



Riverside
Miami County Board of
Developmental Disabilities

2019-2021 Strategic Plan

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2019-2021 Strategic Plan

MISSION: To empower people with developmental disabilities to live, work and play as full members of our community

VISION: To build a community that supports and values people of all abilities

VALUES: Respect, Integrity, Teamwork and Accountability

MESSAGE FROM THE SUPERINTENDENT:

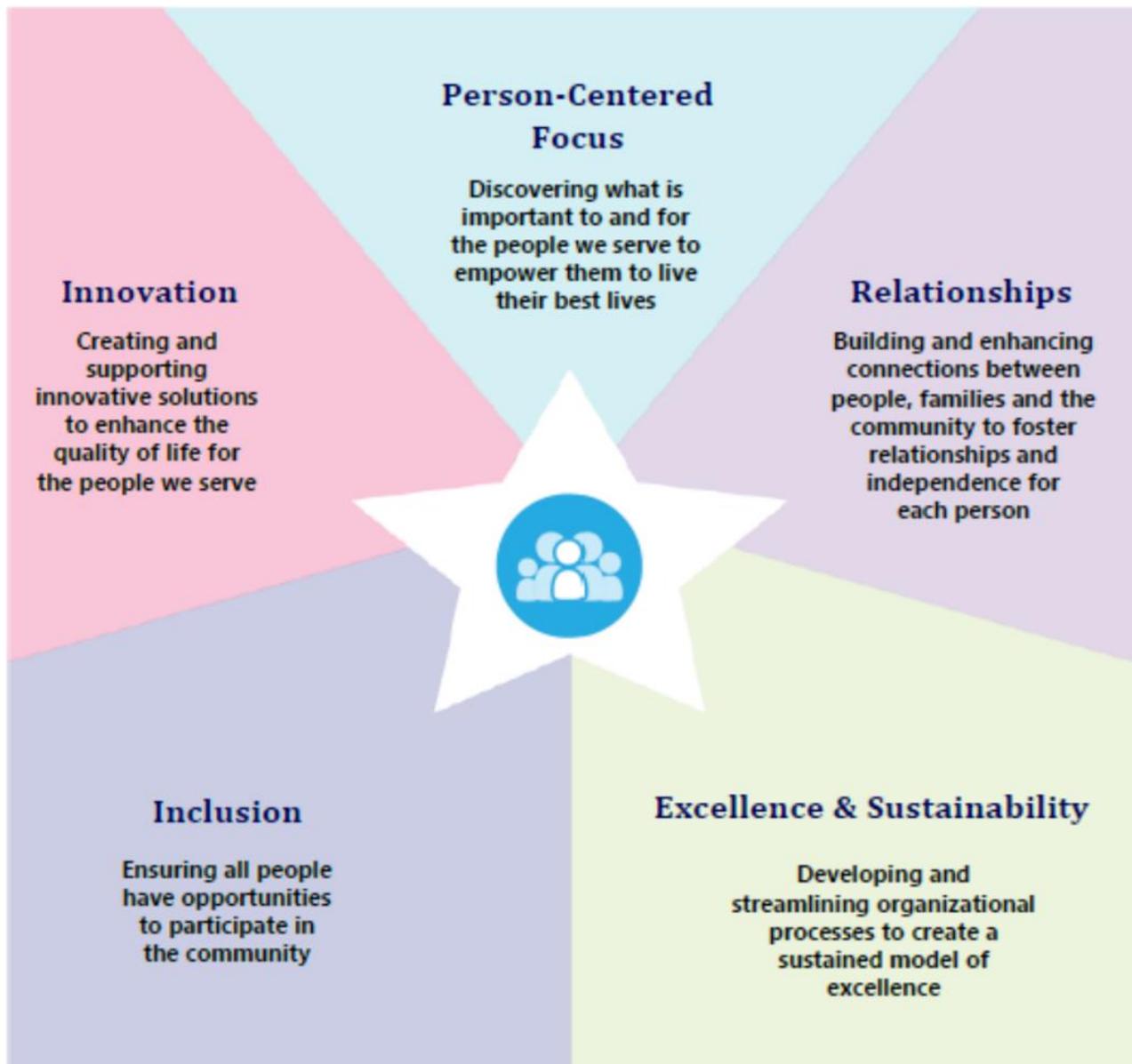
Planning for the future in an ever-changing environment is always a challenge, but I am proud to say that Miami County has always had the best staff, most supportive community and most caring family members, which has kept all of our attention focused on the people we serve. As part of the strategic planning process, assessments were completed with all of these key stakeholders to provide a comprehensive evaluation of successes, opportunities and future focus. These included meetings, focus groups and surveys with people served, families/guardians, providers, community partners and staff with a focus on identifying resources to support people with developmental disabilities from birth through their life span.

One of the important resources in helping the people we serve envision their best lives is the Integrated Star from LifeCourse Toolkit. The LifeCourse Toolkit is a dynamic set of worksheets and resources to guide conversations, structure ideas and set goals. We use LifeCourse Tools in our daily work with the people and families we serve, and as we began our strategic planning process, we felt it was important to approach our strategic plan in the same way we encourage those we serve to plan their lives. We want to take this opportunity to thank the Missouri-Kansas City Institute for Human Development, Missouri's University Center for Excellence in Developmental Disabilities Education, Research and Services (UCEDD) for allowing us to use the LifeCourse Toolkit in this way.

In our strategic plan you will find 5 strategic focus areas in which our work is centered:

- Person-Centered Focus
- Relationships
- Excellence and Sustainability
- Inclusion
- Innovation

We hope you will find a comprehensive view of our work with thoughtful and ambitious goals to support our mission and vision. As always, we welcome your feedback on our strategic plan through the survey located on our website.



STRATEGIC FOCUS:

Relationships

Building and enhancing connections between people, families and the community to foster relationships and independence for each person.

- We will provide connection opportunities among people and families we serve to enhance peer support
- We will support resiliency and empower families to be competent and confident caregivers

RELATIONSHIPS	KEY INITIATIVES
We will provide connection opportunities among people and families we serve to enhance peer support	<ul style="list-style-type: none"> - Broaden staff knowledge of resources to increase opportunities for connections - Connect families to resources based upon their interest and/or need - Support person-to-person and family-to-family connections
We will support resiliency and empower families to be competent and confident caregivers	<ul style="list-style-type: none"> - Provide coaching, training and guidance - Broaden and expand Project TREES (Tools and Resources to Engage, Empower and Support families)

Excellence & Sustainability

Developing and streamlining processes to create a sustained model of excellence.

- We will develop best practice processes to attract, engage, retain, train and develop staff
- We will support the service providers to help recruit, retain, train and develop direct support professionals (DSP)
- We will improve the quality of the data we collect to enhance our ability to evaluate program effectiveness and reduce the number of individuals in the county waiting for services
- We will continue to manage budgets effectively to ensure long-term fiscal sustainability while continuously evaluating opportunities to improve fiscal efficiency

EXCELLENCE & SUSTAINABILITY	KEY INITIATIVES
We will develop best practice processes to attract, engage, retain, train and develop staff	<ul style="list-style-type: none"> - Create plans to ensure staff and building safety - Build partnerships to educate the community on careers in the developmental disabilities field to create a sustainable workforce - Develop and maintain talent management processes - Be in the forefront of initiatives and be a voice for our region

	<ul style="list-style-type: none"> - Foster an environment of staff engagement, collaboration, appreciation and recognition
We will support the service providers to help recruit, retain, train and develop direct support professionals (DSP)	<ul style="list-style-type: none"> - Educate and promote the DSP career and build awareness on the DSP shortage - Bolster provider recognition and appreciation - Increase communication regarding changes in the developmental disabilities system - Link providers to each other and to the county board - Provide trainings for providers to enhance skills, educate on rules and maintain certification - Meet with each newly certified provider to review provider responsibilities
We will improve the quality of the data we collect to enhance our ability to evaluate program effectiveness and reduce the number of individuals in the county waiting for services	<ul style="list-style-type: none"> - Continually review data related to people served to determine current and future needs - Utilize technology to support and enhance the quality of data - Continue to implement the statewide waiting list assessment tool to better understand a person's need for services, including current and immediate needs
We will continue to manage budgets effectively to ensure long-term fiscal sustainability while continuously evaluating opportunities to improve fiscal efficiency	<ul style="list-style-type: none"> - Review budgets regularly to ensure accuracy - Update 5- and 10-year budgets to ensure fiscal sustainability - Continue to create and review efficiencies organization-wide - Ensure adequate and appropriate technology resources - Review utilization of services to allow for increased availability of funds and allocate monies to effectively meet the needs of families - Use family's current resources when possible - Increase Early Intervention system of payment providers

Inclusion

Ensuring all people have opportunities to participate in the community

- We will educate the community about developmental disabilities
- We will develop and enhance relationships with community partners to connect people we serve to new opportunities
- We will increase the number of people served of working age engaged in community employment

INCLUSION	KEY INITIATIVES
We will educate the community about developmental disabilities	<ul style="list-style-type: none"> - Develop and implement a communication plan - Connect with community partners to educate about our services - Continue to share community activities and encourage families to attend - Foster a mindset that inclusion benefits society
We will develop and enhance relationships with community partners to connect people we serve to new opportunities	<ul style="list-style-type: none"> - Continue developing and enhancing relationships with community members through outreach - Enhance volunteer program to foster and strengthen community engagement with our agency and those served - Proactively seek information on people served to identify their goals and create connections - Continue to foster relationships with county agencies to ensure efficient and effective partnerships
We will increase the number of people served of working age engaged in community employment	<ul style="list-style-type: none"> - Connect with community employers to educate on the benefits of hiring people with disabilities - Continue to foster relationships with providers of employment services and community employers to ensure efficient and effective partnerships

Innovation

Creating and supporting innovative solutions to enhance the quality of life for the people we serve.

- We will strengthen and expand the use of technology to promote greater independence for the people we serve
- We will seek innovative ways to improve the organization

INNOVATION	KEY INITIATIVES
We will strengthen and expand the use of technology to promote greater independence for the people we serve	<ul style="list-style-type: none"> - Research, implement and educate on technology that assists the promotion of independence - Educate staff on technology available
We will seek innovative ways to improve the organization	<ul style="list-style-type: none"> - Continually review the core functions to ensure efficient and effective practices exist <ul style="list-style-type: none"> → Have dedicated focus on the core functions to ensure SSAs are aware of the impact these functions have on services rendered by the county board - Streamline work flow and job functions by all departments to support and enhance efficiencies

Person-Centered Focus:

Discovering what is important to and for the people we serve to empower them to live their best lives.

- We will ensure all planning focuses on what is important to and for the people we serve
- We will promote self-advocacy for people served through the person-centered planning process, activities and community connections
- We will foster positive life transitions regardless of when or where the people we serve transition

PERSON-CENTERED FOCUS	KEY INITIATIVES
We will ensure all planning focuses on what is important to and for the people we serve	<ul style="list-style-type: none"> - Utilize multiple tools to ensure person-centered thinking and planning occurs - Identify the path for increased independence through plan development and implementation - Ensure services provide what people want and need in the manner that makes the most sense for them and their family
We will promote self-advocacy for people served through the person-centered planning process, activities and community connections	<ul style="list-style-type: none"> - Continue efforts to educate people served on a variety of topics that will increase their friendships, independence and inclusion - Educate families and providers on self-advocacy and independence for the people we serve to develop enhanced supports - Continue to utilize person-centered planning tools
We will foster positive life transitions regardless of when or where the people we serve transition	<ul style="list-style-type: none"> - Develop processes to ensure each transition will be smooth, positive and informative for all persons involved

BY THE NUMBERS

Early Intervention

Early Intervention serves families with children birth to age three with developmental delays or disabilities to provide high quality, evidence-based services to enhance the child's development and caregiver's capacity to meet the needs of their child.

	2014	2015	2016	2017	2018	2019 est.
0-2	187	215	245	244	255	260

School Age

School age services consist of consultation to public schools, behavior support, assistive technologies and transition services for students age 14 and older.

	2014	2015	2016	2017	2018	2019 est.
3-5	71	92	107	130	136	122
6-18	173	173	182	182	173	179

Adults

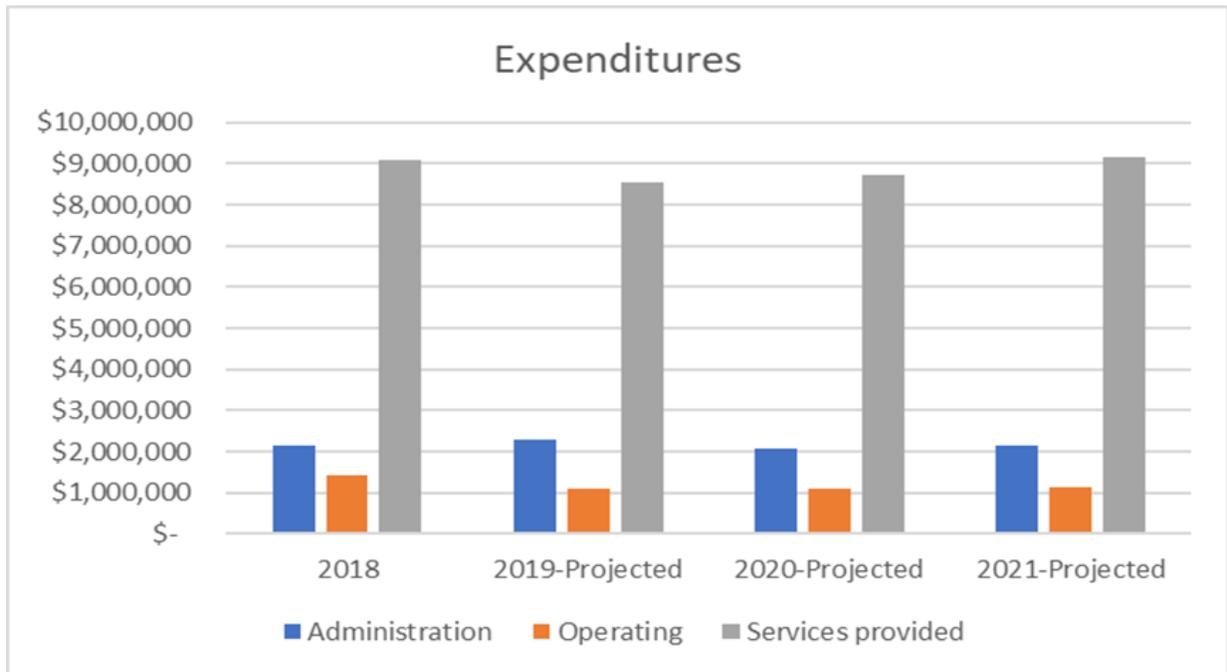
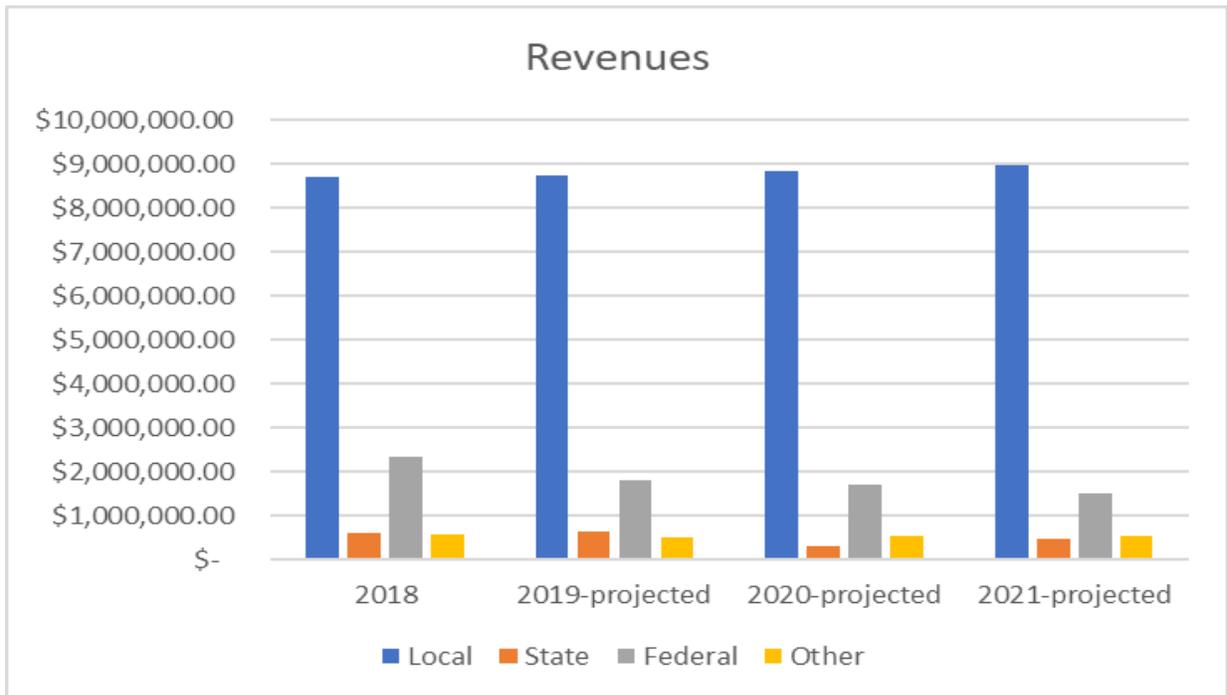
Adult services consist of case management, consultation to providers and families, behavior support, assistive technologies and transition for end of life.

	2014	2015	2016	2017	2018	2019 est.
19-55	441	453	477	471	485	489
56+	99	108	107	117	110	118

Transitional Wait List as of 2/5/19

Beginning	486
Removed – Individual Request	248
Assessed and Removed	23
Assessed and on New Wait List	1
Number of Individuals Remaining	214

BUDGET



Projections	2019	2020	2021
Direct Support-Locally Funded	\$669,325.00	\$682,711.50	\$696,365.73
Non-Federal Share of Medicaid Services (Waiver Match)	\$3,687,686.00	\$3,798,316.58	\$3,912,266.08

APPENDIX

Planning and Setting Priorities (ORC 5126.04)

1. Riverside plans and set priorities based on available resources for the provision of facilities, programs and other services to meet the needs of Miami County residents who are individuals with developmental disabilities.
2. Riverside assesses the facility and service needs of the individuals with developmental disabilities who are residents of the county.
3. Riverside requires individual service plans for individuals with developmental disabilities who are being served or who have been determined eligible for services and are awaiting the provision of services.
4. Riverside uses the statewide waiting list assessment tool to understand a person's need for services, including current needs and immediate needs shall ensure that methods of having their service needs evaluated are available.
5. If a foster child is in need of assessment for eligible services or is receiving services from Riverside and that child is placed in a different county, Riverside and Children's Services will work together and follow the process in rule to coordinate the services.
6. Riverside elects not to participate in the provision of or contracting for educational services for children ages six through twenty-one years of age. Riverside does not have any responsibility for or authority to provide educational services for children ages six through twenty-one years of age.

Three-Calendar Year Plan

1. Riverside shall, by resolution, develop a three-calendar year plan that includes the following three components:
 - a. An assessment component (ORC 5126.042, 5126.059, 5126.0510, 5123.046)
 - b. A preliminary implementation component (ORC 5126.042)
 - c. An implementation component (ORC 5123.046, 5126.059, 5126.0510, 5126.042, 5123.046, 5126.054, 5126.056, 5126.055)