



2025 Summary

for the 2023-2025 Strategic Plan

Our Mission

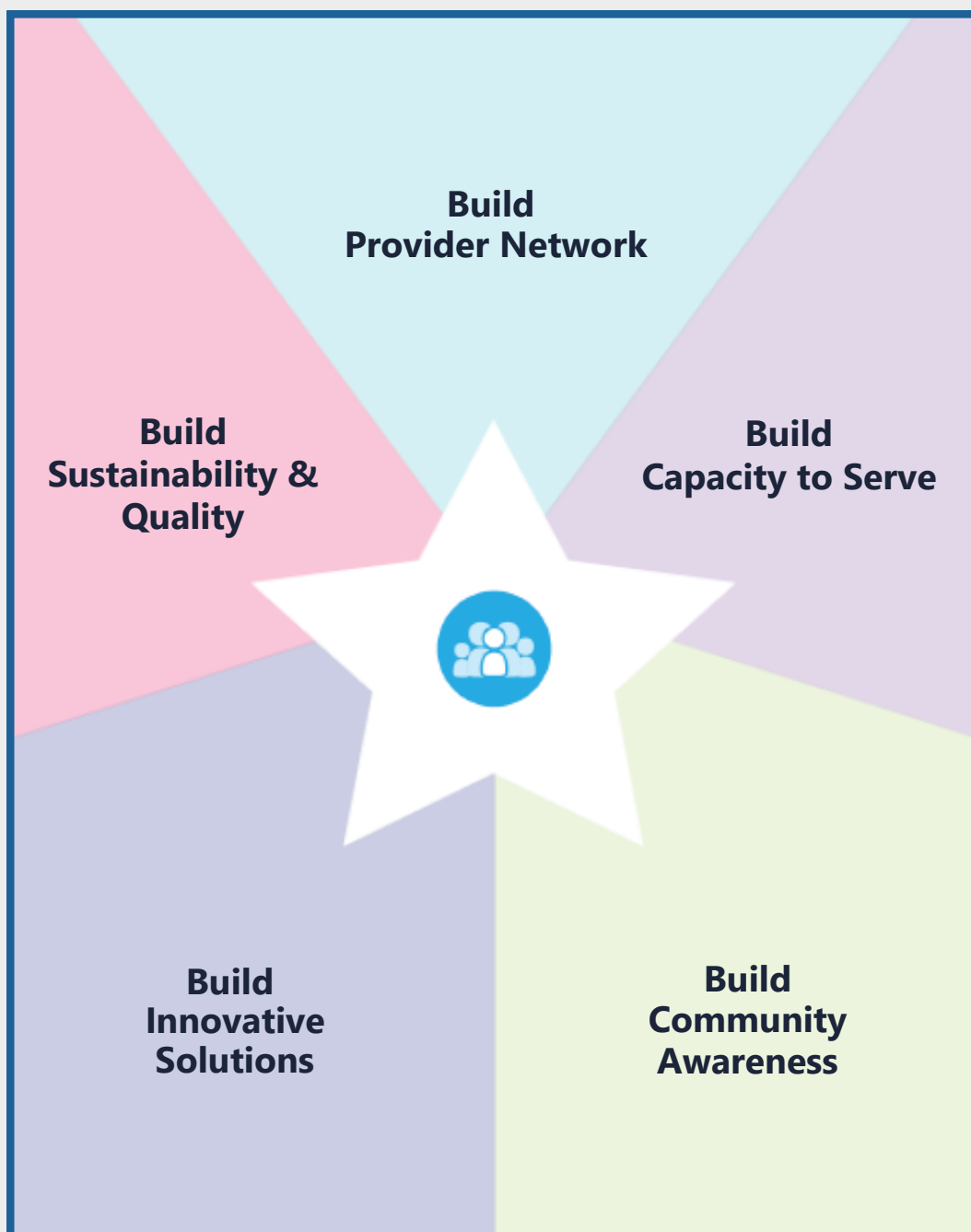
To support individuals with developmental disabilities to live, learn, work and socialize as they choose.

Our Vision

To provide the best possible opportunity for individuals with developmental disabilities to have the kind and quality of life he or she chooses.

Our Values

Respect
Integrity
Partnership
Excellence



2025 SUMMARY

FROM OUR
SUPERINTENDENT

The Preble County Board of Developmental Disabilities is proud to present this final progress update for our 2023–2025 Strategic Plan. Over the past three years, our organization has remained focused on building our provider network, strengthening service capacity, developing innovative solutions, expanding community awareness, and ensuring sustainability and quality. These priorities continue to guide our work in supporting individuals with developmental disabilities in Preble County.

In 2025, we made meaningful progress across each of these areas. We strengthened partnerships, improved communication and coordination, and continued to invest in our workforce through training and professional development. We also expanded the use of technology and virtual supports to better meet the needs of individuals and families.

Our efforts to increase community awareness created more opportunities for individuals to connect, participate, and share their experiences, helping to promote inclusion throughout Preble County. At the same time, our focus on financial sustainability and responsible resource management has allowed us to maintain services while planning for the future.

I am proud to serve as Superintendent during this important time. While we continue to face challenges such as rising costs and workforce demands, I remain confident in the strength of our team and the support of our community. Together, we have made significant progress and will continue to build on this momentum.

Thank you for your continued support and for being part of this journey.



A handwritten signature in blue ink that reads "Brian W. Green".

Brian W. Green
Superintendent



Build Provider Network

2025 Highlights:

- Maintained partnerships with provider agencies and collaborated with regional partners, including WestCON.
- Strengthened communication and relationships between SSAs and providers.
- Began working with DODD Provider Support Liaisons to address challenges and improve relationships, including plans for joint trainings.
- Used outreach efforts, including social media, to raise awareness of provider roles and workforce needs.

Impact:

- Stronger partnerships with providers improved coordination and supported more effective services for individuals and families.
- Improved communication between SSAs and providers led to more consistent and collaborative service delivery.
- Collaboration with DODD and regional partners strengthened provider relationships and expanded opportunities for training and support.
- Increased awareness of provider roles supported recruitment efforts and helped strengthen the provider network.





Build Capacity to Serve

2025 Highlights:

- Maintained staffing levels and continued hiring efforts to support service delivery across programs.
- Continued use of Charting the LifeCourse tools within the OhioISP and in transition planning between Early Intervention and SSA departments.
- Provided training and professional development opportunities to support staff knowledge, skills, and confidence such as case manager training, crisis intervention training and MARC training.
- Developed and maintained processes to streamline work and responsibilities within Early Intervention.
- Quality assurance outreach is being completed by an SSA Assistant to ensure services are consistent and needs are identified.

Impact:

- Maintained staffing levels supported consistent service delivery across programs and ensured individuals and families continued to receive needed services.
- Use of Charting the LifeCourse tools supported person-centered services and improved coordination and transitions between programs.
- Training and professional development strengthened staff knowledge, skills, and confidence, supporting more effective service delivery.
- Streamlined processes in Early Intervention improved efficiency and supported staff in their daily work.
- Quality assurance outreach improved communication with individuals and families and supported timely identification and response to needs.





Build Innovative Solutions

2025 Highlights:

- Early Intervention implemented SharePoint to increase access to resources and improve collaboration across the EI team.
- Early Intervention expanded the use of virtual services, including virtual therapists, to support families and better meet their needs.
- The utilization of waiver services continued, along with partnerships with the HIT Foundation, to support individuals in living in homes that meet their needs.
- Staff attended state and regional conferences, including OACB and other opportunities, to learn about best practices, new solutions, and available resources to support individuals and families.
- SSAs participated in in-person and virtual training on technology supports for individuals' homes and implemented what was learned to better support people served.

Impact:

- Increased access to resources and improved collaboration supported more efficient and coordinated service delivery across the Early Intervention team.
- Expanded virtual services improved access and flexibility for families, allowing services to better meet individual needs.
- Utilization of waiver services and community partnerships supported individuals in maintaining stable housing and receiving services in their communities.
- Participation in professional development opportunities strengthened staff knowledge and awareness of best practices and available resources.
- Training on technology supports improved staff ability to implement solutions that enhance independence and support individuals in their homes.





Build Community Awareness

2025 Highlights:

- Expanded public awareness of services and resources through social media, newsletters, and community communications, highlighting stories of individuals served.
- Strengthened partnerships with schools, organizations, and community groups to promote inclusion and understanding of developmental disabilities.
- Facilitated local and regional advocacy opportunities and supported individuals in participating in meetings and events. Including * local meetings and 1 regional meeting with topics such as healthy relationships, cooking skills and self-advocacy.
- Provided opportunities for individuals served to share their experiences and achievements through community communications and events.
- Coordinated community events to foster inclusion and connection between individuals served and the broader community such as the first Parents Night Out event in collaboration with local agencies.
- Began website accessibility updates to improve access to information and ensure an inclusive experience for all community members.
- Individuals, staff, and a family member attended the Synergy Conference, providing opportunities to learn about advocacy, leadership, and independent living while building connections across the state.

Impact:

- Expanded outreach and communication efforts increased awareness of services and improved understanding within the community.
- Strengthened partnerships, advocacy efforts, and opportunities for individuals to share their experiences supported greater inclusion and amplified the voices of those served.
- Community events and engagement efforts created more opportunities for individuals to participate and build meaningful connections.
- Website accessibility improvements increased access to information and supported a more inclusive experience for all community members.





Build Sustainability & Quality

2025 Highlights:

- Applied for and received grant funding, including the Keeping Families Together (KFT) grant of \$20,000, to support individuals and families with more complex needs.
- Utilized available funding sources, including Medicaid, Title XX, EISC, and other grants, to support service delivery.
- Maintained long-term financial planning and monitored revenue and expenditures to ensure sustainability and support decision-making.
- Continued collaboration and shared services with regional partners to improve efficiency and reduce costs.
- Strengthened organizational culture and workforce capacity through strategic investments in leadership, talent development, mentorship, engagement, and retention.
- Maintained oversight of service funding through regular review processes to ensure responsible use of resources and identify additional funding opportunities.
- Invested in infrastructure and resources, including a technology replacement plan, to ensure staff have reliable equipment to support quality services.
- Completed the ASK Playground restroom project, providing accessible restrooms through grant funding support, including \$165,000 received through CBDG and ARPA grant funding.
- 2025 marked the first full calendar year in our office space at 112 W Main Street in Eaton, where LCNB Bank welcomed us as upstairs neighbors. This space supports staff in their daily work and service delivery while reducing rent costs by more than 40 percent.

Impact:

- Grant funding and effective use of resources expanded supports available to individuals and families with diverse and complex needs.
- Utilization of funding sources supported continued service delivery while maintaining financial sustainability.
- Financial planning and monitoring supported informed decision-making and long-term organizational stability.
- Regional collaboration and shared services improved efficiency and reduced operational costs.
- Enhanced employee engagement, strengthened leadership capacity, improved organizational alignment, and strengthened PCBDD's ability to attract, develop, and retain a high-performing workforce.
- Ongoing review of service funding supported responsible use of resources and strengthened overall service delivery.
- Investments in infrastructure, accessibility, and workforce supports contributed to consistent, high-quality services and improved access for individuals and families.

2025 SUMMARY

BY THE NUMBERS

Early Intervention

Early Intervention serves families with children birth to age three with developmental delays or disabilities to provide high quality, evidence-based services to enhance the child's development and caregiver's capacity to meet the needs of their child.

	2023	2024	2025
0-2	34	44	34

School Age

School age services consist of consultation to public schools, behavior support, assistive technologies and transition services for students age 14 and older.

	2023	2024	2025
3-5	46	44	60
6-19	130	112	124

Adults

Adult services consist of case management, consultation to providers and families, behavior support, assistive technologies and transition for end of life.

	2023	2024	2025
19-55	180	171	181
56+	67	60	59
Total adults	247	231	240

2025 SUMMARY

Revenue and Expenditures

2023-2025 Actual Revenue and Expenditures

