



Henry County Board of DD Strategic Plan 2023 – 2025

Introduction

The 2023 – 2025 Strategic Plan provides a planning framework for the Henry County Board of Developmental Disabilities as required by sections 5126.04 and 5126.054 of the Ohio Revised Code and DODD Rule 5123-4-01. This document was formulated with input obtained from individuals, caregivers, board members, staff, providers of service, and advocates in the community by means of a public survey, open meetings, and administrative analysis. The results of the survey, meetings and analysis have been incorporated into this plan. Based on this information, focus areas for the next three years were developed. Beyond the focus areas identified in this plan, each department and/or service area has additional goals and objectives that support the effective operation of programs and services which ensure appropriate services and support are available. To ensure accountability, an annual progress report will be prepared and made available. This plan is about supporting people with disabilities and their families as part of the community. This plan is also about advocacy, education, and partnerships within the community. The intent is that this document will assist the Board in accomplishing its mission.

Mission Statement

HOPE Services is committed to creatively working in partnership with eligible individuals and their families to discover, pursue, and achieve what is important to them.



Value Statement

HOPE Services - Henry County Board of Developmental Disabilities is fair and consistent while treating individuals, families, staff and the public with respect and dignity, and shall ensure the health and safety of individuals by:

Commitment to Individuals and Family Involvement – HOPE Services respects those we serve as valued individuals and members of our community. We shall protect their access to equal rights.

Respect and Positive Thinking – HOPE Services respects and values its employees and the public as partners. We shall maintain positive thinking by promoting idea-sharing, viewing challenges as opportunities, and accomplishing goals for individuals, families, staff, and the public.

Program Strength – HOPE Services will offer a variety of valued choices and options by remaining open-minded and innovative to meet the needs and desires of individuals served,

Financial Responsibility – HOPE Services shall operate with fiscal responsibility, openness, and responsiveness to public input.

Ethical – It is the expectation of the Board that all service components operate in an ethical manner.

Compliance – HOPE Services staff shall consistently follow written policies and procedures to maintain a positive and productive work environment, which will ultimately benefit the individuals and their families.

Public Access to Information

This plan will be posted on the Board’s website www.henrydd.org. Hard copies can be obtained by contacting the Board office at 419-599-2892.

The meetings of the HOPE Services Board of Directors are open to the public in compliance with section of 121.22 of the Ohio Revised Code.

Board meetings shall be conducted monthly. Information regarding the date, time, and location of each Board meeting will be published in the local newspaper, listed on our website (www.henrydd.org) and published on Facebook prior to any Board meeting. Board results are sent via press release to area newspapers, local radio stations. Individuals wishing to address the Board may do so during any meeting when the Board President requests for “public comment”.

Board records are open to public review, subject to state and federal statutes governing public access and confidentiality. Individuals requesting to review Board documents should call 419-599-2892.

All Board offices are accessible to individuals with disabilities. If you need help finding the appropriate service in the community or any Board Program, call 419-599-2892 and ask for the Service and Support Administrator Director. If you are specifically interested in services for a child under three years of age, you may also contact our Director of Early Intervention Services at the HOPE, 419-599-2892. All information and referral services are provided by the Board without regard to eligibility for services.

Board Services

Early Intervention provides supports and services for families and children, birth to three years of age, designed to meet the developmental needs of the infant or toddler, and their family. Our team of early childhood professionals consists of a Service Coordinator (SC), Developmental Specialist (DS), Speech and Language Pathologist (SLP), Physical Therapist (PT) and Occupational Therapist (OT). Services are provided in the home, community, or other places where the child regularly spends time.

Administrative Offices and Support Services assist eligible Henry County individuals and their families to obtain appropriate services, safeguards the rights for Henry County individuals with developmental disabilities guaranteed by the Ohio Revised Code, and monitors services which are provided to individuals with developmental disabilities.

Transportation HOPE Services via contract with Certified Waiver Providers and Henry County Transportation Network provides services for individuals to and from home, community, employment, social activities, medical/personal appointments, and other locations. Emphasis is placed on providing safe and reliable transportation which promotes community inclusion with a priority of community employment.

Residential Services are monitored by HOPE Services. Administrative offices are located at 135 East Maumee Avenue, Napoleon, Ohio. The Henry County Abilities Resource Council, Inc. (HARC, Inc.) operates via contract with the Henry County Board of Developmental Disabilities as a non-profit housing corporation which provides housing for individuals with developmental disabilities.

Service and Support Administration services are provided by HOPE Services. Responsibilities of this program include eligibility determination, information and referral activities, service coordination, service monitoring, advocacy, supported living, waiver services, waiting list administration, quality assurance, major unusual incident review and assessment, and crisis intervention. Information and referral activities are without regard to eligibility for services.

Community Relations, Special Olympics and Advocacy are facilitated by HOPE Services to increase inclusion of individuals within Henry County. Henry county athletes have a wide range of sports and recreational programs to participate in throughout the year. Voices of Hope is the local advocacy group that meets throughout the year to increase their voices within their community. HOPE Services also works with local school districts, employment vendors, businesses, and individuals to explore and advocate for individuals on their pathway to employment.

Family Support Services are provided by HOPE Services. This program promotes the unity of the family by providing financial assistance to families with eligible children and adults living at home who have extensive needs. Assistance is provided to families to help meet the unique needs of individuals with developmental disabilities on a first come, first serve basis. This program's success is based on coordination, access of community resources, shared funding and public awareness with families and other agencies providing support to individuals with developmental disabilities. Examples of services available include respite care, financial assistance to purchase adaptive equipment, special diets, home modifications such as ramps and other needs requested by the family.

Focus Areas and Goals

The Board along with administrators met in November 2022 to review this information. An intentional effort was made to align local priorities in the Board's strategic plan with those areas that have been identified as primary concerns to the developmental disabilities field in Ohio as a whole. This plan identifies those goals the Board will focus on during the next three years.

Sustainability

The term sustainability includes making decisions that consider both the long-term and the immediate impact of those decisions. For the Board, sustainability includes maintaining long-term fiscal responsibility, ensuring that an adequate and trained workforce is available, maintaining the support of the community, and that the mission of the Board will continue long into the future. To address sustainability the Board will:

- Manage and monitor waiver and local services to maximize federal and state dollars.
- Assure that federal, state, and local financial resources are available to maintain long-term sustainability
- Collaborate and support a system that recruits, develops, and retains a quality workforce.
- Review and revise employee personnel policies.
- Discuss and be aware of the ever-changing industry.
- Continue to monitor the needs and services as it relates to our need for a county waiting list.

Advocacy and Empowerment

The developmental disabilities field continues to strive for greater independence, and less dependence, for individuals with developmental disabilities and their families. By assisting the individuals, we serve to have a greater voice over events and actions that impact their lives, we can increase meaningful participation in the community. To support advocacy and empowerment for individuals and families served by the Board we will:

- Strengthen community inclusion opportunities, supports, and successes.
- Increase community connections for individuals living, working, and participating in the community.
- Continue to promote a culture of person-centered planning.
- Increase the use of technology to improve the use of effective communication and provide greater independence.
- Ensure that parents are aware of resources, tools and supports available to meet their children's and family's needs.
- Ensure that individuals receive services in the most integrated setting appropriate to their needs.
- Expand school age and integrated recreational programs.
- Seek out additional transportation options for individuals.

Provider/Partner Support

The Board has always depended on private providers to ensure that individuals receive necessary services. The Board and providers need to cooperate effectively to maintain effective services. In addition to service providers, the Board will seek to further enhance relationships with other entities to help solve mutual issues that affect individuals we serve. To improve provider/partner support the Board will:

- Collaborate with providers to support recruitment and retention of direct service professionals (DSP).
- Expand our work with public and private schools to enhance the transition process for children as they transition from EI to preschool.
- Increase the number of individuals of working age engaged in community employment.
- Evaluate the need for resources for youth in crisis/multi-system youth.
- Expand options for accessible housing.
- Meet with each newly certified independent provider within sixty (60) days of providing services.

Community Awareness and Engagement

To be truly successful in meeting its mission the Board needs the involvement of the entire community. This requires that the Board be proactive in maintaining the trust of the community through transparency in operations and maintaining open and honest communication with the public. To support community awareness and engagement the Board will:

- Increase community understanding and county board identity.
- Remain fiscally transparent and increase awareness to the public.
- Continue to build community relations.
- Improve community knowledge and understanding of Evidence Based Practices in EI, PLAY Project, Autism Diagnosis Education Project (ADEP), and Trauma Informed Care.
- Continue to promote community employment.

General Information

The Henry County Board of Developmental Disabilities is made of seven members. Board members serve without compensation. Board members are appointed to four-year terms by the Henry County Commissioners and the Henry County Probate Judge.

Mr. Kent Beilharz, President
Mrs. Nelda Irving, Secretary
Mrs. Nichole Tripp
Mr. Daniel Bischoff

Mrs. Monica Atkinson, Vice President
Mr. Greg Heath
Ms. Amy Rosebrock

Seeing Potential - Inspiring Opportunities