

THEME: Promoting independence

Perry County Board of Developmental Disabilities (PCBDD) recognizes individuals are the most satisfied, successful and productive when they make the choices and decisions which affect their lives. Therefore it is important that individuals are encouraged to reach the highest level of independence they are capable of attaining.

1. Listening and Learning

- Education
- Leadership
- Risk management

2. Managing Resources

- Programs and services
- People
- Financial

3. Making Responsible Choices

- Transitions
- Housing

4. Balancing People and Processes

- Quality Systems
- Succession planning
- Person-centered services

The Perry County Board of Developmental Disabilities welcomes your comments and suggestions.
David Couch, Superintendent d.couch@perrymrdd.org 740-342-3542
Angela Morosko, Human Resources Manager a.morosko@perrymrdd.org 740-342-3542
THEME: Promoting independence

PCBDD recognizes individuals are the most satisfied, successful and productive when they make the choices and decisions which affect their lives. Therefore it is important that individuals are encouraged to reach the highest level of independence they are capable of attaining.

1. Listening and Learning

Promoting independence means the PCBDD will both challenge individuals with disabilities and accept the challenge to listen and learn. The PCBDD must listen to individuals, families and communities to understand needs, choices and concerns. Individuals must listen to understand challenges and opportunities before them.

2. Managing Resources

Promoting independence means the PCBDD must practice the responsible use of the resources available for the support of individuals with disabilities. In order to maintain that trust of the community it is important for the PCBDD to continue to demonstrate commitment to quality services within available resources. The PCBDD will utilize its resources in the most efficient manner to be flexible and responsive to needs of individuals, families and communities.

3. Making Responsible Choices

Promoting independence means individuals with developmental disabilities have the right to make life choices, as well as live with the responsibilities which go along with making them. PCBDD is committed to pursuing a path focused on supporting these rights and responsibilities for individuals as well as within its programs and services.

4. Balancing People and Processes

Promoting independence means the PCBDD will provide quality systems focused on results valued by the community and customers. The end result of quality processes must be the opportunity for individuals with developmental disabilities to be as independent in their lives as they can be.

Listening and Learning

Promoting independence means the PCBDD will both challenge individuals with disabilities and accept the challenge to listen and learn. The PCBDD must listen to individuals, families and communities to understand needs, choices and concerns. Individuals must listen to understand challenges and opportunities before them.

- Education – Community, organizational and personal listening and learning must be addressed. Learning will be driven by opportunities to effect meaningful change.

1. Develop a formal, systematic process for educating and listening to the community regarding services.

2. Engage individuals and families in discussion regarding making their voice heard in their communities.
 3. Develop a mechanism to challenge staff to share knowledge, talents and training.
- Leadership – Individuals and the County Board need to demonstrate leadership in focusing on abilities and potential.
 1. Promote abilities and potential of individuals to impact their communities through social involvement.
 2. Secure ongoing funding for leadership training/mentoring.
 3. Develop advocacy at the school-age level through the Bridges program.
 - Risk management – Independence includes the ability to make mistakes, and learn from them. This represents a challenging approach to the County Board system that historically has considered itself to have all the answers.
 1. Define areas of risk for individuals, families and community.
 2. Engage DD and provider staff in discussions of risk management.
 3. Educate the community in understanding risk management.

Managing Resources

Promoting independence means the PCBDD must practice the responsible use of the resources available for the support of individuals with disabilities. In order to maintain that trust of the community it is important for the PCBDD to continue to demonstrate commitment to quality services within available resources. The PCBDD will utilize its resources in the most efficient manner to be flexible and responsive to needs of individuals, families and communities.

- Programs and services – A variety of services, through the county board and private providers, are available to individuals and families. It is not enough to have them available; are they meeting needs of individuals with disabilities?

1. Develop growth projections, including numbers to be served, disabilities, ages and services desired.
 2. Review all services offered by the county board to determine effectiveness.
 3. Seek the most cost effective solutions to fill identified gaps.
- People – People are our greatest resource. Recognizing and utilizing individuals’ capabilities will provide opportunities for better use of resources.
 1. Expand the staff sharing concept across agencies and counties.
 2. Strengthen the atmosphere of confidence, creativity and innovation among staff.
 - Financial – Maintaining an appropriate balance between ensuring adequate funding for sustaining services while meeting immediate needs will always be a challenge. Effective planning for the future will assure stability of services.
 1. Develop a projection tool for waiver services that reflects an accurate picture of needs.
 2. Maintain adequate carryover to operate for 4 months.

Making Responsible Choices

Promoting independence means individuals with developmental disabilities have the right to make life choices, as well as live with the responsibilities which go along with making them. PCBDD is committed to pursuing a path focused on supporting these rights and responsibilities for individuals as well as within its programs and services.

- Transitions – Providing for meaningful and appropriate movement through changes in life is important to individuals, families and the PCBDD. Defining services for these transitions can assist individuals to make responsible choices which will impact them for a lifetime.
 1. Partner with local school districts to expand the Bridges program.
 2. Initiate the leadership training/mentoring program.
 3. Address service needs for aging individuals.

- Housing – Affordable and appropriate housing often provides a seemingly insurmountable barrier to individuals with disabilities. Developing a systematic approach to housing will allow for addressing the current gap.
 1. Develop a long range housing plan for the PCBDD.
 2. Obtain funding for implementation of the housing plan

Balancing People and Processes

Promoting independence means the PCBDD will provide quality systems focused on results valued by the community and customers. The end result of quality processes must be the opportunity for individuals with developmental disabilities to be as independent in their lives as they can be.

- Quality Systems – The PCBDD utilizes quality systems that focus on results valued by the community and customers and improvement of overall agency effectiveness and capabilities.
 1. Determine the value of Commission on Accreditation of Rehabilitation Facilities to PCBDD.
 2. Apply for the Partnership for Excellence Award.
 3. Obtain a second 5 year Ohio Department of DD accreditation award.
 4. Utilize Quality Services Systems for continuous improvement processes.
- Succession planning – To maintain stability and consistency of services it is important to prepare for changes in personnel. Rather than address these issues under the pressure of urgency the Board will take steps to be prepared when changes in key personnel need to take place.
 1. Identify knowledge, characteristics and skills of top-level positions.
 2. Provide staff the opportunity to learn about various PCBDD departments and positions.
 3. Complete a comprehensive succession plan for superintendent and management positions.

Perry County Board of DD
Strategic Plan for 2012 to 2016

- Person-centered services -- The PCBDD believes the services it offers are most effective when structure around individuals rather than around systems, both in terms of impact on individuals' lives and the resources of the Board. The Board has taken steps to redesign its services more around individuals and less around systems.
 1. Implement the Region 5 County Collaborative System Re-Design.
 2. Provide ongoing Person Centered training to DD and provider staff.

DRAFT 6