



MOVE AS ONE:
ONE MISSION • ONE TEAM • ONE COMMUNITY

STRATEGIC PLAN

2025-2027



www.fairfielddd.com

Introduction

The Fairfield County Board of Developmental Disabilities (Fairfield DD) is committed to empowering and supporting people of varying backgrounds and abilities through life stages to achieve greater independence. To this end, Fairfield DD has developed a three-year strategic plan to target the core areas of service and support provided to our community.

As a part of the planning process, input from our stakeholders, including people we support, family members, community leaders, board members, team members, and taxpayers of Fairfield County was gathered. Stakeholder engagement resulted in a plan focused on the efficient output of resources and internal engagement of staff and leadership to maintain quality assurance. This comprehensive plan will guide our organization and community as we seek to “Move As One,” addressing the needs-based goals of the people we support and moving our mission forward.



VISION

Our vision is to build a community that recognizes the value of every person.



MISSION

Our mission is to bring about a vibrant community where people lead lives of greater independence and make meaningful contributions.



VALUES

At our core, we lead by modeling fiscal responsibility, collaboration, and innovation.

We aspire to empower others and establish a brand of excellence and accountability.

Fiscal Responsibility:

Making wise decisions about the use of available resources and exploring alternative options.

Collaboration:

Working together to move others into valued social roles and achieve greater independence. Showing appreciation for others' work.

Innovation:

Looking for creative solutions that recognize the value of others, including the people we support, and not just repeating past practices.

Empowering Others:

Investing in people so they can reach their potential and make meaningful contributions.

Creating a Brand of Excellence:

Striving to make excellence the minimum standard of work performance.

Accountability:

Holding ourselves and others accountable to meet deadlines, requirements, and expectations.





Fairfield DD's Role

The Fairfield County Board of Developmental Disabilities invests resources in numerous internal and external priorities, several of which extend across Fairfield County to support people with developmental disabilities on their journey toward greater independence. The role in which Fairfield DD operates is contingent on individuals qualifying for services and addresses specific needs for each person. The primary functions of Fairfield DD exist in the following roles:

INNOVATOR:

Fairfield DD spearheads strategic initiatives that exceed standard practices of basic health and safety and promote community life experiences for everyone.

CONNECTOR:

By forging strong connections within the community, Fairfield DD empowers individuals with developmental disabilities to build comprehensive support networks, thereby enhancing their opportunities for participation, growth, and greater independence in the community.

Strategic Priorities

1. Building community perception and collaboration
2. Streamlining operational procedures and ensuring sustainability
3. Pursuing a proactive model of employee growth and retention

Pillars



INDEPENDENCE



COLLABORATION



BELONGING



ENGAGED WORKFORCE



Independence



GOAL:

Promote independence and foster self-determination for individuals with developmental disabilities by reinforcing decision-making opportunities, skill development, as well as connection and belonging in the community.

PRIORITIES:

- Establish practices to support people through transitional phases of life, focusing on skill development that will lead to greater independence in the future.
- Maximize the use of supportive and assistive technology and remote supports with all age groups.
- Build capacity for additional housing options in Fairfield County through work with housing authorities and the private sector.
- Facilitate learning opportunities for individuals and families supported by introducing topics such as financial literacy, legal rights, accessing resources, and navigating the transition from a system-centered life to a community-centered life.
- Connect people to existing advocacy groups and support the development of such groups where gaps exist. Empower each person to understand and practice self-advocacy.
- Empower people to lead discussions about what they want and need and increase supported decision-making skills so that people can advocate for themselves in the service-planning process.
- Deliver innovative early childhood (birth-3) and childhood (3-21) educational services within integrated settings and in ways that support student growth, development, and independence.
- Maintain a waitlist of zero and provide appropriate service funding resources, including awareness and connections to community organizations, community resources, and Fairfield DD resources so people can live more independently.

Collaboration



GOAL:

Expand community partnerships county and system-wide to address gaps in service and build a network of allies.

PRIORITIES:

- Collaborate with the Fairfield County Educational Service Center (ESC) and local school districts to support students with significant challenges so they can be educated and supported in Fairfield County.
- Identify and engage, or reengage, seven to 10 key community entities in Fairfield County, establishing an internal point of contact to streamline inquiries about services, eligibility, and funding.
- Create and organize educational materials that address a range of services, financial support, and external community and provider resources.
- Pinpoint service gaps in public transportation and work with county officials to address those gaps.
- Support families in developing respite opportunities within the community.
- Host partner workshops or webinars to educate partners on Fairfield DD's services, role, and inclusion initiatives.
- Identify and examine gaps in necessary service providers through annual analysis and recruit providers to address those gaps.
- Develop an outreach calendar of joint events, speaking engagements, community forums, and informational sessions that are available to the broader community and speak to the different agencies and partners of Fairfield DD on various topics related to greater independence and family support.
- Reduce the complexity and impact the DD system through advocacy efforts with state lawmakers, the Department of Developmental Disabilities, and the Ohio Association of County Boards of DD, ensuring participation on committees and workgroups focused on finding solutions for local, regional, state, and systemic challenges.
- Ensure the community is equipped with accurate and comprehensive information about the agency to make an informed decision on the requested renewal levy in 2025.

Belonging

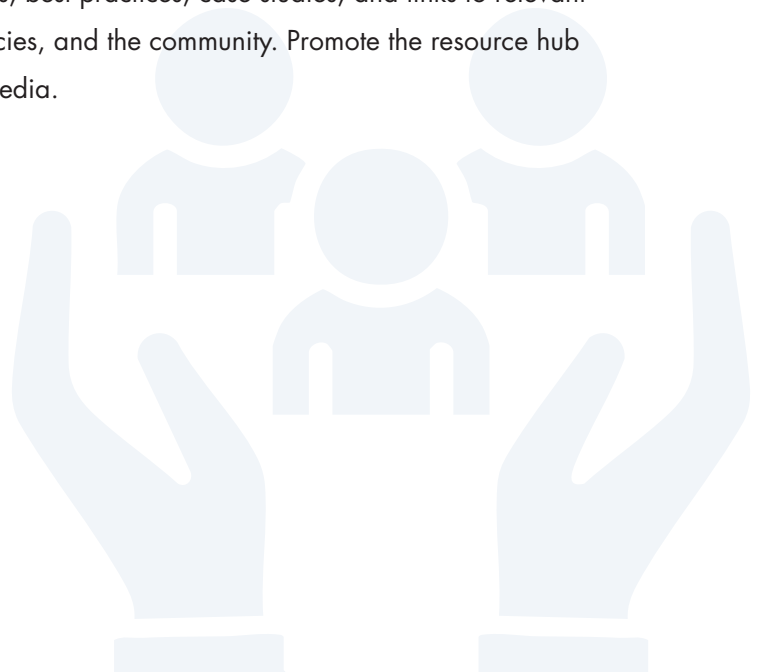


GOAL:

Enhance community inclusion for individuals with developmental disabilities by supporting people as they connect to their friends, neighbors, and community.

PRIORITIES:

- Analyze funding opportunities focused on projects that enhance physical/developmental accessibility, adaptive technology, and inclusive service practices.
- Support people's employment goals through individualized support and increase the number of working-age adults employed in the community by 10% per year.
- Equip and empower people to engage in inclusive community opportunities that match their interests.
- Conduct accessibility audits for area businesses, organizations, and government entities that have an existing relationship with Fairfield DD. Compose and share a detailed report with recommendations for modifications and accessibility improvements.
- Launch an online resource hub featuring toolkits, best practices, case studies, and links to relevant training materials for families, providers, agencies, and the community. Promote the resource hub through Fairfield DD's newsletters and social media.



Engaged Workforce

GOAL:

Create a high-performing and engaged workforce through robust systems of recruitment, retention, learning, coaching, and growth.

PRIORITIES:

- Ensure compliance while promoting and prioritizing best practices to exceed DODD requirements, earning a 3-year accreditation in 2025.
- Expand succession planning by updating those who will serve in an interim or acting capacity in the absence of Executive Leadership Team members and document organizational information from each Executive Leadership position that can be passed on to successors.
- Educate leadership and board on the succession planning process and its progress.
- Reduce complexity in our internal procedures with a focus on people rather than processes.
- Equip and empower leaders in the organization to lead people effectively.
- Continue to refine our merit-based pay system by implementing quarterly check-ins between supervisors and team members to discuss goal setting and attainment, professional development, and review performance.
- Identify and engage key partners and determine viable solutions to address the ongoing childcare needs of team members in our organization.
- Refine the onboarding process for new hires by soliciting feedback and making changes where needed.
- Promote financial stability and sustainability with team members through intentional organizational planning and purposeful investment in services and supports.