



Morrow County Board of Developmental Disabilities Strategic Plan 2016-2018

Board approved: November 17, 2015

The Morrow County Board of Development Disabilities serves individuals with developmental disabilities and the families and friends who support them. On a typical day, Board services are available to almost 300 individuals supported by a staff of 45. The Board has maintained a minimally staffed operation while developing plans to expand programs and services. In 2015 the Board received an increase in local tax revenue from a recently passed replacement levy; however most of the 2015 additional revenue was allocated to address payments to the state for deferments negotiated during the past year. The 2014 annual budget was \$2.35 million, which is a reduced budget due to the state deferred payments. Major programming includes:

- Adult Habilitation/Seniors
- Adult Vocational Training/Workshop
- Community Integration and Employment
- Transportation
- Service and Support Administration
- Residential Services
- Early Intervention/Help Me Grow (new EI program under development in 2015)

The Board continues to efficiently maintain two facilities, Whetstone Center and Whetstone Industries.

A systems change committee has worked over the past two years to plan and facilitate major changes in our programs and services. Their work provided the foundation for the development of this strategic plan. Input was sought from staff, board members and stakeholders. The planning process was guided by the Board's Executive Team. The first draft of the 2016-2018 strategic plan was submitted to the County Board of DD at its October 20, 2015 Board meeting, with a final plan to be approved at the November 17th board meeting. Implementation strategies will be developed by goal teams composed of staff and other stakeholders.

The foundation for the 2016-2018 Strategic Plan can be found in the Morrow County Board of Developmental Disabilities' Philosophy statement and the recently updated mission and vision statements.

Morrow County Board of Developmental Disabilities Philosophy Statement

We believe that persons with developmental disabilities have talents and skills that if recognized and developed will allow them to become contributing members of the community.

We further believe that the programs which best assist individuals with developmental disabilities in securing a full life, are those which are: independence producing (both economically and personally); placed or implemented in the actual locations and environments where community and life activities regularly occur; accepting of personal choice and the natural consequences of those choices.

Finally, we believe that individuals (program, staff, family members, etc.) who assist those with developmental disabilities to reach their fullest potential, are those who: hold reasonably high expectations for them; plan programming in ways that demonstrate a recognition of their individuality, freedom of choice, and right to self-determination; maintain knowledge of current (and past) best practices of the profession; and evaluate their efforts regularly to assure program focus and direction.

The updated Mission, Vision and Core Values Statements comprise the charter documents of the Board.

Mission Statement

A Mission is an enduring statement of purpose for an organization that identifies the scope of operations and reflects priorities. The statement should reflect what an organization does, who it serves and what outcome is being pursued.

Morrow County Board of Developmental Disabilities Mission Statement

Our mission is to cultivate a dynamic community where people can make meaningful contributions and lead fulfilling lives

Vision Statement

A Vision is a concise word picture that sets the overall direction of the organization ... what the organization strives to be at some future time. A vision is something to be pursued, a desired state.

Morrow County Board of Developmental Disabilities Vision Statement

- We will support individuals with developmental disabilities throughout their lives by
- embracing individuality and personal choice,
 - developing community opportunities, and
 - fostering relationships

Core Values:

Core Values define the enduring and essential character of an organization. Core Values articulate how the organization conducts itself in carrying out its mission and sets expectations for staff and partners.

Morrow County Board of Developmental Disabilities Core Values

As staff we will

- Ensure that health and well-being come first
- Be good stewards of the public's trust and money
- Do our job to the best of our ability and value those who do it differently
- Imagine new possibilities and strive to be better
- Own our actions and behave ethically
- Promote our valuable mission with others throughout the county

Goals:

Goals are the measurable statements which provide intentional direction for the specific time period of 2016- 2018.

Goal One: Strengthen public awareness and communicate state and federal mandated changes

Goal Two: Manage existing and seek new funding sources to reduce waiting lists

Goal Three: Encourage and empower individuals to speak for themselves and increase independence

Goal Four: Provide more quality of life opportunities for individuals through community provider options

Goal Five: Strengthen and enhance relationships to better serve children

Goal Six: Develop partnerships to increase opportunities for community integration and employment

Goal Seven: Provide more meaningful and diverse opportunities for adults