



# STRATEGIC PLAN

## 2024-2026

Carrie Beier, Superintendent

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### 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



Equality

Collaboration and Teamwork



Personal Responsibility

## OUR GOALS



GOAL #1

### Services for Individuals & Families



GOAL #2

### Provider Support



GOAL #3

### Staff Recruitment & Retention



GOAL #4

### Communications



GOAL #5

### Fiscal Management & Operational Excellence



GOAL #6

### Facilities & Technology





# 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.
- 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.

### Operations & Business

- Communications
- Fiscal Management & Operational Excellence
- Facilities & Technology

- 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.
- 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.





## GOAL 1

# Services for Individuals & Families

Objective 1 | Continue to identify and implement innovative self-advocacy practices or protocols for people with developmental disabilities.

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

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

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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.

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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.

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

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

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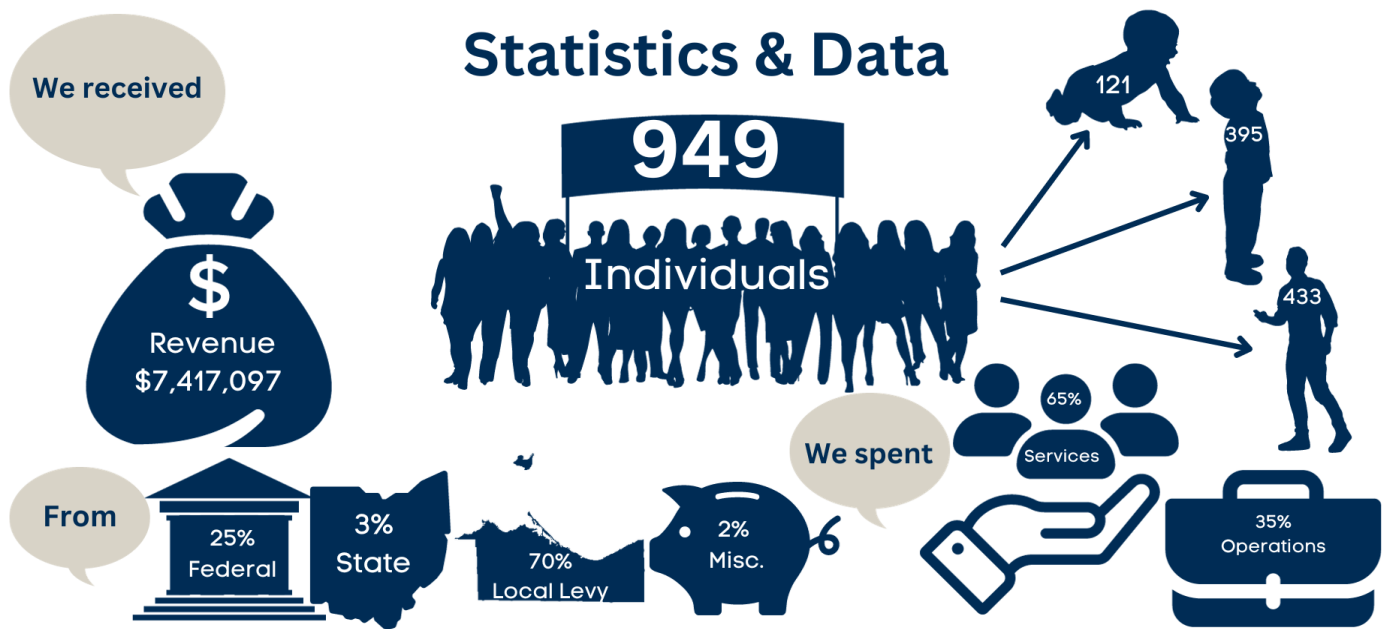
Objective 4 | Foster a diverse, equitable and inclusive workplace culture that celebrates and values differences through Diversity, Equity and Inclusion awareness and education.



## GOAL 4

# Communications

- Objective 1 | Create and implement a comprehensive external communication plan that increases community awareness of the board's mission, vision and values.
- Objective 2 | Continue to promote and strengthen partnerships with community stakeholders to improve outcomes for the individuals we serve.
- Objective 3 | 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.
- Objective 4 | Formalize a process of ongoing evaluation of the Board's current website and media tools to identify appropriate areas for improvement.
- Objective 5 | Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff.
- Objective 6 | Identify strategies to foster and promote staff engagement and collaboration within the agency.



## GOAL 5

## Fiscal Management & Operational Excellence

Objective 1 | Ensure fiscal responsibility, accountability and optimization of resources.

Objective 2 | Develop a plan to enhance community understanding and awareness of the Board's financial status.





## GOAL 6

# Facilities & Technology

Objective 1 | Maintain facilities and infrastructure that align with the Board's strategic priorities.

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Objective 2 | Conduct an ongoing comprehensive assessment of physical security measures of facilities and grounds to implement best practices.

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Objective 3 | Conduct an ongoing comprehensive assessment of cybersecurity measures to identify areas of improvement and implement best practices.