Vision 2020

Three Year Strategic Plan
Clermont County Board of Developmental Disabilities

2018, 2019, 2020
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission, Vision, Core Values, Philosophy</td>
<td>3</td>
</tr>
<tr>
<td>Strategic Plan Overview</td>
<td>4</td>
</tr>
<tr>
<td>Goals</td>
<td>5-17</td>
</tr>
<tr>
<td>Clermont DD Contacts</td>
<td>18</td>
</tr>
<tr>
<td>Additional Contact</td>
<td>19</td>
</tr>
</tbody>
</table>

# Board Members

<table>
<thead>
<tr>
<th>Dr. Kim Brady</th>
<th>Kim Pellington</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael Chapman</td>
<td>David Thamann</td>
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<td>Emily Chesnut</td>
<td>Mary Jane West</td>
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<td>Robert Grant</td>
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</tr>
</tbody>
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Mission

Our mission is to help those we serve expand capabilities and navigate the possibilities.

Vision

We envision a culture comprised of inclusive communities where people with disabilities thrive and live a life on their own terms.

Core Values

Clermont DD has adopted four Core Values. These values assist our agency in planning for the future and measure the outcomes we establish. The Core Values spell “SURE” and are defined as:

**Safe and Supportive Environment** for individuals we serve, families, visitors, staff, and the community.

**Understand** our mission, our values, our jobs, our mandates, and to ensure that others understand.

**Respect and Responsibility** for individuals we serve, each other, the community, to manage resources efficiently, and to provide access to efficient services and programs.

**Engagement** with the individuals we serve, families, advocates, each other, and the community.

Our Philosophy

Individuals and families served by the Clermont County Board of DD have the right of choice and flexibility regarding what, how, and where services are provided. Individuals and families will be empowered to make decisions, become partners and work cooperatively with professionals, and exert control over the services provided to them.

**WE BELIEVE** that persons with developmental disabilities have the right to be treated with dignity and respect, be able to take reasonable risk and be protected from exploitation, abuse and degrading treatment.

**WE BELIEVE** that infants and toddlers learn best in their natural environments, doing things they enjoy and with people with whom they are familiar.

**WE BELIEVE** that educational services will honor the informed choice of the individual or individual’s family in partnership with local school districts.

**WE BELIEVE** that adults with developmental disabilities have the right to make choices regarding their lifestyle, their working environment, and their living arrangements.

**WE BELIEVE** in providing adequate information to make informed choices. We believe in the importance of ongoing life planning and supporting individuals and families through the many transitions of life.

**WE BELIEVE** that adults have the right to work in the community in accessible workplaces, with access to the supports necessary to be successful and the right to wages and benefits provided to other workers in the same setting. We believe individuals should be encouraged to seek employment first.

**WE BELIEVE** that persons with developmental disabilities have the right to have access to the supports and services they need to be participating members of their communities, including transportation, recreation, social outlets and friends, and regular interaction with peers who do not have disabilities.
In the fourth quarter of 2017, the Clermont County Board of Developmental Disabilities began working on a three-year strategic plan that would encompass 2018, 2019, and 2020.

The Long Range Planning Committee developed a survey that asked for feedback on self advocacy, supported decision making, integrated environments, community employment, and assisting providers to build their staffing capacity. This survey was then discussed during various focus groups held in December, 2017 and January 2018.

The groups who were asked to attend these focus groups were: families of children and adults receiving services through Community Support Services, School Age, and Early Intervention; providers; self advocates; stakeholders from various partner agencies; and community members. Focus group information was then assembled under six prevailing themes. Those themes, along with goals, are on Pages 5 - 17 of this document.
Section 1

Provider Support and Recruitment
Provider Support and Recruitment

Goals:
- Expanding Provider Liaison Services from the county board to providers.
- Assist private providers with recruiting staff.
- Recruit providers to Clermont County with expertise or that can develop expertise in: working with youth who have intensive needs; developing Integrated Day Supports; developing new employment-related waiver services.
Section 2

Employment
Employment

Goals:
- Continued expansion and outreach to local school districts to provide pre-employment transition services for students with Intellectual and Developmental Disabilities.
- Expand the number of individuals by 10 each year of this plan moving from Path 2 on the Path to Employment to Path 1.
**Employment**

**Goals:**
- Continue to offer Benefits Analysis services.
- Continue to explore new transportation options and funding sources for individuals seeking employment.
- Continue to work to place job seekers in fields of interest, with higher wages and hours worked.
Service Provision and Waiting List Reduction

Goals:
- To (at minimum) decrease the number of individuals by 15 waiting for a waiver each year of this plan.
- Review 100% locally-funded services each year to see what services could be refinanced into waiver-funded services.
- Investigate other county boards’ Payer of Last Resort policies to see if Clermont DD should adopt a similar policy to free up resources to address other needs.
- Expand usage of assistive technology including remote monitoring services.
Self Advocacy, Supported Decision Making, and Outreach
Self Advocacy, Supported Decision Making, and Outreach

**Goals:**

- Continued expansion of Clermont County Voices and Project STIR training with the goal of five new members each year of this plan.

- Clermont DD will continue to train staff on Supported Decision Making and how it can be incorporated with individuals, families, and their teams.

- Continue to provide four Training Connections with individuals, family members, and caregivers annually.
Section 5

Integration and Inclusion
Goals:

- Highlight individual and provider success stories that exemplify good integration and inclusion outcomes.

- Continue to seek out staff training and consultation on developing inclusive outcomes for individuals served.

- Develop a Community Outreach effort to businesses and other community organizations about improving integration and inclusion for those we serve.
Trauma Informed Care and Mental Health Supports
Trauma Informed Care and Mental Health Services

Goals:
- Continue to promote, both internally and externally, the trauma informed system of care, Sanctuary. The agency will prepare for re-certification in 2020.
- The agency will continue to advance progress with meeting the needs of individuals with co-occurring intellectual disabilities and mental health diagnoses.

Sanctuary
May begin with “S”
But starts with “YOU”
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