



**Delaware County Board of  
Developmental Disabilities**

# **Strategic Plan Progress Report**

2018 – End of Year Two



# Mission, Vision & Values

- Mission:
  - To inspire, empower, and support people to achieve their full potential.
- Vision:
  - All people lead personally fulfilling lives
- Values:
  - Equality
  - Self-determination
  - Collaboration
  - Accountability



# Goal One: *Strengthen Community Inclusion*

## 2018 Accomplishments

- Increased options for accessible, affordable housing in Delaware
- Developed and shared stories of people succeeding in the community
- Organized or participated in over 30 community events
- Hosted 2<sup>nd</sup> Annual Block Party bringing provider and community partners together
- Co-Sponsored National Disability Voter Registration Week with the Delaware Library
- Increased options for accessible, affordable childcare in Delaware County by partnering with Strengthening Families to build relationships with childcare providers
- Featured Gallery 22, The Strand Theatre, City of Delaware, and J.Gumbo's during Director Martin's State of the State for their various efforts to increase community inclusion



# Goal Two: *Increase Community Employment*



## 2018 Accomplishments

- Continued to grow the number of adults served working in the community
- Continued to focus on path to employment to during times of transition
- Continued to define employment outcomes for ISP process
- Highlighted stories of successful community employment



# Goal Three: *Educate Individuals & Families*

## 2018 Accomplishments

- Partnered with OACB, Self Advocates, and the Center for Disability Empowerment to provide training to individuals & families
- Scheduled enhanced meetings with individuals and families prior to pivotal times in a person's life
- Lead numerous presentations on inclusion for various community and statewide agencies
- Collaborating with county partners to support community education activities in Delaware
- Provided individuals and families with trainings on hiring and working with providers
- Participated in transition fairs around the county
- Hosted and supported Transition Bootcamp series for students and families highlighting topics from technology to STABLE accounts



# Goal Four: *Support Providers*

## 2018 Accomplishments

- Developed and launched quarterly Provider Meet and Greets
- Updated Provider Book on website to improve usefulness
- Developed enhanced provider toolkit
- Developed mechanism for recruiting providers to address unmet needs
- Made OACB Provider Guide Plus tool available
- Launched provider specific monthly newsletter with trainings and resources for support
- Offered joint trauma informed care training with staff and providers



# Goal Five: *Person-Centered Thinking*

## 2018 Accomplishments

- Provided all staff with Person-Centered Training and Diversity and Inclusion Training
- Launched Tech Team to increase knowledge of adaptive technology to support individuals and education of staff on available options
- Implemented “Gratitude Graffiti Wall” to foster internal celebrations and notes of appreciation
- Offered trainings focused on team building and effective communication
- Increased the number of Wellness Committee initiatives to support a healthy workforce



# Goal Six: *Improve Internal Operations*

## 2018 Accomplishments

- Projected future financial needs through 15 year financial forecast
- Implemented IT Improvement Plan
- Established communication standards and brand style guide
- Launched building utilization committee
- Restructured table of organization to better fit the operational needs of the agency
- Revised and updated personnel manual
- Implemented Executime to better track attendance and benefits
- Improved agency signage and internal branding
- Increased our leased space to a County partner





# Ripple Effect

**Through the objectives outlined in our strategic plan, the following additional accomplishments were achieved:**

- Achieved three-year accreditation from DODD
- Passed a 0.4 mill continuous levy by over 60%
- Featured in Director Martin's State of the State for our innovation and dedication to excellence
- Sought out for inclusion education and person first trainings
- Board president elected to OACB's Board of Trustees
- Staff have given back to the community through many generous acts such as supplies drives and volunteering
- In the 2018 Family Questionnaire Results, Delaware County Early Intervention received a higher rating than the statewide rating in eight of the ten categories, including a 100% rating in satisfaction with the respect shown to families by Service Coordinators and providers

