

medina county board of developmental disabilities

2025-2027 Strategic Plan



AT OUR CORE We Are Grounded In Purpose

AT OUR CORE

We Are Grounded In Purpose

I am pleased to introduce the newest three-year strategic plan for the Medina County Board of Developmental Disabilities; a plan designed to enhance our commitment to serving people with developmental disabilities and their families. This plan embodies our core values which we know are essential to fulfilling our mission of empowering people to lead fulfilling and meaningful lives.



AT OUR CORE, we believe that **Person-Centered Care** remains at the heart of our approach. We recognize that every individual is unique, and our plan is designed to honor their needs, strengths, and aspirations. By actively involving those we serve in decision-making processes, we ensure that their voices are heard and respected.

AT OUR CORE, **Inclusion** is not just a goal; it is a fundamental principle guiding our work. We strive to create environments where people with developmental disabilities are embraced, valued, and a part of all aspects of community life. Over the next three years, our agency will focus on breaking down barriers and promoting equitable access to resources and opportunities.

AT OUR CORE, **Collaboration** is vital to our success. We believe that by working together with families, community organizations, and many other stakeholders, we can create a more supportive and effective community for people with developmental disabilities. This plan emphasizes building strong partnerships that enhance our services and foster a spirit of cooperation across all levels of our community.

AT OUR CORE, our unwavering commitment to **Integrity** ensures that we operate transparently and ethically, maintaining the trust of those we serve and the broader community. Our plan is rooted in upholding these core values in every aspect of our work.



Stacey Maleckar,
MCBDD Superintendent

As we embark on this journey, we invite you to join us in creating a brighter, more inclusive future for people with developmental disabilities. Together, we can make meaningful strides toward achieving our shared vision of empowerment and support.

Thank you for your continued partnership and dedication to this important cause. We look forward to the work we will accomplish with you over the next three years to make our goals a reality.

Mission

The mission of the Medina County Board of Developmental Disabilities is to promote and empower individuals with developmental disabilities to live, learn, work and socialize in the community.

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Community Partnership

Enhancing partnerships and outreach that support inclusion, awareness, and engagement in the community.

Initiatives

1. Increase community employment through community partnerships throughout the county.
2. Use community partners to increase inclusion and accessibility throughout the county.
3. Engage community partners through outreach and education.

People with developmental disabilities are an important part of the community and should be seen as valued and contributing citizens. We are committed to finding and working with current and new community partners, throughout Medina County, to create opportunities for inclusion for people with developmental disabilities.

FOCUS AREA ONE



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Wellbeing

Fostering a holistic approach that supports individuals throughout their lives.

Initiatives

1. Connect individuals and families with support groups and resources for wellbeing.
2. Increase advocacy skills for individuals to utilize throughout their lives.
3. Expand the utilization of technology to promote independence and inclusion.

Individuals with developmental disabilities and their families need and deserve a wide range of resources to help them navigate the challenges in their lives in the best possible ways. We are committed to finding and connecting people to the support and resources they need to live their lives to the fullest.

FOCUS AREA TWO



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Thriving Workforce

Cultivating professional workforces that are engaged, informed, invested, and valued.

Initiatives

1. Assist in recruitment and retention for positions in the developmental disabilities field.
2. Support, train and develop leadership and workforce.
3. Promote a culture of value and respect within the local DD system.
4. Engage workforces to increase communication and enhance relationships.

In order for people with developmental disabilities to reach their goals, they need help and support from a wide variety of DD field professionals. We are committed to helping create a system of caring, compassionate, and engaged professionals across all areas of service.

FOCUS AREA THREE



AT OUR CORE We Are Grounded In Purpose

The Medina County Board of Developmental Disabilities believes our core vision and core values are the foundation on which we conduct our everyday work. In our ever-changing world, our core values remain constant. These values underline our work, how we interact with each other, and how we fulfill our mission.

Core Vision

To partner with individuals, families, providers, and the community, to be a valued resource in promoting the abilities, and meeting the needs of, individuals with developmental disabilities.



Core Values



INCLUSION

We will advocate for individuals to be able to access and participate fully in the community where they are welcomed, respected, supported and valued.



PERSON-CENTERED

We will empower and respect individuals to make decisions that are important to them and for them.



INTEGRITY

We will use resources efficiently to meet the needs of individuals while being committed to transparency, accountability, and quality.



COLLABORATION

We will work together with individuals, families, providers, and the community through mutual respect for the common good of the people we serve.

Developed and Approved by:

2024 Board of Trustees

Andrew Olah, President
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Lisa Dreaden, Secretary
Dave Hartman
Wayne Carroll
Sandra Thomas Fain
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