



**Champaign County Board
of Developmental Disabilities**

**2023-2025
Strategic Plan**

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INTRODUCTION

It is a privilege to present the three-year Strategic Plan for the Champaign County Board of Developmental Disabilities for 2023-2025. Our mission remains to promote independence and a pathway to success for all people with developmental 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 was used to assist in the development of this plan. Various stakeholders were also surveyed to assist in gathering input on services provided to the community and the image of the Board.

Results from this input led to the development and refinement of a 5-goal Strategic Plan that focuses on coordination of quality services; remaining financially sustainable; enhancing community awareness; provider support; and employing a qualified and highly trained workforce. 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 for the Board, leadership team, and employees to make certain 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

VISION, MISSION, and VALUES

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.

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BOARD MEMBERS



**President
Kerry Brugger**



**Vice President
Laurie Stickney**



**Secretary
David Sapp**



Shelly Cushman



Amy Wilcoxon



Malia Hughes



Lori Rose



LEADERSHIP TEAM



**Superintendent
Leigh Anne Wenning**



**Finance & Operations
Director
Tyler Davis**



**Service & Support
Administration Director
Nick Rowe**



**Community Education
& Outreach Director
Jeff Coaty**



**Early Intervention
Director
Jennifer Bradford**



**Executive Support
Specialist
Sharon Wheeland**

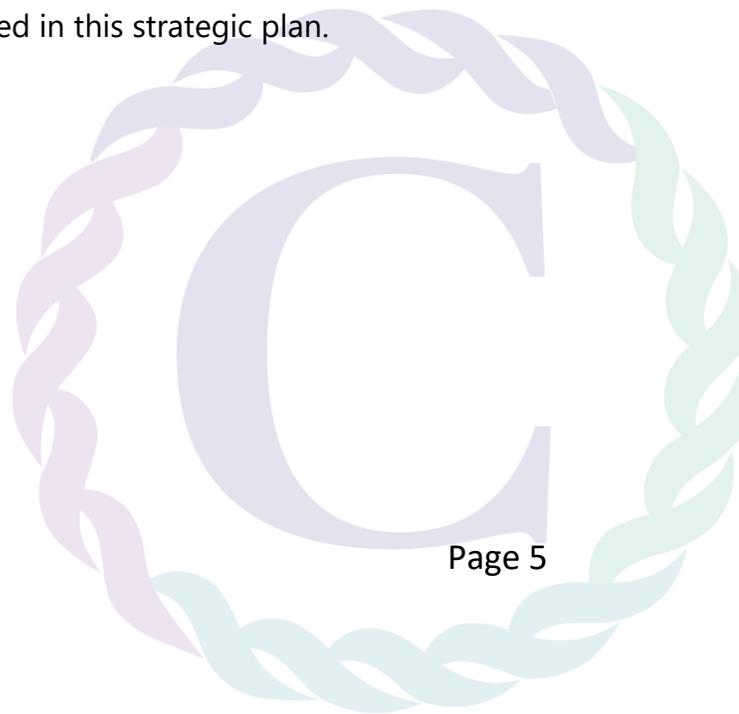
FUNDING PRIORITIES

Each County Board is required by Ohio Revised Code to have specific staff either through direct employment or contract which 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

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 from 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. The Champaign County Board of DD also provides intervention to children diagnosed with Autism through the PLAY Project. The PLAY Project is an evidence-based, intensive early intervention program focused on improving social and functional development.

Service and Support Administration Services

An SSA is the primary point of coordination and is for the effective development, implementation, and coordination of the individual service plan for eligible individuals ages 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

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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 151 people enrolled on waivers and SSAs serve a total of 329 people.

Behavior Support Services

The Behavior Support Coordinator provides consultation and works directly with individuals, families, providers, and SSAs 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 was designed to provide education for the community and promote connections for people served by the board. Additionally, this department is tasked with developing relationships with providers of services to ensure individuals have access to quality supports. The CEO Department also provides support and partnerships with employers to emphasize competitive employment for people served by the Board.



GOALS

Goal 1:

The Champaign County Board of DD will provide services and supports to eligible people in Champaign County that focus on the inclusion and success of people in their communities.

Objective A: Promote integration and self-advocacy through the person-centered planning process, activities, and community connections.

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:

Ensure financial sustainability of the Champaign County Board of Developmental Disabilities through forecasting, planning, funding opportunities, and good fiscal stewardship.

Objective A: Ensure needed services are provided in economically efficient ways, including the use of local funds, waiver services, or other funding mechanisms.

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.

Goal 3:

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

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Objective A: Educate the community on the role of the Board’s mandated responsibilities and develop community and education outreach events with intention.

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

Goal 4:

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

Objective A: Provide support and recognition to providers in cost-effective, yet impactful ways.

Goal 5:

The Champaign County Board of DD will employ a dedicated, qualified workforce committed to the organization’s mission and 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: Develop mechanisms to reward performance and longevity.

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