1. **Consumer Perspective**

**VISION:** To support children of Fayette County through best practices by partnership with other community agencies.

1. Establish a Trauma Informed Care culture to support community needs.
2. Facilitate TIC “102 Training” for interested Community

Providers.

DODD has been contacted regarding Fayette County Community interest for a 102 training.

1. Develop a TIC support group to help providers practice

TIC principles.

1. Identify a TIC consultant for community providers.

Contacted the Fayette County Family and Children First Council to request Cheryl Binegar, TIC Trainer, to be added to this membership to begin discussions on TIC for our community.

1. Expand community partnerships to meet the broad needs of children.

a. Identify and enhance social media opportunities for

learning.

b. Expand community outreach groups to benefit families.

(Positive Parenting training from Children’s Hospital)

c. Identify best practice models for children and foster

implementation of such.

(Positive Parenting training from Children’s Hospital)

**VISION:** To support adults by developing a broader network of community opportunities.

1. Educate the community on the philosophy of “Community First”.

a. Focus on increasing and educating our volunteer partners

on our mission.

b. Develop an educational campaign to highlight the

mission of service delivery.

c. Increase presence at community professional

organizations to highlight our mission.

Cheryl Binegar, SSA and TIC Trainer, has joined the Fayette County Family and Children First Council.

(2) Expand the provider pool.

a. Explore and secure grants to promote provider

expansion.

Partnering with regional counties and SOCOG to promote technology support. Grant funded by DODD and OSU Nisonger’s Center

b. Establish a myriad of incentive opportunities to encourage

local provider expansion.

c. Expand the use of technology to enhance service delivery.

Increased number of people using technology supports.

Met with a new Waiver Provider of technology supports who is interested in serving people in Fayette County.

(3) Enhance community work opportunities

a. Create transportation opportunities which enable

individuals to expand employment.

b. Create a customized employment practice model to market

to potential businesses.

Our Lead Employment Navigator, Cheri Cummings, has started discussions with OOD and Employment Providers on Customized Employment.

c. Capitalize on continuing education opportunities for

interested individuals.

1. Financial Perspective

VISION: Assure fiscal integrity through best practice policy implementation.

(1) Establish a 5 year budget projection

1. Complete a cost projection tool - Completed
2. Complete a waiver projection tool

(2) Manage operational overhead in accordance with established

Annual budget.

1. Establish departmental budgets-Completed
2. Designate quarterly budget meetings

(3) Enhance revenue streams as opportunities become available

1. Search for available/applicable grants- On going
2. Utilize state sponsored funding opportunities i.e. Capital Housing Funds. (Received funding for two homes 2018/2019)

(4) Manage administrative office re-location in the most fiscally

reasonable manner possible.

1. Identify possible re-location opportunities
2. Determine best opportunity and secure
3. Complete re-location by 2020.

1. Employee Perspective

VISION: Create an agency which mirrors a “best place to work” model.

(1) Initiate a wellness atmosphere to promote healthy lifestyles.

1. Implement a wellness program designed to motivate staff to see a primary care physician and complete biometrics on an annual basis. (We received a three year wellness strategy plan from Well Works that encompasses our initiatives, the third party administrator affiliated with USI at a $$ cost to the board. We need a 45 day lead time to implement the program.)
2. Offer ergonomic evaluations of workspaces to all staff members. (Ergonomic evaluations of workspaces are a service that the Bureau of Workers Compensation includes in our premiums. The SSA department staff members have had their workspaces evaluated last fall by Greg Nartker, Ergonomic Specialist AT BWC. We will revisit the need/interest for evaluations for any school or EI staff members the first quarter of 2019. We will revisit evaluations for those staff members who move office locations upon completion of the relocation.)
3. Complete a wellness culture audit to determine staff interests for planning wellness events at the workplace (In Process)

(2) Promote educational opportunities to enhance professional

development. (Needs further development)

1. Organize quarterly lunch and learns.
2. Evaluate strengths and weaknesses of our team members and plan/schedule trainings accordingly. (Positive Parenting Training from Children’s Hospital)
3. Publish an electronic calendar of available trainings.

(3) Initiate a salary and benefit study to determine fair market

value.

1. Survey other County Boards of DD with similar demographics (size, area).
2. Survey local employers with similar positions.
3. Compare our agency with national statistic’s.

(In Process: Teachers, Educational Aides, Bus Drivers, Preschool Coordinator, Speech Therapist, School Administrative Assistants, Superintendent Executive Assistants, substitute teachers, Special Education Directors, salaries have been reviewed with data complied from Miami Trace, Washington City Schools, Bright Local School, Ross County Board of DD, Fayette Count Board of DD, Highland County Board of DD, Fairfield Schools and Lynchburg School.)

1. Communication/Public Relations

VISION: Foster a well-informed community who understands the mission of the agency.

(1) Enhance internal communication to promote teambuilding and assure consistent messaging.

a. Create an electronic site that defines identity standards for

branding and includes standardized agency forms.

b. Create an internal agency blog and encourage employees

to post information about related workplace topics.

c. Organize brainstorming groups to help staff members

connect and encourage new ideas for the agency.

d. Promote the use of technology for better communication.

(2) Increase utilization of public relations platforms to share “our story” with the community.

a. Develop a rebranding strategy to assure consistent

messaging in all written products.

b. Develop a quarterly radio segment to publicize information,

highlight county board efforts.

c. Reformat the social media platform to enhance targeted

communication.