

STRATEGIC PLAN

MOVE AS ONE

ONE MISSION | ONE TEAM | ONE COMMUNITY

Fairfield DD's Role

The Fairfield County Board of Developmental Disabilities wants all people to have a good life. Fairfield DD does this by working with others who support people becoming more independent. Fairfield DD provides connections and support for those who qualify for services. These services focus on the unique needs of each person on their journey toward greater independence.

Fairfield DD is a/an:

INNOVATOR

Fairfield DD leads efforts that go beyond the focus of health and safety by promoting community life experiences for everyone.

CONNECTOR

Fairfield DD helps people with developmental disabilities by building strong connections in the community. This gives them the connections they need to take part in more activities, grow, and become more independent.

Strategic Priorities

PILLARS:

INDEPENDENCE

COLLABORATION

BELONGING

ENGAGED WORKFORCE

Independence



GOAL:

Create a place where people with developmental disabilities are a part of the community as they become more independent, make decisions, and learn new skills.

PRIORITIES:

- Teach people skills so they can be more independent as they go through life changes.
- Use technology and remote support for people of all ages.
- Work with housing groups and private companies to create more housing options in Fairfield County.
- Teach people and families skills such as money management, legal rights, and how to find what they need. This allows them to move away from a life focused on disabilities to a life in the community.
- Let people lead conversations about what they want and need. Assist people to make decisions for themselves.
- Offer new early childhood and school-age education services to support growth, skill building, and independence.
- Keep the waitlist at zero and make sure people are connected to resources that fill their needs.

Collaboration



GOAL:

Build more partnerships in the community to fill needs and create a strong network of partners.

PRIORITIES:

- Work with the Educational Service Center (ESC) and schools so students get the support and education they need.
- Find and reconnect with 7-10 community groups that can learn about services, who qualifies, and funding.
- Make easy-to-understand handouts about services, money, and community resources.
- Identify gaps with public transportation and work with county leaders to fix them.
- Help families find respite care in the community.
- Hold training to teach partners about Fairfield DD and our inclusion efforts.
- Look for missing service providers and bring in new ones when needed.
- Plan events, talks, and community meetings to share information with the public and partners about independence and services.
- Work with leaders and the Department of Developmental Disabilities to make the system easier and fix problems in the community, state, and country.
- Make sure the community has accurate information about Fairfield DD to make an informed choice about the levy renewal in 2025.

Belonging



GOAL:

Include people with developmental disabilities with friends, neighbors, and the community.

PRIORITIES:

- Find funding for projects to make community accessible so it includes everyone, and support or special tools for people who need them.
- Assist people to reach their own work goals. We will increase the number of adults working in the community by 10% each year.
- Work with people to participate in events that interest them.
- Work with businesses, groups, and government offices to become more accessible.
- Create and share a website with resources and trainings for families, providers, and the community.

Engaged Workforce



GOAL:

Build a strong and active team by improving how we hire, keep, teach, and support people as they grow.

PRIORITIES:

- Follow the rules, go beyond the best practices, and DODD requirements to earn a 3-year accreditation in 2025.
- Plan for future staff changes by updating who will step in if a leader is absent. Make sure they have material needed to do the role.
- Explain the strategy for passing on leadership roles and knowledge to new leaders when staff retire or leave the agency.
- Make our internal processes simpler, focusing on staff.
- Link Fairfield DD leaders with training to learn about leading people well.
- Improve our merit-pay process by having 4 meetings each year where supervisors and staff talk about goals, training, and performance.
- Find community partners and work with them to solve the childcare needs of our staff.
- Make orientation better for new hires by getting their thoughts and making changes as a result.
- Planning carefully when adding more staff to make sure funding is available long term.