

# medina county board of developmental disabilities

## 2022-2024 Strategic Plan

Over the past three years, the Medina County Board of Developmental Disabilities has made significant strides in achieving the goals outlined in our 2022-2024 Strategic Plan. Through focused efforts and collaboration, we successfully addressed key challenges, and expanded opportunities for the individuals and families we support. This summary highlights our most notable accomplishments, showcasing our impact in building a stronger, more inclusive community.

### **Started DSP-U Program**

as a partnership with the Medina County Career Center, with enrollment increasing from four students in the first year to six the second year.

### **Increased Interactions**

between MCBDD staff and provider staff through one-on-one activities such as Mingles, Meet and Greets, thank you cards and recognition efforts such as DSP Appreciation Month, Cavs Night, Cleveland Zoo Day.

### **Worked with Local Daycare Providers**

through a pilot program with Project Open House to provide education and support to their staff as they began serving more children with challenging behaviors in more inclusive environments.

### **Developed "Speak Up, Speak Out" Program**

to provide self-advocacy curriculum and instruction to local schools and providers to increase advocacy skills of the students and people they serve.

### **Started the Leadership Academy**

to help people with developmental disabilities learn important steps and skills in taking on leadership roles in our community.

### **Offered Provider Support Programs and Training**

including behavior support, job development, employment, front line supervisors, to local providers to help support their ability to provide services. There were also programs specific to encouraging inclusion activities such as community experiences, after hours employment transportation, and fuel costs reimbursement.

### **Hosted the First Annual Tech Summit**

in collaboration with Summit DD and We Thrive Together. Over 40 vendors and 500 guests enjoyed exploring and learning about the newest technology available to help increase inclusion and independence.

### **Analyzed Future Housing Needs**

through a new annual process to identify current and future needs, planning data, and transition needs while also working with local housing network and landlords to provide education about benefits of working with people with developmental disabilities.

### **Focused on DSP Recruitment and Retention Efforts and Programs,**

including offering a DSP Magnet training course for local providers, as well as creating a new Medina County DSP Careers website as a central point of recruitment for local providers. Along with staff retention incentive programs, also provided on-boarding programs such as background checks, CPR training, and Med Pass training; free of charge.

### **Identified Areas and Needs for Annual Training**

for families and providers through a newly formed committee. Created new educational opportunities, resources, and materials for easy access to information about Guardianship, Financial Matters, Benefits, and other areas.

### **Began the Committed to Inclusion Project**

to develop and distribute educational materials to the general public to raise awareness about the importance of inclusion of people with developmental disabilities and ways everyone is able to increase efforts and create success. Worked with local elected officials, businesses, and entities to find ways to create change and improvement.