

# STRATEGIC PLAN

2022-2024

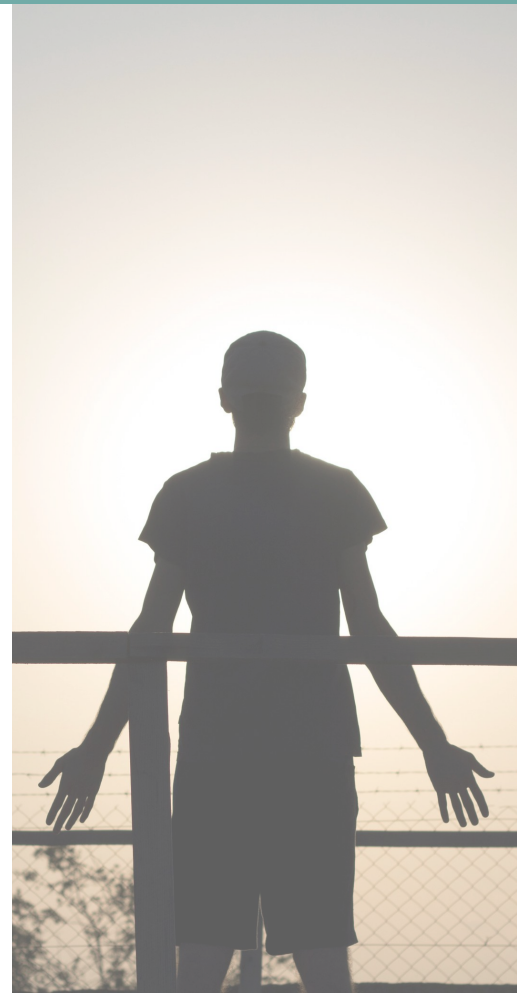
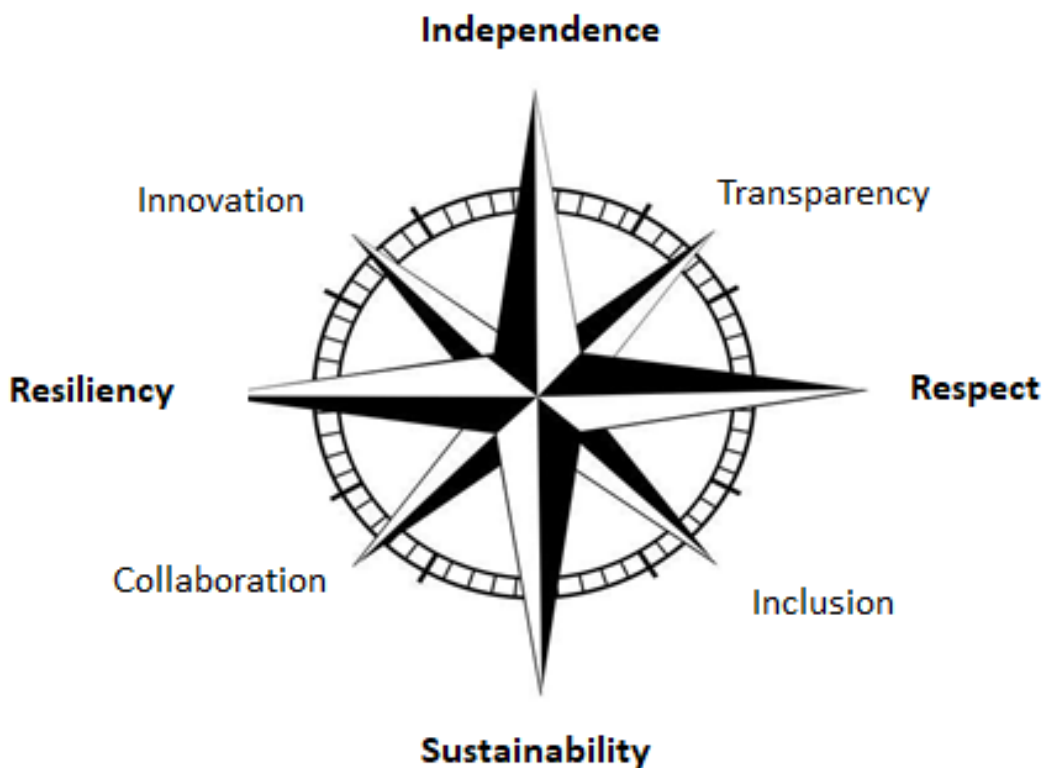
**To bring about a vibrant  
community where  
people lead fulfilling lives  
and make meaningful  
contributions.**

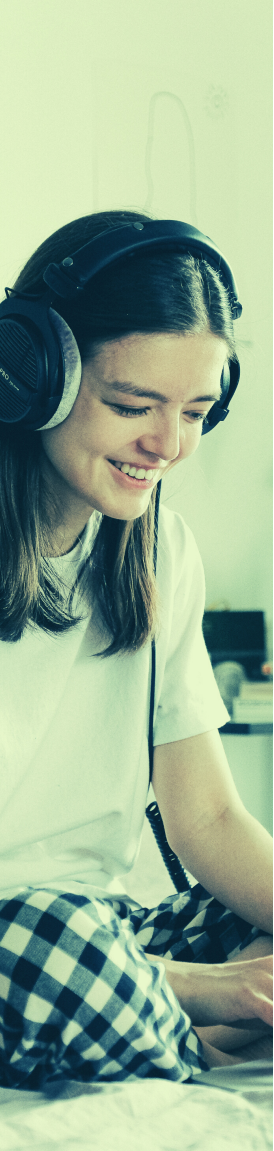


# VISION

People are empowered to increase independence in a community that recognizes potential in all.

## COMPASS OF VALUES





# ABOUT US

## Early Intervention

Fairfield DD proudly supports children as early as newly born to age three who have a developmental delay or diagnosed medical condition. Eligibility for services is established through an evaluation from the Help Me Grow Program.

Learn more about Early Intervention [HERE](#).

## Forest Rose School

Forest Rose School supports students ages 6 to 22, in addition to offering an Integrated Preschool Program. Students receive many different therapy options, assistive technology, mentoring, and much more.

## Services & Supports

Fairfield DD supports nearly 1500 community members, and their families, on the path toward increased independence.

## Provider & Community Resources

The Fairfield County Board of Developmental Disabilities supports provider agencies in a manner that promotes services that assist people to increase their independence. We provide a rich set of resources to support our partners so that they can focus on their critically important job.

## Employment

Fairfield DD presumes anyone is capable of employment. Fairfield DD understands, and practices and promotes evidenced-based predictors for successful post-school success as outlined on the Employment First website. Fairfield DD staff model conduct required in the business community to build those habits in job seekers.

## Social Purpose Enterprises



[www.artandclayonmain.com](http://www.artandclayonmain.com)



Art & Clay on Main and Square Seven Coffee House are social enterprises of the Fairfield County Board of Developmental Disabilities. These two businesses have become the front door of Fairfield DD. Existing to train and employ people with developmental disabilities and to demonstrate how the community can be inclusive, these businesses pursue endeavors to generate revenue that supports and furthers Fairfield DD's mission. All business practices and expectations, including hiring, are consistent for all job seekers and employees.



## INDEPENDENCE

- Ensure that each person has outcomes that support them in living more independent lives.
- Create outcomes that are regularly measured and evaluated to increase the financial sustainability that will support people who need it for years to come.
- Recruit providers by offering support and encouragement that enhance services on all sides.

## INCLUSION

- Support inclusive opportunities at school, work, and in the community that enhance connection, belonging, diversity, and growth.

## INSPIRED WORKFORCE

- Build a culture of collaboration, trust, and open communication through mentorship and guidance that emphasize resiliency.
- Empower people to realize their own potential, leading to increased independence and decreased support.
- Promote professional growth and foster engagement through opportunities that align with Fairfield DD's mission.
- Develop clear expectations for workplace performance that align with Fairfield DD's mission.

## COLLABORATION

- Encourage partnerships built around the Compass of Values (see page 2) that will further develop a community that empowers people to realize their potential.

# GOAL 1

# INDEPENDENCE

- Ensure that people have outcomes that support them in living more independent lives.
- Create outcomes that are regularly measured and evaluated to increase financial sustainability, allowing Fairfield DD to support people for years to come.
- Recruit providers and offer them support and encouragement that enhance services on all sides.

## OBJECTIVES

Initiative	Signs of Success	Lead
Maximize the use of assistive technology to create confidence and foster independence for students at Forest Rose School.	<ul style="list-style-type: none"><li>• 100% of all students will utilize a variety of assistive technology, computer applications, among learning and practicing other skills that will better prepare them to apply their academics in order to find competitive employment after graduation by end of school year 2024.<ul style="list-style-type: none"><li>◦ 100% of students will do the same Ages 18-22 end of 2022.</li><li>◦ 100% of students will do the same Ages 16-22 end of 2023.</li><li>◦ Students will have 90% accuracy on 4 out of 5 trials when focused on learning one vocational task from the transition station with or without assistance.</li></ul></li></ul>	<p>Supervisor of Student Services</p> <p>Ongoing &amp; Annual</p>

# GOAL 1

Continued

# INDEPENDENCE OBJECTIVES

Initiative	Signs of Success	Lead
Increase the number of remote supports and other assistive technology used by people supported by Fairfield DD.	<ul style="list-style-type: none"><li>• An expanded network of remote support vendors including a resource list to pick from.</li><li>• \$50,000 will be budgeted each year to incentivize the initial use of remote supports, helping people ease into the concept of utilizing them, as opposed to paid staff.</li><li>• Creation of a testing site that will be used to demonstrate remote supports and other assistive technology that will increase independence.</li><li>• People utilizing remote supports will increase<ul style="list-style-type: none"><li>◦ 500% in 2022</li><li>◦ 100% in 2023</li><li>◦ 100% in 2024</li></ul></li></ul>	Director of Services & Supports  Ongoing & Annual
Initiative	Signs of Success	Lead
Create, implement, and track outcomes that are specific, measurable, and time based, allowing us to know what “done” looks like.	<ul style="list-style-type: none"><li>• Each outcome developed is specific, measurable, attainable, and time specific.</li><li>• Outcomes are monitored and updated on (at least) a quarterly basis to ensure progress toward the outcome is occurring.</li><li>• Completed outcomes are noted and built upon.</li><li>• Implement Ohio ISP and the philosophy behind the planning tool.<ul style="list-style-type: none"><li>◦ Begin process in 2022</li><li>◦ 100% of plans will be developed inside the system by 2023.</li></ul></li></ul>	Director of Services & Supports  Ongoing & Annual

# INDEPENDENCE

## OBJECTIVES

# GOAL 1

Continued

Initiative	Signs of Success	Lead
Partner with SOCIL to support people as they develop and promote self-advocacy skills through self-discovery and peer environments that promote/develop independence, and self-determination.	<ul style="list-style-type: none"> <li>Encourage partnerships with advocates and stakeholders to develop service projects that enhance self-advocacy skills and relationships leading to opportunities for future employment.</li> <li>Increase advocacy attendance by 10%.</li> <li>Promote opportunities to those people who have shown interest in further developing leadership skills.</li> <li>Obtain and share testimonials of how people have been impacted by self-advocacy and how they plan to utilize their skills to impact their own lives and the lives of those around them.</li> </ul>	<p>SSA Outreach Supervisor</p> <p>Ongoing &amp; Annual</p>
Initiative	Signs of Success	Lead
Continue to increase the number of adults working in the community.	<ul style="list-style-type: none"> <li>Increase the total number of adults working in their community by 10%.</li> </ul>	<p>SSA Outreach Supervisor</p> <p>Ongoing &amp; Annual</p>
Initiative	Signs of Success	Lead
Provide resources and support to all stakeholders to develop a deeper understanding of how supporting people's journey to greater independence can maximize their potential.	<ul style="list-style-type: none"> <li>Solutions for Life - Self Advocacy Group will meet 3-4 times per month in partnership with SOCIL. Progress toward increased independence and self determination will be reassessed at the end of each 10-week session for continual improvement.</li> </ul>	<p>Director of Provider &amp; Community Resources</p> <p>Ongoing &amp; Annual</p>

# INCLUSION

- Ensure inclusive opportunities at school, work and in the community that enhance connection, belonging, diversity and growth.

## GOAL 2

Initiative	Signs of Success	Lead
Maximize opportunities in the community that lead to fulfilling lives and self-confidence.	<ul style="list-style-type: none"> <li>• Identify and transform six stakeholders interested in increasing their overall accessibility through support and training.</li> <li>• Community partners will seek out Fairfield DD to provide education and support on subjects related to inclusion, self advocacy, and more that will continue to increase an understanding of inclusion that results in more opportunities.</li> <li>• Community members and stakeholders will have a deeper understanding and knowledge about developmental disabilities and our mission.</li> </ul>	<p>Director of Provider &amp; Community Resources</p> <p>Ongoing &amp; Annual</p>

Initiative	Signs of Success	Lead
Provide appropriate funding resources for people so they can live more independently in their community.	<ul style="list-style-type: none"> <li>• When alternative resources aren't available to meet needs: enrollment on new waivers annually will not exceed:                             <ul style="list-style-type: none"> <li>15 IO</li> <li>12 Level 1</li> <li>8 Self</li> </ul> </li> <li>• There will not be a waiting list for people who have <i>immediate</i> needs.</li> <li>• A waiting list of less than five people who have <i>current</i> needs.</li> </ul>	<p>Director of Services &amp; Supports</p> <p>Ongoing &amp; Annual</p>



# INSPIRED WORKFORCE

- Build a culture of collaboration, trust, and open communication through mentorship and guidance that emphasizes resiliency.
- Empower people to realize their own potential that leads to increased independence and decreased support.
- Promote professional growth and foster engagement through opportunities that align with the mission.
- Develop clear expectations for workplace performance that aligns with the mission.

## GOAL 3

### OBJECTIVES

Initiative	Signs of Success	Lead
Support staff on their professional journey to fulfill the mission.	<ul style="list-style-type: none"> <li>• Staff are empowered and engaged in their positions.</li> <li>• Staff understand how to best implement the mission.</li> <li>• Staff are inspired in their roles, and also inspire those they support.</li> <li>• Staff performance matches their commitment to the mission.</li> <li>• Fairfield DD will operationalize resiliency and become a trauma informed organization.</li> </ul>	<p>Superintendent</p> <p>Ongoing &amp; Annual</p>
Initiative	Signs of Success	Lead
Encourage and equip team members through a shared language and understanding of person-centered planning, independence, and our overall mission that results in staff empowerment and increased individualized independence.	<ul style="list-style-type: none"> <li>• Staff are confident in their understanding of resiliency and their performance will consistently demonstrate meeting people where they are.</li> <li>• Staff will lead and be empowered to find, and/or be, experts in certain areas.</li> <li>• Team members will feel empowered to act independently with reduced support from supervisors, and to differentiate crisis and emergencies, thus increasing resiliency.</li> </ul>	<p>Superintendent</p> <p>Ongoing &amp; Annual</p>

# GOAL 3

Continued

# INSPIRED WORKFORCE OBJECTIVES

Initiative	Signs of Success	Lead
Ensure a staff evaluation process that promotes individual growth and focus on the mission and the staff member's role in and contribution to the agency in moving the mission forward.	<ul style="list-style-type: none"> <li>• Leadership will become effective in working with staff in developing personal goals that promote growth and align with the mission.</li> <li>• Engagement in the agency will increase.</li> <li>• Staff will understand their role in the mission and take ownership of it.</li> </ul>	<p>Director of Human Resources</p> <p>Ongoing &amp; Annual</p>
Initiative	Signs of Success	Lead
Coordinate and develop a collection of resources and share new techniques, trends, and topics across multiple platforms specifically for developing expertise, certifications, and tracks of learning and trainings for Fairfield DD employees and providers.	<ul style="list-style-type: none"> <li>• 100% of staff will maintain certification needed for roles and remain in accordance with changing rules.</li> <li>• All staff and providers will have access to a minimum of three training options for new initiatives each year.</li> <li>• Each year, a minimum of three courses will be developed to promote individual growth for staff members.</li> </ul>	<p>Professional Development Coordinator</p> <p>Ongoing &amp; Annual</p>
Initiative	Signs of Success	Lead
Build a formal talent management program to attract, onboard, develop, and motivate employees.	<ul style="list-style-type: none"> <li>• Retain high-performing employees.</li> <li>• Offer the tools and resources needed to increase employee engagement.</li> </ul>	<p>Director of Human Resources</p> <p>Ongoing &amp; Annual</p>

# COLLABORATION

Encourage partnerships built around our compass of values that will further develop our vision of a community that empowers people to realize their potential.

## OBJECTIVES

# GOAL 4

Initiative	Signs of Success	Lead
Build an employment consortium with partners from the vendor and business communities.	<ul style="list-style-type: none"><li>• 2022<ul style="list-style-type: none"><li>◦ Six Job Seekers will secure employment resulting from collaborative efforts from our stakeholders.</li><li>◦ Consortium partner panel will provide trainings at provider meetings and organize one job fair per year.</li></ul></li></ul>	Job Development Coordinator  Ongoing & Annual
Initiative	Signs of Success	Lead
Reduce complexity internally, externally, and for those we support.	<ul style="list-style-type: none"><li>• Substantive review in 2022 of all policies, procedures, contracts, websites, forms, and brochures to ensure that they meet current operational needs and are efficient and effective in their application, as well as easily understood and accessible.</li><li>• Consolidate the number of IT systems currently being used by the SSA department where possible.</li></ul>	Assistant Superintendent  Ongoing & Annual

# COLLABORATION

Encourage partnerships built around our compass of values that will further develop our vision of a community that empowers people to realize their potential.

## OBJECTIVES

# GOAL 4

Initiative	Signs of Success	Lead
Maximize provider support to create effective and efficient services.	<ul style="list-style-type: none"><li>• Staff will meet with 100% of newly-certified independent providers within 60 days.</li><li>• A minimum of six providers will be supported to enhance their operation to achieve outcomes of those they support in the most inclusive community settings.</li><li>• Provider and Human Resources staff will collaborate to attend DSP recruiting events.</li><li>• 90% of the requests for services will successfully secure quality providers.</li></ul>	Director or Provider & Community Resources  Ongoing & Annual
Initiative	Signs of Success	Lead
Partner with local agencies to better support Multi-System Youth and Multi-System Adults.	<ul style="list-style-type: none"><li>• Build partnerships with MSY/MSA agencies through increasing engagement and funding to further support people who are dually diagnosed.</li><li>• Participation in a MSA pilot program with ARC of Franklin County.</li></ul>	Director of Services & Supports  Ongoing & Annual



2020 Retrospective Video

We're Back!

# Meet the Board



**Sharon Scruggs**  
President



**Bob Competti**  
Vice President



**Elizabeth Burwell**  
Secretary



**Matt Wideman**



**Theresa Mowen**



**Pamela Barkley**



**Derek Upp**