD OF

# DEVELOPMENTAL DISABILITIES

Watch later Share

**New Location, Same Mission: The Sarah A. Winters Building Dedication**

