



**PREBLE COUNTY BOARD OF DEVELOPMENTAL DISABILITIES**

**STRATEGIC PLAN**

**2023-2025**



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## Mission

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

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## Vision

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

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## Values

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Respect

Integrity

Partnership

Excellence

## STRATEGIC PLAN

FROM OUR  
SUPERINTENDENT

Our last Strategic Plan for 2020-2022 was created and set in motion in late 2019, before the COVID-19 pandemic. As one can imagine, COVID took a significant amount of focus for our team, but with hard work and dedication, the team made steady progress on their previous goals of:

- 1) Enhancing quality service options for individuals served,
- 2) Promoting active engagement of individuals served in the community through employment and community integration opportunities,
- 3) Increasing public understanding, awareness, support and engagement, and
- 4) Maintaining good stewardship of public funds.

My tenure with the Preble County Board of Developmental Disabilities began in January 2022, which was the last year of that Strategic Plan's implementation. I am happy to share that this team at work in Preble County is second to none in their commitment, compassion and dedication to the people we serve. Their efforts ensured not only a continuity of service during a global pandemic, but real progress on these important goals.

Now that we are turning the page on a new Strategic Plan, we are excited to present you with the following pages, which outline the work we plan to do now through 2025. Our situation is ever-changing, yet we are confident that the goals and objectives outlined here will maintain our focus on ensuring the highest quality of services and supports for people with developmental disabilities in Preble County.

I am proud to serve as Preble DD's superintendent at this crucial time in our system. We face challenges such as workforce shortages, projected cost increase and a need for a new office location. However, with the quality of the team in place and the amazing support that I have witnessed from our community, I have no doubt we will meet and exceed these goals by 2025.

Thank you for joining us in this journey,



Brian W. Green  
Superintendent

STRATEGIC PLAN

**WE  
WILL:**

**Build  
Provider Network**

**Build  
Sustainability &  
Quality**

**Build  
Capacity to Serve**



**Build  
Innovative  
Solutions**

**Build  
Community  
Awareness**

**WE  
WILL:**



## Build Provider Network

*Preble DD will build relationships with service providers to ensure they have the support needed from us to deliver services to the people who need them.*

### OBJECTIVES FOR AREA OF FOCUS #1

- 1** Increase the number of available independent providers.
- 2** Build the capacity of providers to support individuals and families.
- 3** Strengthen the recruitment and retention of the DSP workforce in partnership with providers.

## STRATEGIC PLAN

**WE  
WILL:**



## Build Capacity to Serve

*Preble DD will listen intently to the people and families we serve to ensure their needs are being met.*

### OBJECTIVES FOR AREA OF FOCUS #2

- 1** Build meaningful relationships with people we support to shape person-centered outcomes.
- 2** Utilize LifeCourse Tools across birth to end of life to identify and build upon what is important to and for the individuals and families we serve and their desired outcomes.
- 3** Sustain best practice of supporting service delivery by meeting individuals and families in their home and community.
- 4** Implement new OhioISP to provide person-centered process for accessing and planning.
- 5** Strengthen and increase programming and services to maximize impact on individuals' and families' lives.

## STRATEGIC PLAN

**WE  
WILL:**



## Build Innovative Solutions

*Preble DD will seek new and creative solutions to challenges.*

### OBJECTIVES FOR AREA OF FOCUS #3

- 1** Grow the use of technology to promote greater independence and quality of life.
- 2** Support the growth of creative and inclusive housing.

## STRATEGIC PLAN

**WE  
WILL:**



## Build Community Awareness

*Preble DD will engage our community to ensure stakeholders have greater and more accurate knowledge of our services*

### OBJECTIVES FOR AREA OF FOCUS #4

- 1** Leverage new and existing partnerships to create increased options and supports for the people we serve.
- 2** Increase advocacy and education efforts to expand community understanding of how to best support the individuals we serve.
- 3** Develop and implement external communications to increase community knowledge and opportunities for integrated interactions.
- 4** Increase advocacy, Special Olympics and other activity options for the people we serve by 30%.

## STRATEGIC PLAN

**WE  
WILL:**



## Build Sustainability & Quality

*Preble DD will pursue the highest levels of excellence to ensure services are sustained and of the highest quality*

### OBJECTIVES FOR AREA OF FOCUS #5

- 1 Foster a culture that reflects our core values.
- 2 Build work systems that support organizational performance excellence.
- 3 Develop and grow high performing employees.
- 4 Recruit highly qualified employees.
- 5 Manage budget effectively to ensure long-term fiscal sustainability and meet current and immediate needs.
- 6 Find a long-term location for business operations and to serve our community.

## STRATEGIC PLAN

## 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
0-2	50	64	80

### 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
3-5	20	24	40
6-18	198	200	206

### Adults

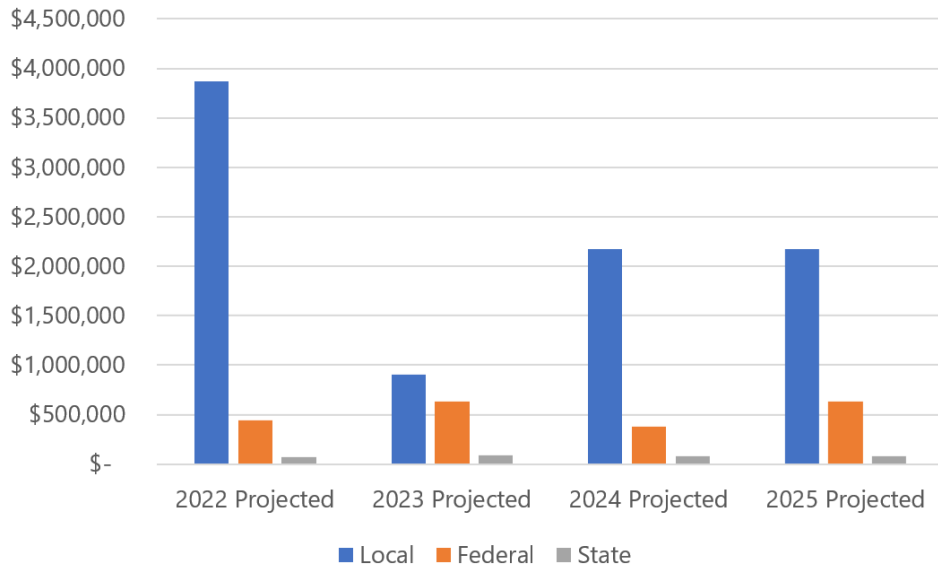
Adult services consist of case management, consultation to providers and families, behavior support, assistive technologies and transition for end of life.

	2020	2021	2022
19-55	249	237	265
56+	84	83	80
TOTAL	113	320	345

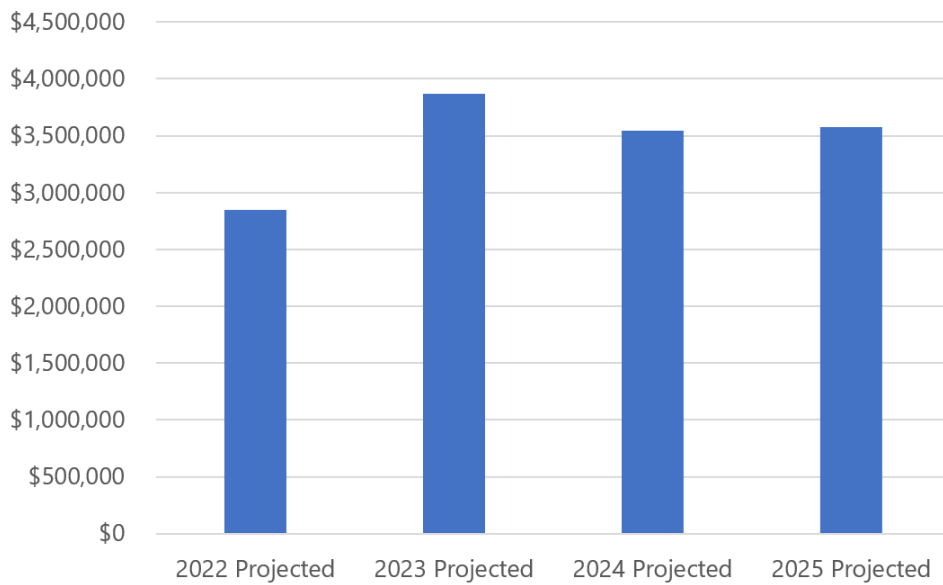
# STRATEGIC PLAN

## BUDGET

### Revenue Projections



### Expenditure Projections



**2023 Increase in Expenses Due to:**

- Services rising back to pre-pandemic levels
- Waiver match increases due to ending of federal enhanced match post-pandemic
- Additional 6.5% increase in payments to provider agencies for Direct Support Professional retention

**Projections do not include:**

Additional expenditures for a new building, staffing increases or salary increases

## Appendix

### **Planning and Setting Priorities (ORC 5126.04 and 5126.054)**

The Preble County Board of Developmental Disabilities (Preble DD) plans and set priorities based on available resources for the provision of facilities, programs and other services to meet the needs of Preble County residents who are individuals with developmental disabilities.

Preble DD assesses the facility and service needs of the individuals with developmental disabilities who are residents of the county.

Preble DD requires individual service plans for individuals with developmental disabilities who are being served or who have been determined eligible for services and are awaiting the provision of services.

Preble DD uses the statewide waiting list assessment tool to understand a person's need for services, including current needs and immediate needs, and shall ensure that methods of having their service needs evaluated are available.

If a foster child is in need of assessment for eligible services or is receiving services from Preble DD and that child is placed in a different county, Preble DD and Children's Services will work together and follow the process in rule to coordinate the services.

Preble DD elects not to participate in the provision of or contracting for educational services for children ages six through twenty-one years of age. Preble DD does not have any responsibility for or authority to provide educational services for children ages six through twenty-one years of age.

### **Strategic Plan**

Preble DD shall develop and adopt by resolution a strategic plan that meets the requirements of sections 5126.04 and 5126.054 of the Ohio Revised Code.