



STRATEGIC PLAN WRAP-UP

2022 - 2024



GOAL 1: INDEPENDENCE



Increasing the use of Assistive Technology allows for greater independence.

- Created a smart tech space at Forest Rose to allow people to try out the technology.
- Implemented a referral process connecting people to the Assistive Technology Coordinator and strengthening the connection with students at Forest Rose which served more than 234 requests over 3 years
- Launched the Enabling Technology Lending Library with more than 170 different items that can be loaned to help someone try in their home
- Through education and training, the number of people using remote support increased 300% over 3 years to 15 people.

Create, implement, and track outcomes that are specific, measurable, and time based, allowing us to know what “done” looks like.

- Implementation of a new database allowed for increased data, efficiency and clarity for each person’s plan
- All individual’s plans were moved to a statewide uniform plan called Ohio ISP. By the end of 2024, more than 1,270 plans were created in the new system.
- Early Intervention staff were added to the database system allowing information on goals and outcomes to be accessed by service coordinators as well


Increased independence in the community

- Partnered with community organizations to support self-advocacy skill development
- Connected Employment Specialists to ISC teams to explore people’s passions and goals to find employment in areas of interest. Approximately 140 people served are now working in the community.

GOAL 2: INCLUSION



Collaborated with community organizations and providers to offer education and support on inclusion.

An illustration of five diverse people (three women and two men) holding a red string that forms a circle around them. The string has small red bows at the points where each person holds it. The people are drawn in a simple, friendly style with various skin tones and clothing.

Partnered with the Starfire Council to bring their “Inclusion Seekers” grant to 5 Fairfield County families to help foster relationships expanding their independence and social networks.

Staff ensured each person had services for their specific needs through a variety of funding options including connecting them with community resources in addition to waivers.

GOAL 3: INSPIRED WORKFORCE



Fairfield DD is committed to having an inspired and engaged workforce to ensure high-quality services throughout the agency.

Reimplemented merit-based pay, updated longevity intervals, and provided team members with a 4% raise. Offered training to team members on how to earn, meet, and grow through the professional development plan.

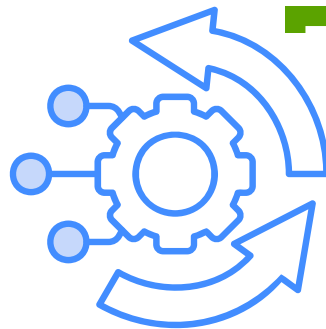
Team members received a variety of training around inclusion and understanding in the community in addition to required training hours. 100% of Fairfield DD team members with certification requirements for DODD or ODE were renewed. Team members completed more than 3,957 hours of training in 2024.

The new hire and onboarding process was revised and will continue to change as new team members join Fairfield DD to ensure they have the skills and tools to do their job.



GOAL 4: COLLABORATION

Fairfield DD staff collaborated with the local business and vendor community, meeting 12 times yearly and building new partnerships. Two new partnerships with Lancaster High School and the Educational Service Center were developed.



Collaboration between departments brought about the simplification of three large processes affecting many connected with Fairfield DD.

Met all new providers and offered ongoing training to increase the level of service provided.



Partnered with local agencies to better support Multi-System Youth and Multi-System Adults through connections with ADAMH, FCFC, Keeping Kids Together grant group, and the 8 Fairfield County School Districts.