Erie County Board of Developmental Disabilities

STRATEGIC PLAN
2024-2026

Carrie Beier, Superintendent
4405 Galloway Rd Sandusky, OH 44870 419-626-0208

OUR MISSION
TO INSPIRE, EMPOWER AND SUPPORT INDIVIDUALS AND THEIR FAMILIES.

OUR VISION
INDIVIDUALS WILL ACHIEVE PERSONAL SUCCESS.

OUR CORE VALUES

- Integrity and Trust
- Mutual Respect
- Collaboration and Teamwork
- Equality
- Personal Responsibility

OUR GOALS

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<td>Services for Individuals &amp; Families</td>
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- Erie County Board of Developmental Disabilities
- Strategic Plan 2024-2026
**People Served & Community**
- Provider Support
- Communications
- Services for Individuals & Families

- Support service providers in their efforts to maintain staffing levels to provide quality services to individuals.
- Explore and identify strategies to support providers and increase the pool of providers.
- Create and implement a comprehensive external communication plan that increases community awareness of the board’s mission, vision and values.
- Continue to promote and strengthen partnerships with community stakeholders to improve outcomes for the individuals we serve.
- Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.
- Formalize a process of ongoing evaluation of the Board’s current website and media tools to identify appropriate areas for improvement.
- Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff.
- Identify strategies to foster and promote staff engagement and collaboration within the agency.
- Continue to identify and implement innovative self-advocacy practices or protocols for people with developmental disabilities.
- Expand the reach of Early Intervention and Home Visiting services to engage families as early as possible.
- Collaborate with community stakeholders to explore and expand housing opportunities for individuals we serve.
- Support the continued advancement of assistive technology resources for individuals with developmental disabilities.

**Workforce**
- Staff Recruitment & Retention
- Communications

- Create and implement a comprehensive external communication plan that increases community awareness of the board’s mission, vision and values.
- Continue to promote and strengthen partnerships with community stakeholders to improve outcomes for the individuals we serve.
- Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.
- Formalize a process of ongoing evaluation of the Board’s current website and media tools to identify appropriate areas for improvement.
- Continue to provide comprehensive professional development and training programs that enhance staff knowledge, skills and abilities.
- Formalize targeted efforts to promote, strengthen and enhance the agency’s positive culture.
- Identify comprehensive recruitment and retention practices, with the aim of stabilizing turnover rates among staff.
- Foster a diverse, equitable and inclusive workplace culture that celebrates and values differences through Diversity. Equity and Inclusion awareness and education.

**Operations & Business**
- Communications
- Fiscal Management & Operational Excellence
- Facilities & Technology

- Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff.
- Identify strategies to foster and promote staff engagement and collaboration within the agency.
- Ensure fiscal responsibility, accountability and optimization of resources.
- Develop a plan to enhance community understanding and awareness of the Board’s financial status.
- Maintain facilities and infrastructure that align with the Board’s strategic priorities.
- Conduct an ongoing comprehensive assessment of physical security measures of facilities and grounds to implement best practices.
- Conduct an ongoing comprehensive assessment of cybersecurity measures to identify areas of improvement and implement best practices.
Objective 1 | Continue to identify and implement innovative self-advocacy practices or protocols for people with developmental disabilities.

Objective 2 | Expand the reach of Early Intervention and Home Visiting services to engage families as early as possible.

Objective 3 | Collaborate with community stakeholders to explore and expand housing opportunities for individuals we serve.

Objective 4 | Support the continued advancement of assistive technology resources for individuals with developmental disabilities.
GOAL 2  Provider Support

Objective 1  Support service providers in their efforts to maintain staffing levels to provide quality services to individuals.

Objective 2  Explore and identify strategies to support providers and increase the pool of providers.
Goal 3

Staff Recruitment & Retention

Objective 1
Continue to provide comprehensive professional development and training programs that enhance staff knowledge, skills and abilities.

Objective 2
Formalize targeted efforts to promote, strengthen and enhance the agency’s positive culture.

Objective 3
Identify comprehensive recruitment and retention practices, with the aim of stabilizing turnover rates among staff.

Objective 4
Foster a diverse, equitable and inclusive workplace culture that celebrates and values differences through Diversity, Equity and Inclusion awareness and education.
**GOAL 4**  
**Communications**

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