



champaign county board of

DEVELOPMENTAL

DISABILITIES

*caring for lives. unlocking potential.*

**2020-2022**

**Strategic Plan**

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**CHAMPAIGN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES  
2020-2022 STRATEGIC PLAN**

It is a privilege to present the three-year Strategic Plan for the Champaign County Board of Developmental Disabilities for 2020-2022. Our mission remains to promote independence and a pathway to success for all people with disabilities. Our focus remains on providing and coordinating excellent services for every eligible individual in Champaign County.

In order to gauge how well we are meeting our goals, input was gathered from stakeholders and employees alike. The talented and dedicated employees of the Champaign CBDD are collectively the greatest assets of the organization and their input and opinions were measured using surveys and focus group sessions to assist in the development of this plan. Various stakeholders, including people receiving services from Champaign CBDD, providers, family members, Board members and community partners were also surveyed to assist in gathering input on the services provided in the community and the image of the Board.

The results of this input led to the development of 5-goal Strategic Plan that focuses on coordination of quality services; remaining financially sustainable; enhancing community awareness; provider recruitment; and employing a qualified and highly-trained work-force. Each goal contains specific objectives to be carried out by departments and employees, in order to maintain focus and meet the goals.

This plan should serve as a guide to assist the Board, leadership team and employees in ensuring that the individuals receiving services from the Champaign County Board of DD have the quality services and opportunities they need to achieve success in their own communities, alongside their friends, neighbors and family members. I look forward to working on this plan in the future to ensure the success of the Champaign County Board of DD and the people we serve.

Best Regards,

Leigh Anne Wenning  
Superintendent

**CHAMPAIGN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES  
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**Belief Statement**

Everyone has abilities.

**Vision Statement**

We strive to discover potential & abilities.

**Mission Statement**

We promote independence and a pathway to success.

**Values:**

**Inclusion:** We collaborate effectively and embrace different perspectives. We value the contributions of others and the collective impact of teamwork. Each employee has an important role in helping the organization meet its goals and overall mission. We communicate changes and explain the rationale behind decisions.

**Respect:** We are respectful of people of all abilities and their unique contributions. We communicate with others in a kind, open manner. We treat others with courtesy, politeness and kindness. We seek to understand the perspectives of others, even when we disagree.

**Integrity:** We speak up if something isn't right. We are responsible with our community's support and tax-dollars. We follow through on our commitments. We are accountable for our actions and the impact they have on others. We communicate openly and honestly with one another. We don't avoid the difficult conversations.

**Excellence:** We strive to provide quality outcomes and supports that are person-centered. We are committed to solving problems through collaboration, innovation and creativity. We provide excellent customer-service, internally and externally.

**CHAMPAIGN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES  
2020-2022 STRATEGIC PLAN**

**Board Members**



Laurie Stickney, President



Kerry Brugger, Vice-President



David Sapp, Recording Secretary



Jim Smith



Bill Kremer



Tim Cassidy



Shelly Cushman

**CHAMPAIGN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES  
2020-2022 STRATEGIC PLAN**

**Leadership Team**



Leigh Anne Wenning,  
Superintendent



Tyler Davis,  
Business Director



Krista Oldiges, Service & Support  
Administration Director



Jeff Coaty, Community  
Education & Outreach Director



Jennifer Bradford,  
Early Intervention Director



Sharon Wheeland,  
Executive Support Specialist

**CHAMPAIGN COUNTY BOARD OF DEVELOPMENTAL DISABILITIES  
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**Funding Priorities**

Each County Board is required by Ohio Revised Code to have specific staff either through direct employment or contract that includes a Superintendent, Business Manager, Medicaid Services Manager, Service and Supports Administrator, and an Investigative Agent.

The Champaign County Board of DD is mandated to provide Medicaid match costs (around 40%) for all Medicaid services to individuals with developmental disabilities who reside in the county. Champaign CBDD no longer provides direct care to those persons in the form of adult day services, transportation, enclave employment or community employment. However, providing the Medicaid match enables the Board to support local providers who can directly provide the services that are needed.

The following are the services listed in order of Board priority:

1. Medicaid match for all Medicaid Home and Community Based Waiver Services.
2. Early Intervention services for infants and toddlers with developmental delays and disabilities.
3. Services for individuals whose assessed needs do not require waiver funding. Those with personal resources will be asked to contribute toward the cost of services per policy.
4. Additional services that meet the goals listed in this strategic plan.

## **Services Provided by Champaign County Board of Developmental Disabilities**

The Champaign County Board of Developmental Disabilities provides and/or coordinates the following services:

### **Early Intervention Services**

The Champaign County Board of Developmental Disabilities Early Intervention program works collaboratively with Champaign County Family and Children First Council to provide Ohio Early Intervention Part C services to eligible families.

The Early Intervention program serves children age birth to 36 months who exhibit a developmental delay or have a qualifying medical diagnosis. The program offers eligible families year-round, evidence based services. The Early Intervention program provides developmental evaluations for determination of program eligibility, in addition to assessments for program planning. The program utilizes a transdisciplinary/coaching approach embedded in a Primary Service Provider (PSP) model. Upon enrollment in the Early Intervention program, families are assigned a Primary Service Provider based on the family and child's individual needs. The Primary Service Provider works in consultation with other team professionals to build upon the caregiver's competency and confidence. Team members, such as the developmental specialist, physical therapist, occupational therapist and speech and language pathologist, help the caregiver identify ideas, strategies and activities to be incorporated into the child's daily routines. Services are offered in the child's natural environment, which includes home and community settings.

### **Service and Support Administration Services**

An SSA is the primary point of coordination and is responsible to an individual for the effective development, implementation, and coordination of the individual service plan for eligible individuals age 3 through adulthood. Certified staff members are responsible for determining eligibility for services, identifying and linking individuals to local benefits and community resources, and coordinating the individual plan process. Twenty-four hour on-call support is available for emergencies and crisis situations. Service and support administration is a required county board service with no waiting list. The SSA also coordinates one time and ongoing needs requests. Collaboration occurs with the contracted non-profit housing corporation to provide housing for individuals in a group setting. Additional responsibilities include the organization and operation of the Human Rights Committee and meeting all reporting requirements outlined in the Major Unusual Incident rule for the entire agency. CCBDD has 140 people enrolled on waivers and SSAs serve a total of 312 people.



### **Behavior Support Services**

The Behavior Support Coordinator provides consultation and works directly with individuals, families, providers and SSA's in order to ensure that people with challenging behaviors are served in a manner that protects their rights, safety and dignity. Additional responsibilities include the organization and operation of the Human Rights Committee.

### **Investigative Agent Services**

The Investigative Agent reviews and investigates unusual and major unusual incidents according to Major Unusual Incident rule for the entire agency.

### **Community Education and Outreach**

The Community Education and Outreach (CEO) Department has three main points of focus:

- 1) Educate our community and the people served by our Board on how they are both stronger by supporting and partnering with each other.
- 2) Recruit, retain, and assist providers of services to ensure people served by our Board are strongly supported.
- 3) Emphasize competitive employment and assist in professional skills building for people served by our Board.

## **Goals**

### **Goal 1:**

The Champaign County Board of DD will coordinate services that are person-centered, financially sustainable, innovative, and that focus on the inclusion, and success of people in their communities.

Objective A: Increase community engagement among the Champaign County community and various stakeholders.

Objective B: Focus on options to keep individuals with challenging behaviors in or close to their communities by increasing behavior support, respite options and multi-system youth collaborations.

Objective C: Continue to ensure Early Intervention is being utilized by eligible families.

Objective D: Continue to utilize technology and innovative solutions to meet the needs of individuals with complex needs.

### **Goal 2:**

The Champaign County Board of DD will remain financially sustainable and focused on maximizing Medicaid revenue to ensure that services are provided effectively and efficiently.

Objective A: Continue to use local funds as a resource for individual needs.

Objective B: Continue the practice of shared services between the Champaign County Board of DD and the Shelby County Board of DD. Evaluate the practice on a yearly basis to ensure both counties are receiving what they need.

Objective C: Establish a Waiver Review Committee to ensure that waiver and funding requests are being evaluated and that Medicaid services are being used as a last resort.

### **Goal 3:**

The Champaign County Board will enhance community awareness and engagement on the role of the Board and the benefits of community inclusion for our friends, neighbors and family members with disabilities.

Objective A: Education on the role of the Board's mandated responsibilities to:

- a.) Fund the local home and community-based services waiver match;
- b.) Plan, coordinate and monitor these services.

Objective B: Improve and hone external communication via newsletters, website, social media.

Objective C: Continue to improve employer outreach and engagement to ensure that the community is aware of the benefits of hiring people with disabilities.

Objective D: Develop community events and education outreach with specific intents and goals in mind.

#### **Goal 4:**

The Champaign County Board of DD will implement a consistent plan to recruit and provide ongoing support to providers of services.

Objective A: Further define the role of the Provider Employment Services Coordinator

Objective B: Work with the WestCon PR consultant on outreach/recruitment for providers and general education about the role of providers

#### **Goal 5:**

The Champaign County Board of DD will employ a dedicated, qualified work-force committed to the organization's values.

Objective A: Perform positional and task evaluation to ensure the right people are in the right positions, and we have enough employees to provide quality supports.

Objective B: Increase professional development opportunities for all staff.

Objective C: Complete regular compensation reviews

Objective D: Analyze the performance evaluation process in order to provide employees with meaningful feedback.

Objective E: Increase team-building and ongoing wellness initiatives to improve team cohesiveness.

Objective F: Continue to improve the communication between departments and between leadership and employees.

Note: This strategic plan is to be considered a flexible document subject to alterations as federal and state circumstances change. Goals, objectives and steps are best estimates and may need modified as unforeseen circumstances or events arise.