

**Marion County Board of Developmental Disabilities
Strategic Plan: 2024-2026**

Mission Statement: The Marion County Board of Developmental Disabilities helps people to live, learn, and earn in the community.

Vision: People with developmental disabilities will be fully included in the Marion Community.

Values: Community, Advocacy, Respect, Enthusiasm, Self-determination (CARES)

1.	GOAL: The Marion County Board of Developmental Disabilities will promote advocacy for and by individuals served through the person-centered planning process, activities, and connections.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
1.A.	MCBDD will work to educate the County Commissioners on the importance of having a service-eligible sitting on Boards of Directors.			
1.B.	Finding ways for our trained Project STIR representatives to take a state, regional, or local leadership positions.			
1.C	Establish programs in the local schools to promote self-advocacy teaching and learning.			

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2.	GOAL: The Marion County Board of Developmental Disabilities will ensure services are received in the most integrated setting appropriate to their need.			
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
2.A.	Creating relationships with the providers where there is an extreme level of trust that puts the person served at the very center of integration and the best services.			
2.B.	Find a balance between funding challenges and providers willingness to walk beside us in this goal.			

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3.	GOAL: The Marion County Board of Developmental Disabilities will reduce the number of individuals in Marion County waiting for services.			
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
3.A.	Annually determine the number of projected waiver allocations that will be requested.			
3.B.	Ensure that SSA department is trained on the guidelines of the Extraordinary Care Tool. Create a procedure to work through those who would like to be a certified provider.			

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4. GOAL: The Marion County Board of Developmental Disabilities will plan and set priorities based on available resources to meet the needs of children and adults with developmental disabilities in Marion County.				
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
4.A.	Review current funding available and identify the need to ask the community for renewed or additional support; or to make necessary cuts or modifications to the current budget.			
4.B.	Continue to seek outside funding such as grants, partnerships, and subsidies.			
4.C.	Maintain adequate staffing levels within MCBDD to ensure continuity of care and meet the needs of increasing challenges of those supported.			
4.D	Ensure quality assurance and compliance through TCM, Title XX, and MAC programs.			

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5. GOAL: The Marion County Board of Developmental Disabilities will increase the number of individuals of working age engaged in competitive integrated employment.				
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
5.A.	Educating those served and their families of benefit analysis program.			
5.B.	Continue to grow relationships with employment providers (i.e. Goodwill, Abilities in Action).			
5.C.	Continue to educate the SSA team on the paths to employment and advance toward competitive employment for those served.			

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6.	GOAL: The Marion County Board of Developmental Disabilities will take measures to recruit sufficient providers to accommodate those served.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
6.A.	Increase and secure provider capacity by providing support in the certification process (Provider Network Management or PNM).			
6.B.	MCBDD will find ways to reduce the need for 30-day notices from providers.			

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7.	GOAL: The Marion County Board of Developmental Disabilities will identify, and address gaps noted in services.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
7.A.	Improving transition of supports occurring throughout the life span (EI to school-age and then leaving school-age and going into next steps).			
7.B.	Transportation continues to be a challenge for those we serve, and we will continue to address this issue and work on solutions.			
7.C.	There is a gap in support to those with extremely high needs. MCBDD is committed to train and provide necessary resources to create solutions for this population.			

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8.	GOAL: The Marion County Board of Developmental Disabilities will continue to review the effectiveness of the Early Intervention program and create necessary goals to move this program forward with more referrals and children receiving services.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
8.A.	MCBDD will continue to evaluate the partnership with Help Me Grow and improve gaps in services.			
8.B.	As the state transitions this program into the Ohio Department of Children and Youth, MCBDD will track the changes and be sure we are on-track with state mandates.			

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9.	GOAL: The Marion County Board of Developmental Disabilities will continue to strengthen relationships with Marion City and County Schools to better serve the needs of those ages 3 up to 22 years old.			
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
9.A.	Benchmark kids with SSA services, IEP meeting attendance, and identifying supported services when needed.			
9.B.	MCBDD will continue to educate school Intervention Directors/Specialists about opportunities to partner and better support this population.			

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10. GOAL: The Marion County Board of Developmental Disabilities will continue to monitor and improve housing options so people can live more independently.				
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
10.A.	Continue to collaborate with metro housing, apartment complexes, and other community resources to ensure the most appropriate setting.			
10.B.	Monitor Northland Homes to ensure they are desirable and safe.			
10.C.	Minimize vacancies to free up resources toward other opportunities.			

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11. GOAL: The Marion County Board of Developmental Disabilities will work to ensure all employees are well-informed regarding their positions within the agency.				
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
11.A.	Implement a complete revision to the MCBDD Employee Handbook.			
11.B.	Training will be planned and executed for the executive/management team.			
11.C.	Implement employee retention, development growth, and continually revisit the succession plan.			

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12.	GOAL: The Marion County Board of Developmental Disabilities will improve processes for waiver services and overall budget outcomes.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
12.A.	MCBDD will be collecting data from the Waiver Workgroup which will allow us to make informed and educated decisions.			
12.B	Align with DODD statewide standardization for rule changes to include the waiver redesign.			
12.C.	Redesign the Individual Budget Process enabling us to set necessary policies to maintain financial sustainability.			

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13.	GOAL: The Marion County Board of Developmental Disabilities will encourage the use of adaptive technology to enhance support and reduce the need for DSPs in the home and work.			
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
13.A.	Creating a Smart Space for those served, MCBDD staff, and the families/caregivers to try out equipment and become familiar with the options available.			
13.B.	Continue to find creative ways to use technology to assist those served for more independent living.			

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14.	GOAL: The Marion County Board of Developmental Disabilities will continue to monitor staff needs and facility space accommodations.			
Specific Objectives and Action Steps		2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
14.A.	Identify opportunities to provide a sensory/lactation space for those in need.			
14.B	Align our hard-document storage to match our document retention policy.			

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15.	GOAL: The Marion County Board of Developmental Disabilities will strengthen partnerships, community support, and personal relationships to provide better support, creative solutions, and more opportunities for those we serve and other stakeholders.			
	Specific Objectives and Action Steps	2024 Progress Notes	2025 Progress Notes	2026 Progress Notes
15.A.	Survey community members and other stakeholders to solicit honest feedback on their thoughts regarding MCBDD.			
15.B.	Continue to find new and creative ways to inform and include the community in the work of MCBDD.			