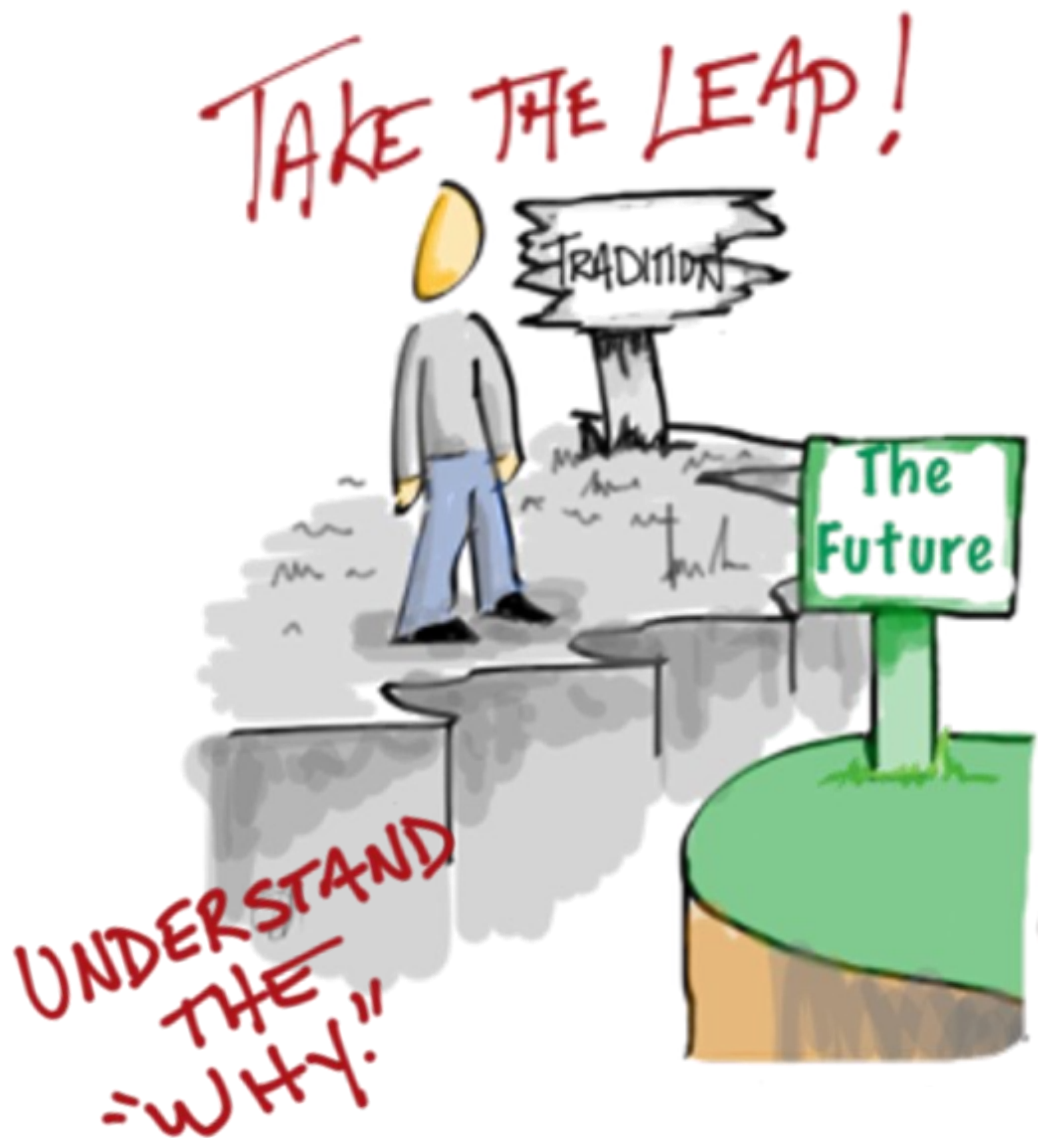




Belmont-Harrison-Noble
County Boards of Developmental Disabilities

2016-2021 STRATEGIC PLAN



MISSION

Encouraging, Supporting and Respecting People on their
Journey through Life

VISION

People are valued
for who they are
and
what they bring
to the community

VALUES

- ♦ We value people and the choices they make for their lives.
- ♦ We value the human spirit and the potential that lies within each person.
- ♦ We value supports that help people live, learn, love and have a life of their choosing.
- ♦ We value relationships that develop from common bonds and interests.
- ♦ We value Self-Determination and its dream about life that goes beyond basic needs.

EXECUTIVE SUMMARY

Before there was a sharing of administrative functions between the Belmont, Harrison and Noble County Boards of Developmental Disabilities, we shared a belief - a belief that all people have the same rights and privileges and that the community is better when we are in it together. Our “Community First” philosophy grew out of this belief and makes it possible for us to face, with confidence, changes that are coming to the system of support in Ohio. This strategic plan will direct our steps as we move into a new and exciting era.

Our three county boards have created efficiencies through our association as the BHN Alliance. We support more than 700 children and adults and their families via a person-centered approach that makes their priorities our priorities. Because of this, people are having a more natural life experience at home, school, work and play.

In 2015, the Centers for Medicare and Medicaid Services issued the order that county boards can no longer provide the services they pay for, and we have been given nine years to make the transition. That will mean different things across the three counties over the next five years.

While it is important that people have “free choice of provider,” and “conflict-free case management,” the changes are not about rules for us. They are about “why” we do what we do and that is simply this:

We know that people with disabilities will have better lives when they are connected to their community and all it has to offer.

Our strategic planning process included meetings, surveys and everyday conversations with the people we support, their families, friends, and community partners. This is what we learned - we’ve made progress, yet more needs to be done to get people fully engaged in the community.

In the summer of 2015, Good Life Facilitators Willie Jones and Pete Moore guided a discussion about what our values mean to us and what life would be

like for people if we really applied our values in what we do. We envisioned a new world where there were no budgets limiting opportunity or labels doing the same. We saw a return to a 1950s community model where the family was the center of all things and people relied on one another. The result? A life full of relationships, places and things that matter the most. Over the course of this strategic plan, we will place a 21st century sensibility on this model.

Over the next five years, the BHN Alliance will use its time, energy and financial resources to make investments into people, not programs. We will strengthen our relationships and become success partners with providers and others in the community who are making life happen for the people we support.

How we do things will change over the next decade, but we will continue to help people and their families identify what they want out of life, coordinate and provide financial supports, and make sure each one remains healthy and safe.

Stephen L. Williams
Superintendent



2016-2021 FOCUS AREAS

Self-Advocacy

Evidence-Based
Practices in Early
Childhood

Transition Planning
for School-age
Students

Provider Development
and Support

Financial Stewardship
and Sustainability

Development of
Future Leaders

Awareness



SELF-ADVOCACY - People and their families will have more choice and control over their supports

EARLY CHILDHOOD - Encourage and coach families through evidence-based practices so they are equipped with the tools they need to give their infants and toddlers the best start in life

TRANSITION PLANNING - Develop strategy for including students into their home schools; support public school students via transition planning, grants, and other activities

PROVIDER DEVELOPMENT & SUPPORT - Build competencies and capacity among our provider partners; enhance relationships, increase the number of providers based on needs identified by the people we support

FINANCIAL STEWARDSHIP & SUSTAINABILITY - Work within our means and develop creative ways to fund supports

DEVELOPMENT OF FUTURE LEADERS - Create and maintain a succession plan; provide skill development for future leaders; engage all employees so there is an understanding of the “why” behind what we do

AWARENESS - Provide information that will increase knowledge and understanding of the value of community for all people

GOAL ONE

Cultivate an environment throughout the BHN Alliance that will create opportunities for people to learn, live, work, play and contribute in the community

EARLY INTERVENTION AND SCHOOL AGE SUPPORTS

- Continue to develop and expand our partnership with Wheeling Hospital as a private vendor in Early Intervention to ensure long term sustainability of the core team model
- Establish an expectation within the Early Intervention core team members of implementing all strategies through a coaching style approach
- Continue providing activities where students at the School of Hope (Belmont) can be with their typically-developing peers in their public schools and community
- Identify a transition plan for every student enrolled at the School of Hope (Belmont)

EMPLOYMENT FIRST

- Increase the number of people employed in the community by supporting our provider partners in building their job development skills and other competencies
- Increase referrals to *Bridges to Transition* by enhancing our communication strategy with public school teachers, classroom assistants, special education coordinators, et al
- Collaborate with our provider partners by awarding Partnership Grants that support creative employment opportunities in the community
- Create the position of Benefits Analyst to provide individualized information that helps people make informed choices about community employment

COMMUNITY FIRST

- Reduce the residential waiting list by identifying shared family living and other community-based options and create sustainable, long term housing stock in partnership with the housing corporation, residential service providers and others
- Identify more natural transportation options and recruit and/or develop sufficient providers to meet the transportation needs across the Alliance
- Work with our partners to develop a more predictable and fulfilling pool of volunteer opportunities in the community

GOAL ONE

Cultivate an environment throughout the BHN Alliance that will create opportunities for people to learn, live, work, play and contribute in the community

COMMUNITY FIRST

- Enhance quality of life for those we support by locating “life outside of work” opportunities for adults by partnering with other people and organizations in the community
- Re-invent the Harrison County sheltered workshop
- Explore post-secondary options for adults who want to improve their skills through continuing education

SELF-ADVOCACY

- Support development of organized self-advocacy activities based on interest in Harrison and Noble counties
- Continue to encourage self-advocacy by locating opportunities for personal growth and development in the community through seminars, workshops, trainings, etc.
- Continue to train and employ self-advocates to assist their peers in completing service satisfaction surveys through the Quality Services Initiative



"THIS IS WHAT IT MEANS TO US!"

- | | |
|---------------------------------|---|
| - WE HAVE MADE PROGRESS | - WE ARE BACKSTAGE SUPPORTING (INVISIBLE) |
| - WE LOOK AT PEOPLE DIFFERENTLY | - SHORT TERM \$ VS. LONG TERM BENEFIT |
| - THE VALUES ARE OUR FOUNDATION | - WE OWN THIS ? WHAT IS THE NEXT STEP |
| - SHIFT TO EMPOWERMENT | |

GOAL TWO

Ensure that children have the tools, accommodations and education that enhance their abilities and promote inclusion into their schools and communities

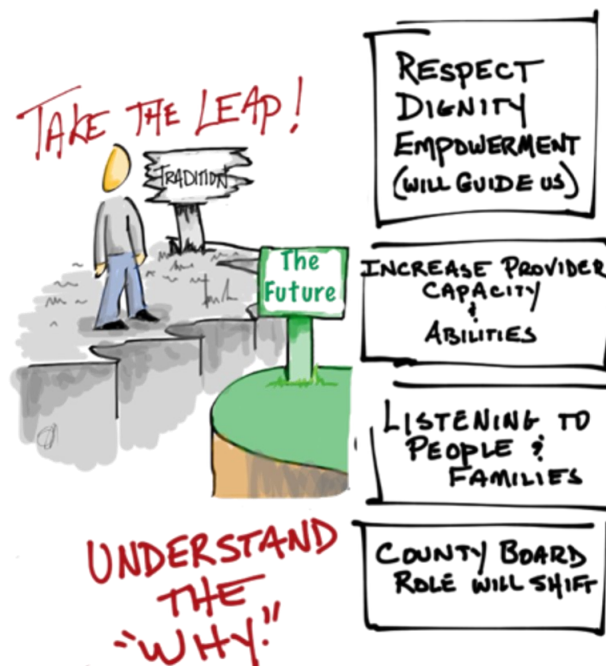
- Strengthen our commitment to *Strong Families, Safe Communities* by allocating necessary resources
- Ensure that parents/guardians/natural supports are aware of the tools and resources available that will best meet their child's needs
- Continue to develop and improve upon relationships with partnering agencies and organizations by encouraging a team approach and supporting multi-agency strategies
- Increase access to a core team of Early Intervention professionals and PLAY Project consultants across the BHN Alliance
- Expand the availability of EI team members to families through the increased use of technology in Early Intervention visits
- Expand Early Intervention supports to children ages 3-5 using a tiered system of service delivery
- Assess the Public School Grants to ensure these financial resources are maximizing the potential of students in their public schools
- Continue contracts with autism specialists to provide home support to children and parents
- Identify what parents need at home to ensure their child's success and then locate resources to meet those needs or provide Family Support Services



GOAL THREE

Reinforce the BHN Alliance's philosophy through consistent messages that help people understand the 'why' behind what we do.

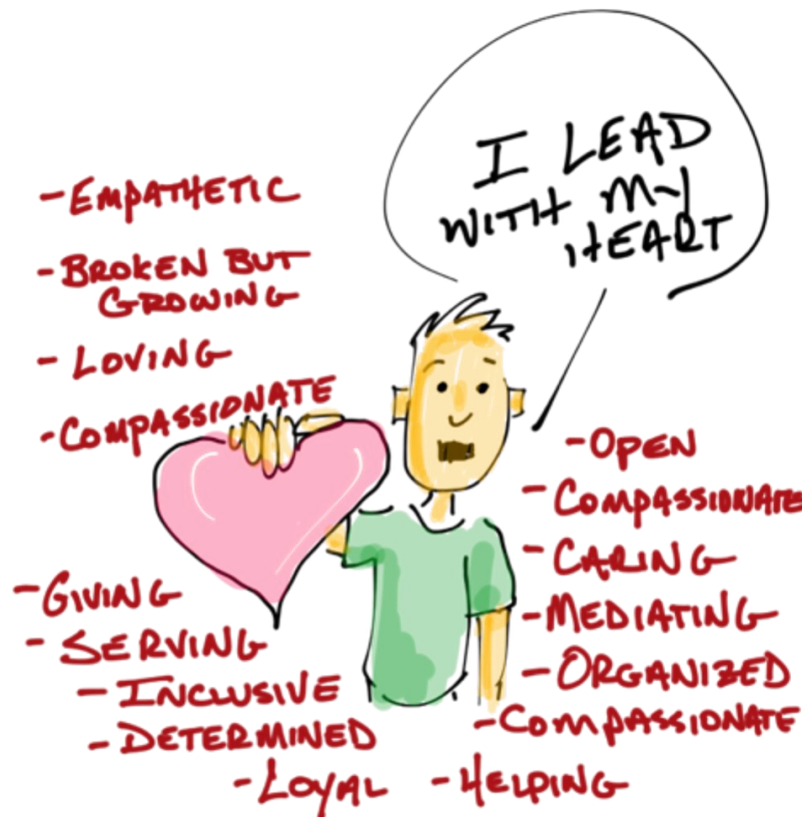
- Recruit *People First of Belmont County* as a communication partner to share our message and successes with citizens in Belmont, Harrison and Noble counties who may not understand who we are and what we do
- Improve community understanding of Board initiatives, i.e. Evidenced Based Practices in Early Intervention, the PLAY (Play and Language for Autistic Youth) Project, Autism Diagnostic Education Project (ADEP), Trauma Informed Care (TIC), *Strong Families, Safe Communities*, etc.
- Develop a presentation for public school personnel that clearly communicates our "Community First" philosophy for every person supported
- Provide training and information to newly-certified and existing independent providers on the "Community First" philosophy held for all people served by the Alliance
- Increase awareness among people supported, their families, BHN staff and partners on how working benefits people with disabilities
- Develop an Employer Recognition Program in conjunction with local Chambers of Commerce to endorse businesses that hire workers with disabilities
- Improve content and function of all websites
- Enhance our internal communications in ways that will ensure staff understand the heart of what we do — the "why" behind our "Community First" philosophy and practices
- Create FAQ papers that communicate changes in the system of support and the benchmarks that must be met



GOAL FOUR

Manage our real property, financial and human resources in ways that are efficient, productive and sustainable

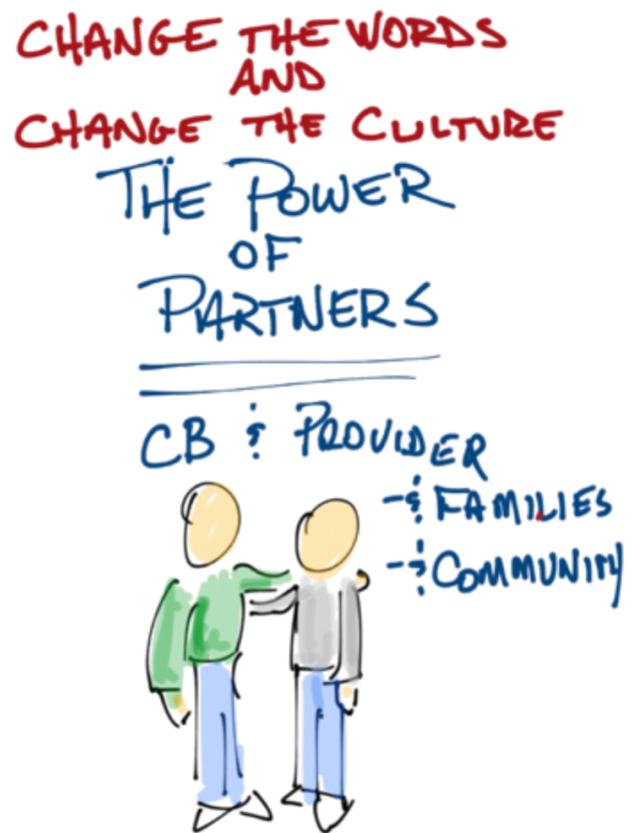
- Develop creative ways to fund supports through grants, shared services, partnerships etc.
- Ensure long term sustainability of funding by improving efficiency and effectiveness
- Preserve local dollars by maximizing the draw-down of federal funds
- Steward all funds to ensure accountability to taxpayers and people served
- Develop and maintain a succession plan to address key leadership turnover anticipated in the next five years
- Provide skill development and leadership training for current and future leaders within the BHN Alliance
- Continue to provide and enhance opportunities for college interns to experience careers in the developmental disabilities' field
- Identify ways that the Boards' real property can become a resource for the entire community



GOAL FIVE

Become the recognized leader in respect-based relationship building that nurtures people and creates a caring environment for everyone

- Strengthen our practice of Trauma Informed Care (TIC) by adopting a model that promotes a greater sense of safety, security and equality for all people supported
- Establish a *Good Life* partnership with our provider partners and nurture it with regular contact and communication
- Ensure continuous quality improvement, positive practices, strong relationships and responsive service delivery through the Quality Services Initiative
- Formally recognize the commitment of our provider partners to the people we serve (Inspiration Award)
- Develop Individual Support Plans that speak loudly and clearly to whom the person is and what is important to him/her in life.
- Create a network of friends and families across the BHN Alliance that will work to enhance the quality of life of people supported through shared community experiences
- Expand our partnership with, and connection to, providers and community organizations, i.e. ARC, PACE, Chambers of Commerce, religious groups, et al



The illustrations in this document were created by Pete Moore, who was inspired by work done at the BHN Alliance's Summer 2015 strategic planning session.

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**Belmont-Harrison-Noble
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