Roadmap for the Future

Three-Year Strategic Plan
Clermont County Board of Developmental Disabilities

2021, 2022, 2023
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Board Members

Michael Chapman
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Robert Grant
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Photo from January 28 Board Meeting Oath of Office via Zoom
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.
• Responsibility and Respect 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.

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.
Strategic Plan Overview

• In the fourth quarter of 2020, the Clermont County Board of Developmental Disabilities began working on a three-year strategic plan that would encompass 2021, 2022, and 2023.

• A few individuals and families were called at random, to answer questions that helped shape this plan; self advocates participated in a planning session during one of their meetings, to assist with ideas for this plan; and two Superintendent Forums were held in November that gave information about 2020 and asked for input on the next three years; an additional Provider Forum was held on November 30 to identify areas of need for the next three years.

• The Ohio Revised Code requires our three-year strategic plan to concentrate on addressing six main areas. Those areas serve as headings for our goals and can be found on Pages 5 – 16 of this plan.
• Assist individuals and their families to become more proficient at using virtual communication platforms like Zoom, GoToMeeting, et. Al.

• Continue the expansion of the use of Remote Supports to further the independence of those we serve.

• Begin implementation of the recommendations from the Blueprint Group for Adult Day and Employment Services.

• Expand transportation services for those we serve and monitor statewide expansion of MobilityOhio.
Reducing Waiting List Numbers
• The agency will work to eliminate the immediate and current needs lists each year of this plan to ensure individuals and families are receiving services to address assessed needs.
• Will work to meet the needs of intensive needs youth and their families through Respite and other in-home supports.
• The Board will continue to review its Five-Year Financial Sustainability Plan and ensure funds are available to avert waiting lists.
• Will implement a plan for continued stakeholder education and information sharing about the agency’s budget, finances and long-term plans, especially in preparation for an Operational Levy renewal campaign in 2023.
Increasing Community Employment Opportunities
• Continue to promote the Ohio Employment First Initiative for those it serves.

• Continue to provide Pre-Employment Transition Services to eligible students in Clermont County school districts.

• Will continue to work with employers in our region to place job seekers in fields of interest, with higher wages and hours worked.

• Will continue to use the Charting the LifeCourse Framework to assist individuals explore employment and develop the supports needed to maintain a job.

• Monitor and adopt state-led training strategies to assist individuals with informed choice when it comes to community employment.
Promoting Self Advocacy
• Increase group membership by 30 (10 per year).
• Encourage provider day programs to join and attend meetings via Zoom or in person.
• Write and implement training for public speaking opportunities.
• Send two self advocates to Project STIR training each year.
• Discover ways to become part of the community such as creating a Speakers Bureau and attending Chamber of Commerce events.
• Attend local, one-day conferences that focus on leadership.
• Participate in planning a District Self Advocacy Conference with other county self advocacy groups.
• Implement the Charting the LifeCourse Framework.
Recruiting New Providers and Building Provider Capacity
• Continue to work with local, regional, and statewide partners to help providers recruit Direct Support Professionals.

• Continue to support providers with offering County Board-led trainings.

• Continue to recruit providers with the expertise to support people with behavioral health concerns.

• Enhance and expand provider liaison assistance from the County Board.

• Work with Intermediate Care Facilities that choose to expand their services supporting those youth with intensive behavioral needs.
Facilities, Employee Support, Funding, and More
• The County Board will train and implement the new statewide single assessment and individual service plan with staff and providers when it is ready for implementation.

• Will support staff to have the tools available to continue remote working, as appropriate for their role, post Covid-19 pandemic to enhance workforce modernization.

• Will revisit implementing quarterly Training Connections meetings post pandemic, either in person or remotely, for those we serve and their families to enhance communication.

• Will continue to train and implement the Sanctuary trauma-informed training and continue the agency’s work to be trauma responsive to those we serve.

• Will continually be proactive with our Board to monitor the facility needs at our Wildey and Krenning buildings and address to ensure the facilities are well maintained.
Clermont DD
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