

Strategic Plan and 2014 Annual Plan Summary
Guiding Principles

Move toward Integration in Everything We Do

Build the capacity of community organizations to meet the needs of people with disabilities

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.

2014 Annual Plan Goals

1. Expand the membership of Employment First collaborative to implement the Employment First Policy.
2. Create a data system to identify transitioning students getting community employment.
3. Increase, by 15%, the number of transitioning youth, receiving our transitions services, who are employed in the community.
4. 75% of transitioning youth receiving our transition services who have been employed for 6 months will report satisfaction with current employment.
5. Provide at least 4 community career exploration opportunities for 15 individuals, per HCDDS adult center, who are unsure about community employment.
6. At least one individual who participated in career exploration, per adult center, will express desire to obtain community employment.
7. 90% of people participating in career exploration report satisfaction with activities.
8. Advocacy Leadership Network will meet at least 4x per adult center to discuss the value and experience of community employment with individuals who are unsure about community employment

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.

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2014 Annual Plan Goals

1. Use best practices to assist at least 20 families with aging caregivers to develop an action plan for the future of their family member.
2. All service facilitators will demonstrate competence with facilitating conversations with aging caregivers to assist them with future planning.
3. 90% of people interviewed will indicate “very satisfied” with facilitated conversations about future planning.
4. Create a data system to identify numbers and needs of aging caregivers.
5. Connect 80 seniors served by DD services and/or aging caregivers with existing senior services.

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

2014 Annual Plan Goals

1. All Program Services and Service Facilitation staff will demonstrate basic competency in trauma informed practice and strategies
2. 95% of staff will report satisfaction with training to prepare them to support people who have experienced trauma.
3. Develop agency specific wellness program for direct support professionals and individuals they support so that 50% of participants in each Northstar Advantage agency reach one personal health goal.
4. Connect 20 participants in the LIFE program to community based wellness activities.
5. Develop data systems to capture number and support needs of people in the higher funding ranges.

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.

2014 Annual Plan Goals

1. Conduct an analysis of how we do our work including structure, processes, and human resources.
2. Develop a data reporting system summarizing focus area data.
3. Board members will report satisfaction with data and updates received.
4. Develop a Communication Plan for all stakeholders that explains the current funding environment and how DDS is responding.