

2015 Annual Plan Summary

Focus Area: Promote Integrated Employment Opportunities for people with and without disabilities to work together.

Commitments:

1. Provide each person of working-age receiving services from DDS with an opportunity to engage in a process of identifying strengths, interests, preferences, and desired outcomes for community employment.
2. Collaborate with school districts to support students with disabilities to prepare for community employment.
3. Provide information to people with disabilities, families, schools, employers and providers about resources and opportunities to facilitate community employment.
4. Increase the number of people engaged in community employment.
5. Align DDS structures, processes and resources to support Integrated Employment.

2015 Annual Plan Goals

1. Expand community partnership model to engage new local business partners so that community employment options expand for people with DD.
2. Increase, from current employment rate of 9% (or 4 out of 45), to 30%, the number of transitioning youth who are employed in the community.
3. Use data from transition services to identify most/least effective strategies to getting and maintaining community employment so that agency directs program and fiscal resources efficiently.
4. Create an on-line, local employment module to accurately capture local employment data.
5. Families and transitioning youth will indicate what's working/not working in their support for community employment to inform best practices locally.
6. Support people who self-identify desire to move towards integrated employment so that they move at least one step in the journey to employment.
7. Develop paid/unpaid vocational opportunities for people with DD within HCDDS.
8. Strengthen partnership with school district representatives, Regional Autism Council, and other leaders supporting school children so that community based school programs are better equipped to serve students with more complex needs.

Focus Area: Work with Community Partners to Build Capacity for a Growing Number of Aging Caregivers and People with Disabilities

Commitments:

1. Develop new partnerships and new models of housing and supports that are responsive to the needs of aging caregivers and people with disabilities.
2. Partner with community partners to support aging caregivers to plan for the future of their family members with a disability.
3. Build a strong partnership with the Council on Aging of Southwestern Ohio so that aging caregivers and people with disabilities have access to community resources.
4. Develop data systems that generate good information about aging caregivers and people served by DDS who are aging.
5. Build the capacity of providers of community services to seniors to welcome and include seniors with disabilities.

2015 Annual Plan Goals

1. Use newly adapted Future is Now curriculum to support at least 20 families to develop an action plan for the future of their family member.
2. Remaining service facilitators, all Early Intervention staff, and Habilitation Specialists will demonstrate competence with facilitating conversations with caregivers to assist them with future planning
3. 90% of people interviewed will indicate “very satisfied” with facilitated conversations about future planning
4. Network with top 20 aging services and their point people so that people with DD who are aging have a wider range of options for quality care.

Focus Area: Strengthen Community Partnerships to improve health and behavioral health

Commitments

1. Support DD providers who successfully promote the health and behavioral health of people served by their organization. Partners: DD Provider Agencies, OPRA, DODD
2. Investigate health and behavioral health “hot spots” and plan collaborative actions to improve outcomes and reduce costs

2015 Annual Plan Goals

1. All Program Services, Early Intervention, and School staff will demonstrate basic competency in trauma informed practice and strategies.
2. Teams will use trauma informed strategies and best practice transition principles so that people leaving Southwest Ohio Developmental Center remain in community placement/homes.
3. Identify and expand current wellness activities throughout the agency so that staff and individuals partner to meet health goals.
4. Safely reduce staffing for people receiving 2:1 support so that people have greater independence.
5. 95% of staff will report satisfaction with training to prepare them to support people who have experienced trauma.
6. Document progress of individual participants in adapted Dialectical Behavior Therapy so that people participating are more able to integrate into community activities.

Focus Area: Manage Resources Fairly and Wisely

Commitments

1. Align HCDDS structures, processes, and resources with the Strategic Plan.
2. Invest in technology and analytics to collect, analyze, and use data to promote quality services and wise use of resources.
3. Partner with state departments and other entities to promote efficiencies.
4. Develop and communicate procedures for fair distribution of resources.

2015 Annual Plan Goals

1. Complete analysis of how we do our work including structure, processes, and human resources.
2. Implement recommendations from agency analysis so that work is streamlined, positions are aligned, and savings are achieved.
3. Conduct analysis of outcomes from SELF waiver pilot so that savings can be reallocated.
4. Board members will report satisfaction with data analysis provided by leadership so that board can make informed decisions.
5. Implement Communication Plan for all stakeholders that explains the current funding environment and how DDS is responding.
6. Community alternatives will be explored based on trends identified from waiver waiting list survey so that people can be connected to alternative supports to meet current needs