

STRATEGIC PLAN

2025 annual Updates



Mission: Empowering individuals by supporting opportunities to thrive and prosper.

Vision: People with developmental disabilities will have quality lives in their community with an abundance of choices.

Quality

Crawford County Board of Developmental Disabilities (CCBDD) believes in high quality supports and services for individuals from birth throughout their lifetimes.

Community Education

Crawford County Board of Developmental Disabilities (CCBDD) believes community education is vital for our community to know who we are, what we do, and how to access services.

Partnerships and Collaboration

Crawford County Board of Developmental Disabilities (CCBDD) believes partnerships and collaboration efforts are essential.

Fiscal Responsibility

Crawford County Board of Developmental Disabilities (CCBDD) believes in being fiscally responsible to both those we serve and our community.

Quality

Crawford County Board of Developmental Disabilities (CCBDD) believes in high quality supports and services for individuals from birth throughout their lifetimes.

Goal – CCBDD will provide and safeguard quality supports and services to the people we serve throughout their lifetimes.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	2025 Progress Note
Early Intervention supports the specific needs of the children and families served.	Posted EI supervisor Job internal and on indeed. EI supervisor Dawn Stuckert, started employment with CCBDD on June 30th. Service Coordinators started employment with CCBDD on July 1st which completed our transition to operating the Service Coordination part of Early Intervention.
Fairway Preschool will offer a high quality preschool program.	Fairway received zero citations during the unannounced licensure visit on January 7, 2025. We are in the process of choosing a high quality, DCY approved, curriculum for the 25-26 SY Fairway chose Three Cheers for Pre K as the preschool curriculum. Fairway received zero citations on September 30 from an unannounced site visit from Licensure. Fairway withdrew from Step Up To Quality as it is no longer required for programs that do not receive the ECE grant. Fairway Preschool will continue to carry on some of the SUTQ requirements on their own so that continue to offer an exceptional program with high-quality staff.
Enhance person centered planning, monitoring and support to individuals and families.	SSAs continue to work through the OISP with additional assessments . Monitoring's are based on the need of the person. SSAs continue to pull in technology for support of individuals and families. 2 additional assessment tools have been added to the OISP process per Medicaid that SSAs are now utilizing and uploading with the plans.
Seek opportunities to enhance programming/ supports/ resources.	Elaine reached out to Josh Young, ONI to request that he is a guest speaker at a MAPS team meeting. Continue to plan with Guard Care for use of our building August 9th and 10th. Guardcare decided to provide medical support to people we support August 8th. Updated our lobby to provide most up to date and frequently requested resources.
Expand the use of technology for individuals served and staff.	Erika provided instructions on how to connect to the televisions in the board room and training room . Many Fairway Preschool Students are using LAMP on their AAC devices. Created and distributed digital survey for individuals and their teams that Community Services supports
Maintain and develop an engaged workforce.	Met with Erika and Aimee (co-chairs) for parameters, structure, support, and expectations regarding regular employee engagement activities through out the year. Encouraged team to engage in 15 minutes walks—continue due to popularity. Ice breaker bingo and scavenger hunt during in-service. Karrie joined committee, team identified fall activities.
Enhance self-advocacy.	Chargers 4 Change is meeting with Josh Young, ONI for multi sessions to create a Strategic Plan and help advance their advocacy efforts. The first meeting occurred on January 15th. On September 10th CCBDD met with 2 day programs who are active in C4C to discuss and implement strategies to further enhance C4C.
Enhance supports available to families.	Working on an updated Family Support Services procedure. Implemented updated Family Support Services procedure.
Support providers to continuously provide quality services.	Stephanie from the COG and Kelly Shuck from DODD met with Blue Moon to review their program and offer suggestions on progress. SSAs and Dodd meet with day providers quarterly to review the services that they provider along with increasing the working relationship with providers. The goal is to begin this technic with residential providers in the fall.

Community Education

Crawford County Board of Developmental Disabilities (CCBDD) believes community education is vital for our community to know who we are, what we do, and how to access services.

Goal – CCBDD will provide education in the community about the services and supports available for individuals served.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	2025 Progress Note
Enhance community awareness of services/supports available for individuals with developmental disabilities and their families.	<p>Held 7th annual Unified basketball game on March 28th. Set up portable universal changing space at event.</p> <p>Fairway Preschool has community partnerships with the Crawford County Parks Dept., the Health Dept., and the Bucyrus Backpack Program., Music and Movement with Barb Scott from the Bucyrus Library.</p> <p>Partnered with the Department of Health to Offer our facilities as a location for Guard Care.</p> <p>Transitioned platform used to create Horizons newsletter, this will allow better flexibility and creativity as well as create tracking opportunities.</p> <p>Gina met with Chargers 4 Change and is helping them create a logo and get a Facebook page started for 2026.</p>
Create a presence through media as a tool to share information and educate people on who we are, what we do, and how to access supports.	<p>Gina has posted numerous Social Media posts regarding many programmatic areas as well as the unified basketball game.</p> <p>Team is working on updating website.</p> <p>Gina began tracking Social Media Engagement rates. Engagement rates measure how actively people interact with social media posts/content. Typical range for nonprofits / governmental organizations is between 1.5–4%. Crawford County board of engagement rate for Facebook is 3.7% and for Instagram 2.4%.</p> <p>Social media posts have centered on sharing: opportunities for community inclusion, training classes for parents, disability specific information, Special Olympics posts, and sharing meaningful moments from CCBDD and Fairway Preschool events.</p>
Equip and support/encourage each staff to be able to easily explain who we are and what we do to the public.	<p>The Strategic planning committee reviewed currently elevator speech and confirmed that it remains accurate.</p>

Partnerships and Collaboration

Crawford County Board of Developmental Disabilities (CCBDD) believes partnerships and collaboration efforts are essential.

Goal – CCBDD will develop and strengthen partnerships and community relationships to increase support and seek opportunities for those we serve.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	2025 Progress Note
Play an active role in increasing community connections and integration for people served.	This years unified basketball game added High School Cheerleaders. 2 girls turned down the news journal all star game to participate in our Unified basketball game. <i>UCT spring Dance occurred on June 29th.</i> <i>UCT Christmas lunch and activities occurred on December 19th.</i>
Strengthen working relationships with local school districts.	Josh Young, ONI presented at March MAP team meeting on support decision making and guardianship, and Brenda Bub, FCFC presented at March MAP meeting on services they offer.
Support schools, students, and families through the transition process.	For transition to Preschool—Fairway Preschool works with each local school district for those students who will be transitioning from preschool to kindergarten. Child/Transition SSA have been asked to come discuss CCBDD and transition services at IEP meeting for students that districts are considering referring to CCBDD.
Strengthen the partnerships and collaborative supports with others locally and regionally.	SSA department works collaboratively with Ohio Rise, FCFC, and OOD to meet the needs of people that we serve. Help connect families to needed services. <i>CCBDD staff attended Crawford Public health meeting on April 29 to learn of volunteer opportunities for guard care in August.</i> <i>We collaboratively work with local organizations such as the ELKS, and KOC for funding supports to people we serve.</i> <i>Guard Care on August 9th and 10th was a success on many levels.</i> <i>CCBDD participated in Salvation Army's pretty painted pots and rang the bell for 4 hours.</i> <i>DODD and OOD representatives have regular meeitng s with our staff and providers as a method of quality control and ongoing guidance.</i>
Collaborate with providers to increase the number of individuals employed and integrated in the community.	SSA department works with OOD, and employment vendors to better identify the skills, needs, and desire of people served to find the best fit for community employment.
Create, support, and maintain connections in the community to maximize available resources.	Children's SSA regular communication and meetings with Schools, Mental Health Agencies, Ohio Rise, FCFC, to keep wrap services in place for youth we serve. Receive regularly scheduled updates on how services are going and work as a team to provide solutions as problems arise.
Partner with the Clearwater COG to complete a gap analysis of service providers and a plan of action for recruitment as needed.	Employee Resource Network has expanded and includes four providers in Crawford County.

Fiscal Responsibility

Crawford County Board of Developmental Disabilities (CCBDD) believes in being fiscally responsible to both those we serve and our community.

Goal – CCBDD will ensure sustainability of services.

Core Values: Expanding person centered practices; increasing independence and self-advocacy; promoting inclusion

Specific Objectives and Action Steps	2025 Progress Note
Ensure operations are effective and efficient to support long term sustainability.	5 year forecast submitted to DODD per rule. Forecast continues to look consistent. Cost report submitted to DODD . Business manager and Superintendent met with the Budget Commission on September 25th. To review current finances and effectiveness.
Further develop existing waiver/local funding committee.	Committee is working to revise the tracking document for waivers and local funding services. This will then be accessible by SSAs and reviewed monthly to help ensure on track with remaining within funding ranges.
Monitor salary scale and ensure it is competitive to keep and maintain good quality staff.	Reviewed currently salary scale and compared it to OACB salary survey and prepared to make recommendation to the Board for adjustments in November. Board approved adjusted salary scales as well as a wage compression bump for effected employees effective 2026.
Evaluate the number of people waiting for any service and develop a strategy to address.	Currently only 1 person is on the waiver wait list, their team is working together to initiate their waiver once they move from the nursing facility.
Plan for and respond to the unexpected.	\$100 from the funds raised from the unified basketball game went to the food pantry. Admission to the game was a nonperishable food item or hygiene item to stock our food pantry. Quickly and successfully worked through the Developmental Center rapid response admission for an individual we serve. This is the second time this person has utilized the Rapid Response Admission process. CCBDD approved a Capital budget with \$15,000 for unexpected capital expenses.

Note: If you have any questions or comments in reference to this strategic plan please contact:

Court Sturts, Superintendent