



2024 Summary

for the 2023-2025 Strategic Plan

Our Mission

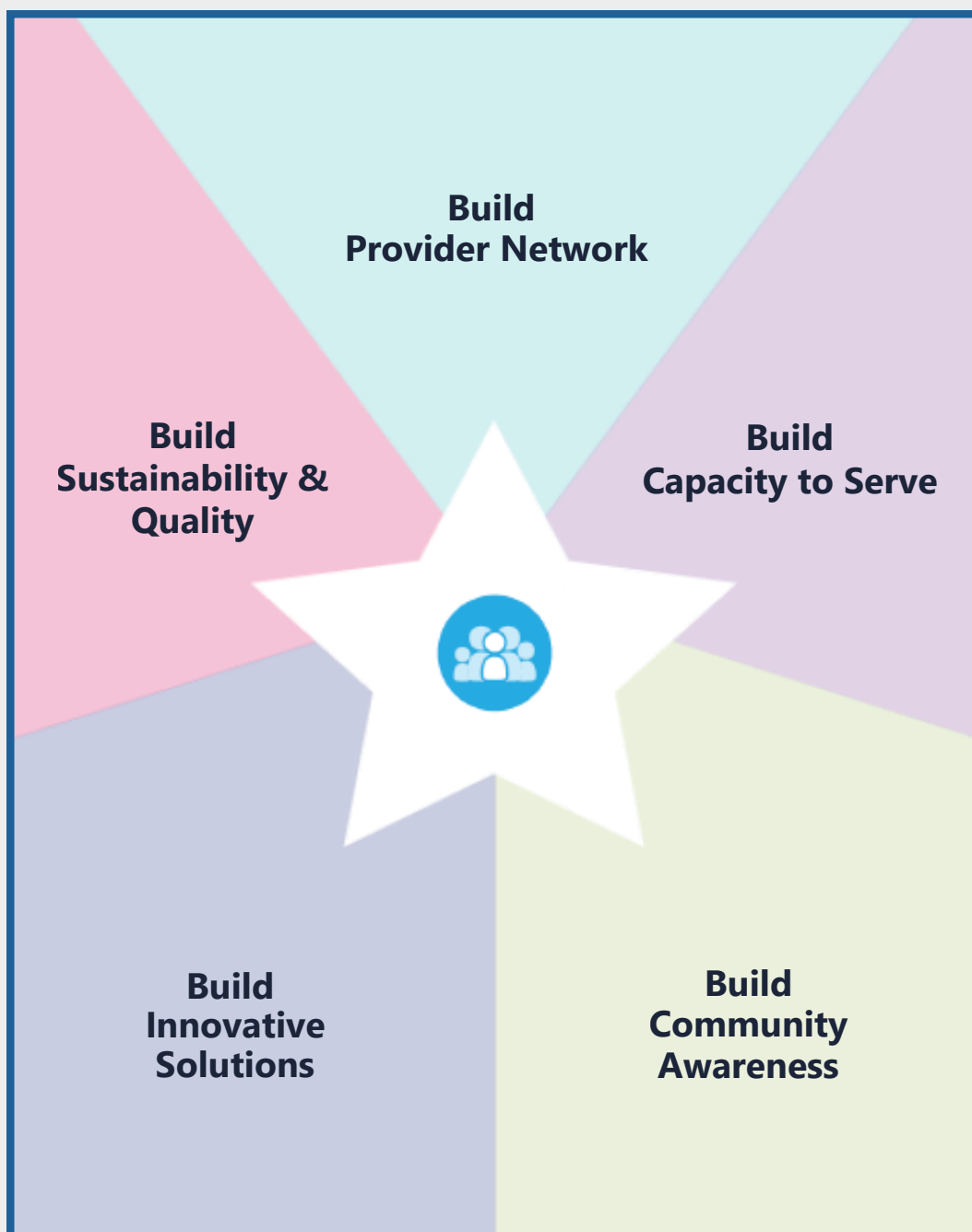
To support individuals with developmental disabilities to live, learn, work and socialize as they choose.

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



2024 SUMMARY

FROM OUR
SUPERINTENDENT

The Preble County Board of Developmental Disabilities is proud to provide you with this progress update for our 2023-2025 Strategic Plan. We are confident our 5 Areas of Focus on Building our provider network, building service capacity, building innovative solutions, building community awareness and building sustainability and quality are key to ensuring the highest quality services for people with developmental disabilities in Preble County.

One of the main ways we can enhance those services is by building a facility that will better meet the needs for our employees to do their work, in addition to space to hold meetings with people and families we serve and trainings for direct support professionals or caregivers. While we own several acres of land on Maple Street in Eaton, we have been renting space on the second floor of a commercial building just one block away. Not only is paying rent a less-than-ideal use of taxpayer funds, the location of our office lacks the basic means of accessibility that our clients need and deserve. We are working diligently to secure funds and develop plans to make our vision for a new office headquarters a reality.

Having such a location will allow us to continue making strides on this Strategic Plan, as all of our 5 Areas of Focus would be enhanced by better office, meeting and training spaces. In addition, the community would have access to use this new building through the strong partnerships we have with local organizations. We are eager to continue our work on these goals and we are grateful for the support of this wonderful community.

I am proud to serve as Preble DD's superintendent at this important time in our organization's history. We currently are facing challenges such as cost increases, workforce shortages and our need for a new office location. However, with the quality of the team in place and the amazing support this community provides, I am confident we will reach our goals and surpass expectations.

Thank you for joining us in this journey,



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

Brian W. Green
Superintendent



Build Provider Network

- Attended school and community events and provide information about becoming an independent provider or working with a provider agency.
- Invited provider agencies to attend school and community events to share information about provider career opportunities.
- Collaborated with WestCON for provider supports to assist provider agencies and independent providers with support and guidance.
- Leveraged social media presence to share information about provider careers
- Created Limited Program Specialist Funding Program \$300,000 to reimburse providers for program management services that are not otherwise reimbursable under the current Medicaid model.
- Created Workforce Sustainability Program set aside \$100,000 to support providers and reimburse them for costs of recruiting and maintaining employees that are not reimbursable under the current Medicaid model.



Build Capacity to Serve

- Increased the number of SSAs to reduce caseload sizes allowing SSAs to spend more time with individuals and families.
- Increased the number of Early Intervention staff to enhance their ability to support families.
- Encouraged and supported SSAs to build relationships with the Direct Service Providers (DSPs) in addition to provider agency leadership to obtain more direct insight into people served, build trust with DSPs and identify additional supports.
- SSAs provided Charting the Life Course trainings and refreshers throughout the year.
- Charting the Life Course tools included in the OhioISP and utilized in transition planning between Early Intervention and SSA departments.
- Early Intervention and SSA departments meet with people served and families in their homes and communities which is best practice and where is most convenient for them.
- Staff training completed to support individuals and family's choice and voice including Family Outcomes Training, Community Resources, SSA Café, OhioISP and Assessment training.
- Early Intervention onboarding process expanded to ensure employees have the tools to feel confident and competent to do their job.



Build Innovative Solutions

- Early Intervention management collaborates with Miami County Board for collaborative leadership development, training and processes review.
- SSA Children's team connects with Miami County Board to share resources and strategies to support families.
- Numerous staff attended the Ohio Association of County Boards (OACB) conferences to learn best practice processes, procedures and solutions.
- Opportunities provided to staff to visit technology supported homes and received ongoing training and information on technology available to support people served.
- Utilized waiver services to ensure people served can live in homes in the community that will support their physical and social emotional needs.
- Partnered with the HIT Foundation to ensure homes are maintained to meet the needs of the people served by our program who live in them.
- Early Intervention transitioned to an electronic intake process and plan updates
- Early Intervention utilized virtual services as an option to meet the needs of families.



Build Community Awareness

- Began redesign of website to provide a better user experience and share resources with the community.
- Attended community events to connect with other agency partners providing opportunities to learn about their programs and educate on Preble County Board of DD services.
- Hosted and facilitated advocacy events for people served.
- Promoted regional advocacy events and ensured the people we serve were able to attend.
- Attended CIT training for 1st responders to educate on best practices for interacting with the people we serve.
- Early Intervention on Ohio's Children Trust Fund, FCFC meetings and Community Collaborative meetings to ensure the voices of the families we serve are represented.
- Early Intervention collaborated with Early Head Start to support EI families.



Build Sustainability & Quality

- Created “Live Binder” for SSAs to have guidance in one place building confidence and ability to perform work independently.
- The board only collected its 1-mill levy in 2023 to provide tax relief to the tax payers in Preble County. The 1.9-mill term levy expired in 2023 and was not renewed or replaced for 2024.
- The board applied for and received an ARPA grant to support early intervention service coordination.
- Managed budget effectively to ensure long-term fiscal sustainability and meet current and immediate needs.
- Maintained a 10-year budget projection and monitored revenue and expenditure monthly for changes in operations that will affect future planning.
- Researched and made plans to secure a building for ownership in order to cease leasing office space. Federal Medicaid funds moved to the board’s capital fund to support securing a building.
- Shared a superintendent with Miami County Board, contract other key staff to reduce costs.
- Utilized services provided by our regional council of governments (WestCON) to reduce costs.
- The Service Budget Review Committee reviews service funding requests to monitor service cost and local waiver match.
- Maximized Medicaid case management revenue and Medicaid Administrative Claiming dollars.
- Provided subsidies for individuals served to attend the annual Synergy Conference where they can make connections, collaborations, and grow.
- Early Intervention used ARPA funds to purchase evaluation kits, update technology and attend conferences.
- Maintained market-competitive compensation plan for improved attraction and retention of quality employees.
- Completed employee culture survey, focus groups and developed action plans to ensure employees voice was heard and utilized to support a positive workplace culture.

2023 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.

	2020	2021	2022	2023
0-2	50	64	80	90

School Age

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

	2020	2021	2022	2023
3-5	27	30	43	47
6-21	142	153	154	164

Adults

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

	2020	2021	2022	2023
22-64	202	202	201	208
65+	36	37	37	38
Total adults	238	239	238	246

2023 SUMMARY

BUDGET

Five-Year Revenue and Expenditure Projection

