

ONGOING PLAN PRIORITIES

MOVE AS ONE

ONE MISSION | ONE TEAM | ONE COMMUNITY

INDEPENDENCE



Establish practices to support people through transitional phases of life, focusing on skill development that will lead to greater independence in the future.

Priority Leaders: Workgroup

Updates

- A survey has been developed and is being distributed to gather input from staff on the priorities, questions, and resource needs of individuals, with results to guide future learning materials and outreach efforts.
- Learning materials, resources, and key topics have been provided to another workgroup that is developing a webpage of all available resources.

Status: Combined with similar priority for 2026.

Maximize the use of supportive and assistive technology and remote supports with all age groups.

Priority Leaders: Assistive Technology Team

Updates

- Successfully hosted Fairfield DD's first Supportive Technology Vendor and Resource Fair, connecting 179 attendees from seven counties with 28 vendors, highlighting assistive technology resources and demonstrations.
- Expanded access to supportive technology through Virtual Smart Tech Room Tours, including device demonstration videos, website integration, and increased community awareness of available technology options.
- Continued growth of Assistive Technology support, with 147 referrals served in 2025 for 69 adults and 78 children (two times more than in 2023).

Status: Ongoing

INDEPENDENCE



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.

Priority Leaders: Workgroup

Updates

- Successfully hosted a transition-age event for individuals and families (ages 14–22) at the Workforce Center, focused on topics such as transportation, assistive technology, employment, and accessing community resources.
- Collaborated across teams and with community partners to develop event content and secure participation from multiple agencies and service providers.
- Coordinated event organization and outreach, including space planning, communication with schools, and promotion to ensure strong awareness and attendance.

Status: Ongoing

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.

Priority Leaders: Executive Leadership Team, Forest Rose School Team, Early Intervention Team

Updates

- Expanded early childhood and school-age programming through hands-on, community-based experiences including family events, therapeutic farm visits, and community outings, supporting development across communication, social-emotional, and motor skills.
- Increased use of innovative tools and partnerships, including assistive technology, AAC devices, and language translation devices, to improve communication, accessibility, and family engagement.
- Enhanced skill-building opportunities that promote independence, including adaptive cooking, real-world technology use, and social-emotional learning strategies like yoga and structured group activities.

Status: Ongoing

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.

Priority Leaders: Services and Supports Department

Updates

- Conducted 117 Waitlist Assessments in 2025 (more than double 2024), resulting in 4 individuals added to the Current Needs Waitlist, while all others were supported through local and community-based resources.
- Individual Support Coordinators (ISCs) and the Resource Assessor actively connected individuals and families to Medicaid, Managed Care Organizations, and community services, with follow-up reviews completed 30 days post-assessment to ensure linkage and accountability.
- Leveraged partnerships and funding sources, including the United Healthcare Community Fund Ohio grant, to address one-time needs and expand access to equipment, services, and supports that promote independence.

Status: Ongoing

COLLABORATION



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.

Priority Leaders: Superintendent, Executive Leadership Team, Forest Rose School Leadership

Updates

- Ongoing collaboration with the Educational Service Center of Fairfield County Superintendent Dr. Marie Ward resulted in securing leased classroom space for the 2025–2026 school year, with classes beginning in September 2025 after a May 2025 site visit and an August 2025 lease agreement.
- Continued partnership demonstrated positive impact and capacity expansion, including a three-year plan and 2026–2027 renewal, which helped free additional classroom space in Fairfield County for students with behavioral needs.

Status: Completed

COLLABORATION



Create and organize educational materials that address a range of services, financial support, and external community and provider resources.

Priority Leaders: Workgroup

Updates

- A cross-agency workgroup identified initial staff, family, and individual needs and compiled an early list of priorities, with plans to incorporate additional feedback from related workgroups and surveys.
- Over 200 existing documents have been collected and organized into categories, with ongoing review underway to verify accuracy and ensure materials are current.
- Collaboration with the web team has established a plan for family resources, while internal resources have been shared with SSA staff to support centralized access and consistency.

Status: Ongoing

Support families in developing respite opportunities within the community.

Priority Leaders: Workgroup

Updates

- A provider outreach survey was distributed to 92 recipients, resulting in a 64% open rate and 24 responses, and identifying at least nine potential providers interested in offering in-home and out-of-home respite services across varying needs.
- Cross-system collaboration with stakeholders, including OhioRISE, Fairfield County Family Children First Council, Child Protective Services, and Juvenile Court partners, is underway to build provider capacity, improve education and awareness, and identify providers able to serve across systems and funding streams.
- Grant funding through the Keeping Families Together initiative was secured (\$20,000 over fiscal year 2026 and fiscal year 2027) to support respite expansion efforts, with ongoing exploration of additional capacity needs and housing-related impacts on respite and transitional support.

Status: Ongoing



Reduce 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.

Priority Leaders: Executive and Extended Leadership Team

Updates

- Fairfield DD team members served on numerous statewide and regional committees that are working to advance solutions.
- The superintendent met with numerous local and state lawmakers to advocate for DD services and funding.
- Fairfield DD spearheaded the creation of the Fairfield County Alliance to Protect Essential Public Services. This group is coordinating efforts to educate the people of Fairfield County about the services provided by property tax dollars.

Status: Ongoing

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.

Priority Leaders: Superintendent and All Fairfield DD Team Members

Updates

- Prepared comprehensive financial documentation and multiple funding models in partnership with the Fairfield County Auditor's Office and Board, resulting in approval of a 5-year renewal levy proposal to be placed on the May 6, 2025, ballot.
- Presented the levy request to the county commissioners and secured ballot placement approval, supported by coordinated efforts from agency leadership and Board governance.
- Led extensive community education efforts, including 15+ presentations and media outreach (radio, TV, and livestreams), resulting in the successful passage of the levy with 66% voter approval on May 6, 2025.

Status: Completed

BELONGING



Analyze funding opportunities focused on projects that enhance physical/developmental accessibility, adaptive technology, and inclusive service practices.

Priority Leaders: Fiscal Department, IT Department, Assistive Technology Team

Updates

- In 2025, donations were analyzed, resulting in the identification of more than \$6,000 for strategic investment in assistive technology supports for children served.
- Established a scholarship program (launching in 2026) to help individuals access enabling and assistive technology once existing funding sources are exhausted.

Status: Ongoing

Support people's employment goals through individualized support and increase the number of working-age adults employed in the community by 10% per year.

Priority Leaders: SSA Department, Provider and Community Resources Department

Updates

- Updated employment data and “path to employment” statuses for working-age adults, improving accuracy, though overall competitive employment rates remained relatively flat (22–24.8%).
- Strengthened collaboration between Services and Supports and Provider and Community Resources by updating policies (Community First), conducting joint training, and implementing practices that prioritize employment-focused outcomes and accountability.
- Identified the need to adjust expectations and strategies, including considering a more realistic annual growth target (around 2%) and evaluating future measures of success as service models evolve.

Status: Ongoing

Equip and empower people to engage in inclusive community opportunities that match their interests.

Priority Leaders: Workgroup

Updates

- The workgroup explored training opportunities to better equip staff and providers to support individuals in identifying interests, talents, and inclusive community opportunities, with potential alignment to employment-focused training initiatives.
- Expanded collaboration and input through additional participants and cross-team discussions, including coordination with the Provider and Community Resource teams to strengthen impact.
- Identified key focus areas (intro/eligibility and ongoing case management) and began outlining implementation plans, alongside the development of peer mentoring/coaching supports through the Southeastern Ohio Council for Independent Living (SOCIL).

Status: Ongoing

BELONGING



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.

Priority Leaders: Provider and Community Resources Department

Updates

- Collaborated with the City of Lancaster's ADA Accessibility Committee.
- Took part in the Fairfield County Health Department's Walk Audit along three routes in Lancaster.
- Partnered with SOCIL for accessibility audits as requested. SOCIL is our partner in conducting these audits in Fairfield County, and Fairfield DD refers interested businesses/organizations to SOCIL for the audits.

Status: Ongoing

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.

Priority Leaders: Communications and Outreach Department

Updates

- Advanced development of an online resource hub by collecting and organizing nearly 200 documents from SSA into categorized content areas.
- Added the 2-1-1 Resource Hub to the Fairfield DD Resource page to provide up-to-date community resources.
- Coordination with the web team has begun to support background development and content creation of materials on the website.

Status: Ongoing

ENGAGED WORKFORCE



Ensure compliance while promoting and prioritizing best practices to exceed DODD requirements, earning a 3-year accreditation in 2025.

Priority Leaders: Accreditation Committee

Updates

- Participated in MEORC pre-accreditation activities to prepare for accreditation.
- Prepared thousands of pages of documents and all required materials requested by DODD for the accreditation visit.
- Successfully hosted the DODD Accreditation team and earned a three-year accreditation (the highest accreditation possible).

Status: Completed



Expand succession planning by updating those who will serve in an interim/acting capacity in the absence of Executive Leadership members, document organizational information from each Executive Leadership position that can be passed on to successors, and educate leadership and the board on the succession planning process and its progress.

Priority Leaders: Superintendent, Executive Leadership Team

Updates

- Updated the list of interim and acting leadership team members who will serve when Executive Leadership Team members are unavailable.
- Continued discussion of succession plans, training, and personnel options for those Executive Leadership Team members who are contemplating retirement in the next few years.
- Provided the board with updates on our succession planning efforts.

Status: Ongoing

Reduce complexity in our internal procedures with a focus on people rather than processes.

Priority Leaders: Workgroup

Updates

- Improved efficiency by expanding the use of Brittco tools, including electronic signatures, internal forms, and reducing duplicate data entry.
- Created SharePoint supervisor tracking tools and custom Brittco reporting to improve access to staff performance and operational data.
- Continued updates to release of information processes and explored future family peer support opportunities in partnership with SOCIL.

Status: Ongoing as procedures are identified.

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.

Priority Leaders: Superintendent, Assistant Superintendent, Employee Relations Specialist, Executive Leadership Team

Updates

- Conducted leadership discussions and incorporated staff feedback to refine the merit-based pay system, ensuring fairness and recognition for both meeting and exceeding expectations.
- Adjusted performance rating percentages (Proficient and Outstanding) to better reward contributions, with the updated system implemented for the 2025–2026 evaluation cycle.

Status: Completed



Refine the onboarding process for new hires by soliciting feedback and making changes where needed.

Priority Leaders: HR Department, Communications and Outreach Department

Updates

- Collaborated with onboarding teams to review and align onboarding packets. Ensured consistency, clarity, and visibility of materials across departments.
- Streamlined and branded onboarding resources for new hires, including the creation of summary materials and clarification of departmental ownership for each onboarding component.
- Improved onboarding workflow coordination between HR, IT, and Communications to strengthen access setup, account creation, and staff transition processes, with the application and renewal process for Ohio Department of Developmental Disabilities credentials also under review for alignment and efficiency.

Status: Ongoing

Promote financial stability and sustainability with team members through intentional organizational planning and purposeful investment in services and supports.

Priority Leaders: Fairfield DD Board, Superintendent, Executive Leadership Team, Services and Supports Department, Fiscal Department

Updates

- Initiated 2026 budget planning in July 2025 with a comprehensive, cross-departmental review of needs and requests to support responsible financial planning within a changing funding environment.
- Reinforced fiscal responsibility through agency-wide discussions and targeted presentations to ISCs, emphasizing the importance of balanced decision-making using community resources, natural supports, insurance, and waiver services.
- Increased transparency and accountability by providing ISCs with detailed service authorization data at both the individual and aggregate levels to illustrate the direct impact of service decisions on overall budget sustainability.

Status: Ongoing