

2025 Action Plan



AT OUR CORE
We Are Grounded In Purpose

2025-2027 Strategic Plan Recap

FOCUS AREA 1

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.

FOCUS AREA 2

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.

FOCUS AREA 3

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.

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medina county board of developmental disabilities

2025 Action Plan



Initiatives & Strategies

Community Partnership

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

- 1. Increase community employment through community partnerships throughout the county.**
 - a. Develop Business Advisory Committee to increase business engagement.
 - b. Develop at least two opportunities for relationship between OOD and community employment providers.
 - c. Increase awareness of available community employment services demonstrated by a 10% increase in career planning and IES services.

- 2. Use community partners to increase inclusion and accessibility throughout the county.**
 - a. Develop an environmental accessibility and inclusion plan.
 - b. Research, develop, and promote a list of local inclusion opportunities.
 - c. Expand partnerships with at least two childcare providers.
 - d. Develop a school district communication/participation plan.

- 3. Engage community partners through outreach and education.**
 - a. Collaborate and develop a plan for training and resources for first responders.
 - b. Research, develop, and promote a list of inclusive after-school programs.
 - c. Identify three new communication opportunities to build new connections, provide education, and enhance community knowledge of the agency.



FOCUS AREA ONE

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Wellbeing

Fostering a holistic approach that supports individuals throughout their lives.

1. Connect individuals and families with support groups and resources for wellbeing.

- a. Collaborate with community members to identify and develop a list of support groups for families.
- b. Collaborate with community members to identify and develop a list of mental health resources.
- c. Engage with community members to develop a plan to address gaps across the lifespan.

2. Increase advocacy skills for individuals to utilize throughout their lives.

- a. Identify and promote at least three new advocacy opportunities.
- b. Collaborate with agency providers monthly to increase participation in advocacy education.

3. Expand the utilization of technology to promote independence and inclusion.

- a. Enhance staff knowledge of the process and uses of remote supports by developing at least three practical tools.
- b. Provide education and promotion of assistive technology to Service and Support Administrators (SSAs), teachers, and providers.

Initiatives & Strategies

FOCUS AREA TWO



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Thriving Workforce

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

1. Assist in recruitment and retention for positions in the developmental disabilities field.

- a. Increase engagement by at least two providers in recruitment of DSPs.
- b. Research and develop a plan for additional retention strategies for provider staff.
- c. Research and develop a plan for additional retention strategies for internal staff.

2. Support, train, and develop leadership and workforce.

- a. Expand training programs by at least three for provider front-line supervisors.
- b. Assess internal agency technology use and develop a three-year technology training plan.
- c. Implement Internal Leadership Program.

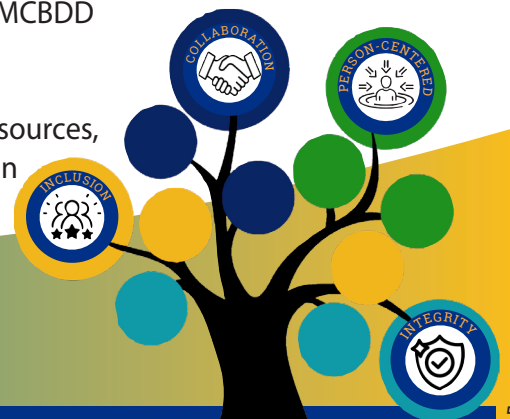
3. Promote a culture of value and respect within the local DD system.

- a. Expand DEI initiatives by at least one agency-wide project.
- b. Evaluate and make recommendations for the Employee Resource Committee's function and role.
- c. Create at least three opportunities for awareness of agency core values.

4. Engage workforces to increase communication and enhance relationships.

- a. Develop a Provider Advisory Committee.
- b. Evaluate and make recommendations for MCBDD engagement strategies with providers.
- c. Create at least three new opportunities, resources, or training to improve staff communication and agency-wide relationships.

Initiatives & Strategies



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

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 Dave Hartman
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2024 Management Team

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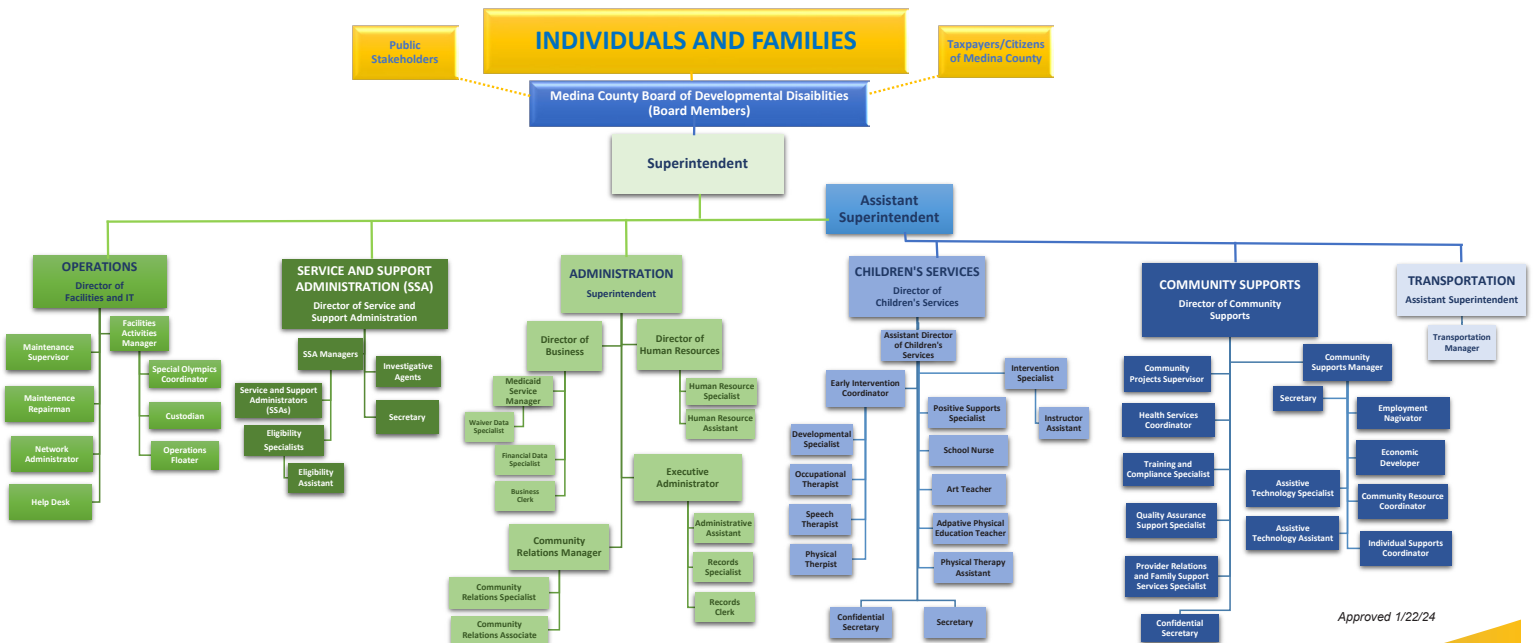
Approved: 12-16-24



Medina County

board of developmental disabilities

Table of Organization



Approved 1/22/24

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