Each summer, the Montgomery County Board of Developmental Disabilities holds Career Exploration and Work Experience Boot Camps (above) to help teenagers with developmental disabilities explore work options and develop skills needed for future employment.
The past 12 months have been a time of change, challenge and opportunity for the Montgomery County Board of Developmental Disabilities Services. Changes included the ongoing transition of the Adult Services and Transportation Programs to local private providers, the downsizing of many valued staff to support the service transition, and the retirement of long-time superintendent, Nancy Banks.

Our challenges included the realignment of staff and resources to correspond to our new operational requirements; the loss of revenue from our Adult Services and Transportation Programs; the psychological impact of the Oregon District shootings; and the devastation caused by the Memorial Day tornadoes. Let me take this opportunity to express our appreciation to local law enforcement and our community, county, and state resources as we provide recovery services to those impacted.

Our providers and staff went FAR beyond the expected during and after the storms, providing unbelievable care and support to neighbors with developmental disabilities. The loss of personal property and property damage experienced by 179 people served by our board was met for some through a fund established with The Dayton Foundation. We would like to thank the dozens of people and organizations throughout the state that generously gave to this fund to restore household goods and furnishings for people with developmental disabilities that were lost in the tornadoes.

Opportunities have arisen through the changes and challenges, enabling us to organize our teams to increase efficiencies and outcomes while we continue to provide outstanding services for people with developmental disabilities in Montgomery County. Several providers in Montgomery County have been working with our Board to participate in the Provider Partnership Project sponsored through the Ohio Association of County Boards of DD. This project focuses on quality outcomes and best practices in the private provider community. Additionally, we started a pilot project with Oakmont Schools to encourage high school students to study the field of direct services for people with developmental disabilities. The pilot is part of an initiative by the Ohio Provider Resource Association, and our former superintendent has agreed to provide leadership as an instructor in the program.

We look to next year with the determination to continue to provide quality and innovative services for people with developmental disabilities, and do so realizing that we have financial challenges that must be addressed. In the past 10 years, the number of people our agency supports via waiver funding has more than doubled, straining our financial resources. This increase, combined with the loss of all revenue from our Adult Day and Transportation services programs and county boards’ new obligation to cover state-mandated increases in the hourly pay rate for Direct Support Professionals and non-medical transportation providers, creates a situation where additional funds are required.

Our leadership team will continue to seek efficiencies to stretch current funds as far as possible, while discussing plans and possibilities that increase revenue, so we can continue to provide the highest level of quality services and innovative supports for people with developmental disabilities in Montgomery County.

Thank you for your continued support.

Dr. Pamela Combs
Superintendent
Richard Conley (above), a member of the MCBDDS Voices Matter Self-Advocacy group, co-taught two trainings in 2019 to Public Health-Dayton and Montgomery County staff on how to improve service outcomes for people with developmental disabilities.

Our Mission
Empowering people with intellectual and developmental disabilities to live productive and rewarding lives aligned with their goals and choices.

Our Vision
A community where individuals with intellectual and developmental disabilities are valued, respected and integrated into open and barrier-free environments where they can thrive.

What is a County Board?
County Boards of Developmental Disabilities were created by Ohio statute to meet the needs of people with developmental disabilities. There is one County Board of Developmental Disabilities in every county in Ohio.

What are Developmental Disabilities?
Developmental Disabilities are conditions due to an impairment in physical, learning, language or behavior areas that impact a person’s day-to-day functioning. Developmental disabilities emerge between birth and age 22, and usually last throughout a person's lifetime.

Many different types of developmental disabilities exist, and most are caused by a complex mix of factors, which may include genetics, parental health and behaviors, complications during birth, prenatal or early childhood infections, and prenatal or early childhood exposure to environmental toxins.
Our Impact: How We Help

The Montgomery County Board of Developmental Disabilities Services is the local government agency that coordinates services and funding for eligible children and adults who are residents of Montgomery County and have a qualifying diagnosis of an intellectual or developmental disability.

Connecting People to Critical Services
Our agency connects people to critical services in the community, and coordinates services and funding, which includes, but is not limited to:

- Case Management, also known as Service and Support Administration
- Transportation Services
- Employment Support Services
- Adult Day Services
- Safety and Protection Services, to address abuse and neglect
- Residential Services, to include rental homes in the community, supported living homes and Intermediate Care Facilities

Strengthening Families
We also offer a variety of direct services to individuals with developmental disabilities that are locally funded through the Montgomery County Human Services Levy. These services are designed to help families who wish to continue to support their child in their home, including:

- Early Intervention Services for children from birth to age 2
- Mental Health Services tailored to the needs of people with developmental disabilities
- Behavior Support Services
- Respite Services through our Recreation Department
- Family Support Services, including adaptive equipment, respite care and scholarships

Supporting Community Integration
We help ensure that individuals with developmental disabilities have the chance to live freely in the community by offering:

- Residential Placement Services for those who wish to live in an integrated setting in the community
- Recreation Services that offer opportunities to participate in community activities
- Self-advocacy programming to develop confidence, assert independence, to lead to decision-making
- Crisis Intervention Services to help people who have faced abuse or neglect, or have experienced the loss of a loved one
The MCBDDS Voices Matter Self-Advocacy group (above) holds an annual Conference each year with members of the Greene County Board of DD to help people with developmental disabilities learn how to advocate for themselves. 2019 marked its fourth consecutive event, which attracted more than 300 people.

People Served

4,976 People who received critical services in 2018

1,486 People for whom the Board administered federal funding for waiver services

1,484 Children served through the Board's Early Intervention program

93% surveyed agree that the Board meets the needs of people with DD in Montgomery County

Number of health and safety investigations and reviews undertaken on behalf of individuals served

999

4,800+ received community-based Recreation Services

639 Children whose families received respite services through the Board's Recreation program
Accomplishments

During 2018 and 2019, the Montgomery County Board undertook the following initiatives related to its strategic plan goals, and responded to challenges as follows:

- Supported 222 individuals currently employed in the community, and helped 76 individuals find employment (YTD 2019)
- Opened new Adult Interim Care Home, increasing capacity to serve individuals in need of emergency transitional housing and respite
- Launched partnership with Oakmont Schools to train high school students to become Direct Support Professionals (C3PO program)
- Delivered quarterly Behavior Support trainings for residential and day services provider staff
- Recruited three new day services providers to Montgomery County, and provided support for expansion of three existing providers’ programs
- Improved Safety and Protection services to crime victims with two staff completing 32 hours of Advanced Specialized Forensic Interview Training
- Completed 65 percent of Waiting List Assessments in advance of Ohio DODD’s December 2020 deadline (There are currently 485 people on the Waiting List.)
- Hosted eight Parent Connections events for families of infants and toddlers, including two trainings for parents
- Provided Mental Health support to day program participants in wake of Oregon District shootings
- Held three Recreation Summer Camp sessions for school-age children
- Launched Concert Club and Community Exploration Group to provide more integrated recreational opportunities for individuals
- Helped facilitate creation of first fully integrated Optimist International Group for people with DD
- Hosted three Career Exploration Boot Camp sessions and one Work Experience Boot Camp program with the Greene County Board of DD, providing 25 Montgomery County teenagers with the opportunity to develop employment skills
- Provided relocation and support services to 179 adults impacted by Memorial Day tornadoes, and supported residential providers in their efforts to serve affected individuals. Planned and hosted Provider “Hero” recognition event to recognize provider staff who went above and beyond in caring for those affected
- Partnered with Greene County Board of DD to host third annual Self-Advocacy Conference at Wright State University for individuals with DD
- Launched innovative collaboration with Dayton Metro Library to expand collection of accessible materials
- Created and presented two 1.5 hour “Improving Service Outcomes for People with DD” trainings to Public Health–Dayton & Montgomery County staff
- Initiated contact with Miami Valley Regional Planning Commission to ensure that input from people with DD is considered in regional transportation planning initiatives
- Facilitated representation of persons served on Miami Valley Regional Planning Commission’s Human Services Transportation Coordination Council
- Facilitated meetings between self-advocacy group and Miami Valley Regional Planning Commission’s Sustainable Planning Director; U.S. District Court Judge Walter H. Rice; new Montgomery County Commissioner Carolyn Rice; and new County Board Superintendent Dr. Pamela Combs
How We Are Funded

County Boards of Developmental Disabilities are mandated by Ohio law to coordinate services and funding for people with developmental disabilities who meet state criteria for eligibility. Funding for those services comes from a combination of federal, state and local dollars. The local portion of the funds is provided through a series of property tax levies, including the Montgomery County Human Services Levy and a 1 mill levy established in 1977 that is collecting at 1977 property values.

Waiver and Non-Waiver Services

Funding for services may be delivered through a mechanism called a waiver, which relies on a combination of federal and local funds. Once a person receives a waiver, they are guaranteed this funding for their lifetime as long as they continue to reside in Ohio, and the Ohio county that granted the initial waiver funding is responsible for continuing to grant the level of waiver funding they authorized. In Montgomery County, 1,486 people with developmental disabilities currently have waivers.

The Montgomery County Board of Developmental Disabilities pays 37 cents of every dollar for waiver-authorized services, and the federal government pays 63 cents. This match from the federal and state governments brings approximately $64 million into area businesses. Services for children and adults who do not have waivers, which represents 65 percent of the people served by the Montgomery County Board of Developmental Disabilities, are paid primarily through local levy dollars.

Fiscal Challenges

The Montgomery County Board now faces significant fiscal challenges because:

- The number of people our agency supports via waiver funding more than doubled between 2009 and 2019.
- The percentage of funding the Montgomery County Board of Developmental Disabilities was required to cover for waiver recipients grew from 27 percent in State Fiscal Year (SFY) 2010 to 37 percent in SFY 2020.
- In 2019, MCBDDS lost $7 million in annual revenue from the transition of Adult Day and Transportation Services to meet requirements of the federal government’s Conflict-Free Case Management mandate.
- County boards are now obligated to cover state-mandated increases in the hourly pay rate for Direct Support Professionals and non-medical transportation providers, which will be a projected annual increase of $1,146,117.
2018 Financials
The Montgomery County Board of Developmental Disabilities Services strives to operate in a frugal, fiscally responsible manner, and continually assesses its operational needs to ensure efficiencies while maintaining quality services and supports for Montgomery County residents with developmental disabilities.

Funding Sources: $53,111,253

63.55% Local funds (LOC), funded through property tax levies, including the Montgomery County Human Services Levy and a 1 mill levy specific to the Montgomery County Board of Developmental Disabilities

19.81% Federal funds (FED)

11.06% State funds (STA)

5.58% Other funding sources (OTH)

Expenditures by Program Area: $51,871,572

46.59% Service Coordination (SSA) (includes waiver match)

21.02% Adult Services (ASV) (phased out 6/30/19)

9.50% Early Intervention (EIN)

8.93% Transportation (TPT) (phased out 12/31/18)

4.57% Miami Valley In-Ovations Housing Corporation (HOU)

2.68% Family Support Services (FSS)

2.01% Mental Health (MHL)

1.94% Safety and Protection (SNP)

1.49% Recreation (REC)

1.27% Behavior Support (BHS)
Memorial Day 2019
Tornadoes

As tornadoes bore down on Trotwood and other Montgomery County communities the evening of Memorial Day, County Board staff knew that many of the people they served were in danger. That’s why, in the hours immediately following, employees of the Board acted quickly to determine the safety and whereabouts of every person with developmental disabilities who receives services from the County.

Staff went into the stricken communities, searching for missing individuals with developmental disabilities who did not have family supports. They physically relocated some of the individuals whose homes were damaged or destroyed by the storms, along with providers, and coordinated an array of services for those affected, including:

- Providing and maintaining generators
- Delivering and/or coordinating food and water
- Salvaging and moving appliances and furniture from damaged properties
- Daily monitoring of vacant properties to discourage property damage and looting
- Offering support to provider (direct care) agencies who serve people with developmental disabilities
- Facilitating the lease of temporary housing for individuals receiving services and for provider agencies serving people with developmental disabilities
- Coordinating and carrying out cleanup efforts on properties of people served
- Providing mental health supports and services to people traumatized
- Communicating about disaster relief and recovery resources

In total, 179 individuals who receive services from the Montgomery County Board of Developmental Disabilities were directly affected by the Memorial Day tornadoes, and 60 of those resided in properties that sustained damage. The Board held a recognition event June 21 to recognize the direct care staff and Board employees who worked so hard to provide support during and after the tornadoes. The event was attended by provider leadership, provider direct care staff, Ohio Department of Developmental Disabilities Director Jeff Davis, State Senator Peggy Lehner, State Representative J. Todd Smith, Trotwood Mayor Mary McDonald, Montgomery County Commissioner Judy Dodge, Montgomery County Administrator Michael Colbert, Ohio Provider Resource Association President and CEO Peter Moore, and many others.
The Montgomery County Board of Developmental Disabilities provides more than 1,788 people with case management services (also known as Service and Support Administration). Kimberly Crowell, an SSA (above left), works with Sarah Eastabrook (above right) and Sarah’s support team to help Sarah reach her goals.

**Annual Plan Focus Areas: 2020**

- Provider Support
- Quality Services
- Residential Support
- Self-Advocacy
- Community Employment
- Community Integration

**Provider Support Deliverables**

- Assist providers in recruitment and retention of staff by:
  - Coordinating three Hiring Events to support recruitment of provider staff
  - Promoting awareness of Direct Support Professionals career field through communication tools and supports

- Promote collaboration among providers and with Board to improve service delivery for individuals by continuing to host 10 provider workgroup meetings annually to address issues of concern

- Offer quarterly trainings to day service and residential provider agencies on general behavior support concepts to assist them in serving individuals with challenging behaviors

- Offer training to providers and community agencies regarding dual diagnosis and best practices when working with individuals with a dual diagnosis of intellectual disability and mental illness

- Support prospective providers in their efforts to become DODD certified, and develop and establish programs in Montgomery County

- Explore and assist in expansion of Community Connections Career Partnership-Ohio (C3PO) program

- Coordinate three provider/transition fairs

- Explore the viability of developing an Employment Connections program

- Provide annual agency-wide MUI, UI and Rights training to County Board staff and Board members through BODD training system and to residential and independent providers as requested

- Expand and enhance mobile workforce as agency staff continue to increase their presence in the community

- Evaluate the newly-initiated after-school program for possible expansion

- Explore expansion of new respite programs

- Meet with each newly-certified independent provider within 60 calendar days of the provider’s selection to confirm that the provider understands the Individual Service Plan and their responsibilities, and ensure that the provider has contact information for the County Board
Annual Plan Focus Areas: 2020

Quality Services Deliverables

- Collaborate with County Board teams on technical solutions that enhance programs and services
- Conduct one agency-wide Consumer Satisfaction Survey annually, gathering input from individuals, family members and guardians for use in improving services/service delivery
- Implement new waiting list requirements as outlined in Ohio Administrative Code (OAC) 5123:9-04 HCBS Waiting List 2018-02-14
- Conduct annual Trends/Patters MUI Stakeholder Committee meetings as mandated by the Ohio Revised Code (ORC) 5123:2-17 in March of 2020. Provide timely follow-up on any identified recommendations initiated by the committee
- Increase Mental Health Supports and Services’ monthly program productivity by 10 percent compared to 2018-19, and actively seek ways to increase both service hours provided and revenue generated by the program
- Implement utilization of therapeutic behavioral services to maximize potential billing opportunities and ensure best use of Mental Health Services’ billable time
- Prepare for Commission on Accreditation of Rehabilitation Facilities (CARF) survey with a focus on new and expanded technology standards
- Expand and enhance mobile workforce as agency staff continue to increase their presence in the community
- Enhance community awareness of MCBDDS through the re-branding of the Parent and Child Enrichment (PACE) Early Intervention Program
- All Early Intervention direct service staff will participate in trainings and complete follow-up activities recommended by the Ohio Department of DD to support work towards the full implementation of the Primary Service Provider (PSP) approach to Early Intervention
- Expand Early Intervention service delivery options through a virtual platform for interested families
- Provide each of the four Early Intervention regional teams with a Play Project Home Consultant by sending an additional staff person through the training and certification process
- Offer at least three Parent Connections parent training sessions on various topics within the goal cycle. Interested staff will serve as trainers
- Explore collaborative opportunities with community agencies and possible funding options for Early Intervention teams to be supported by an Infant Mental Health Early Childhood consultant
- Implement and monitor respite program for children under the age of six if determined appropriate
- Establish a new position of “Quality Outcomes Specialist” within Board operations that bridges the implementation and follow-through of prevention and corrective measures across Board operations and involved contracted residential agencies to ensure positive quality outcomes for individuals served and families affected by Major Unusual Incidents
- Have three Investigative Agents complete Project Find-Advanced Specialized Forensic Interview Training sponsored by The Adult Advocacy Center to help improve services to crime victims with developmental disabilities
- Support individuals and families in efforts to learn more about day, employment, transportation and residential providers serving Montgomery County by continuing to highlight new providers through new provider videos; in Board Bits newsletter, e-newsletter and on website; and at least one Provider Fair annually

Residential Support/Expansion Deliverables

- Cultivate new private housing providers by targeting agencies not currently operating in Montgomery County to address emergency and respite housing needs
- Explore potential sources of funding and/or collaboration to assist Miami Valley In-Ovations (MVIO) Housing Corporation with fiscal sustainability
- Educate individuals, families and guardians about Remote Monitoring and Support technologies to promote greater independence through communiqués, including the Board Bits newsletter, e-newsletters, website, and Provider Fairs
- Develop an additional property to meet increased need for community housing (Intermediate Care Facility downsizing) to include single unit accessible apartments or accessible developments
- Explore integration of Remote Supports into shared residential settings to increase efficiencies and to redistribute Direct Support Professionals (DSPs)
- Update literature and website to include residential options, including Intermediate Care Facility placement options
- Expand Remote Support and Shared Living placements
- Hold a minimum of two Remote Support Fairs
- Continue to make progress towards the successful privatization and sustainability of Miami Valley In-Ovations (MVIO)
- Provide housing support for those served by MCBDDS who were impacted by the 2019 Memorial Day tornadoes
- Explore the potential of developing respite programs for children under the age of six
Annual Plan Focus Areas: 2020

Person-Centered Planning/Self-Advocacy Deliverables
- Help community-based self-advocacy group members develop self-advocacy skills by scheduling and making specific skill-related presentations at group meetings
- Develop and implement initiative that helps interested and experienced self-advocates learn how to mentor others
- Work with community-based self-advocacy group members to develop disability awareness/sensitivity/customer service trainings for community groups. Schedule two community presentations
- Host fourth annual community-based Self-Advocacy Conference, open to individuals and advocates from Montgomery County and neighboring counties
- Develop a Speakers Bureau comprised of staff members and people with developmental disabilities who can tell the story of the Board and provide trainings to people about issues related to developmental disabilities
- Create year-long multimedia campaign focused on explaining how the County Board works with people to create outcomes that improve their lives and make for a stronger and more inclusive community
- Support individuals who receive services and their families in connecting with resources that can help them address their needs and improve their quality of life through Facebook, a resource publication, and other tools
- Explore expansion of special projects legal counsel representation to support increased due process hearings; inquiries from third party legal entities; legal sanctions impacting individuals served; and ongoing consultation regarding DD policy and rule issues

Community Integration Deliverables
- Develop initiatives with at least two community agencies to promote greater understanding of developmental disabilities so they can better integrate people with such disabilities into their planning for everyday service delivery
- Refer 15 individuals to Board’s employment Recreation Program to assist them with integration into existing community-based opportunities for socialization and volunteerism
- Define agency’s brand promise to help people better understand the Board’s role and work in the community, and create mechanisms and strategies to implement branding across all communications
- Facilitate exit and Intermediate Care Facility downsizing waiver enrollment and corresponding residential placements as requested by Ohio Department of DD or designee
- Deliver training to providers or community agencies regarding dual diagnosis and best practices when working with individuals with a dual diagnosis of intellectual disability and mental illness; to include quarterly Crisis Intervention Training with law enforcement
- Explore collaboration between the Recreation Department and Parent Connections staff to increase respite opportunities for families whose children ages 0 to 5 are medically fragile
- Expand the number of individuals utilizing Shared Living services

Community Employment Deliverables
- Prepare 50 individuals to work with Opportunities for Ohioans with Disabilities and/or employment providers in preparation for pursuit of community employment
- Track and follow individuals in community employment placements to assess success of provider placement efforts
- Add an additional provider offering employment-specific services in Montgomery County
- Connect three day and employment providers with community agencies in need of volunteers to support community integration, volunteerism and job skills development for individuals
- Monitor newly-initiated Community Connections Career Partnership-Ohio (C3PO) in coordination with Oakmont Schools and local providers

Doug Stevens (middle) recently celebrated his 20th anniversary as an employee of Triad Technologies in Vandalia.
Strategic Plan: 2020-2023

Guiding Principles

- The health and safety of individuals, and the quality of services they receive, is of prime importance.
- Individuals have the right to make choices about how they live and work.
- The Board will develop, support and assist providers to promote choices and quality services for individuals.
- The Board is dedicated to educating and equipping the community to assist with the integration of people with developmental disabilities.
- The Board will continue to be a responsible steward of taxpayer dollars.

Focus Areas

- Advocate for—and deliver—quality services.
- Promote person-centered planning and self-advocacy.
- Expand and enhance residential services offerings.
- Grow community employment opportunities.
- Support integration of people with developmental disabilities into the community.
- Increase support for adult day, employment, residential and transportation service providers in Montgomery County.

The Montgomery County Board of Developmental Disabilities offers employment navigation supports. Jarrod Lovett (above) chooses to work six days a week, splitting his time between Brookville-based manufacturer McGregor Surmount and a local Steak 'n Shake restaurant.

Brenda Martin (center) placed fourth in the 2019 "Art & Soul" statewide juried art competition for her piece titled "Stormy Skies."
Focus Area: Quality Services

- Conduct one agency-wide Consumer Satisfaction Survey annually, gathering input from individuals, family members and guardians, for use in improving services/service delivery (2020-2021)
- Support individuals and families in efforts to learn more about day, employment, transportation and residential providers serving Montgomery County by continuing to highlight new providers through communications tools and Provider Fairs (2020-2021)
- Provide opportunities for parents to network and seek support from other parents (2020-2021)
- Provide Behavior Support services to individuals who experience challenges associated with service transitions (2020-2021)
- Expand Early Intervention service delivery options through a virtual platform for interested families (2020-2021)
- Have Early Intervention direct service staff participate in trainings and complete follow-up activities recommended by the Ohio Department of DD to support work towards full implementation of the Primary Service Provider (PSP) approach (2020-2021)
- Conduct annual Trends/Patterns MUI Stakeholder Committee meetings as mandated in Ohio Revised Code (ORC) 5123:2-17. Provide timely follow-up on any identified recommendations initiated by the committee (2020-2021)
- Implement new waiting list requirements per Ohio Administrative Code (OAC) 5123-9-04 HCBS Waiting List 2018-02-14 (2020-2021)
- Implement utilization of therapeutic behavioral services to maximize potential billing opportunities and ensure the best use of Mental Health Services staff’s billable time (2020-2021)
- Prepare for 2021 DODD Accreditation by implementing recommendations to enhance training and change systemic monitoring in the areas of Service Planning, Medication Administration, Behavior Support, Remote Supports and Assistive Technology, and Outcome Monitoring (2020-2021)
- Prepare for 2021 Ohio Department of Developmental Disabilities Accreditation by implementing 2019 Mid East Ohio Regional Council (MEORC) recommendations to enhance training and change systemic monitoring in five key areas (2020-2021)
- Collaborate with MCBDDS teams on technical solutions that enhance programs and services (2020-2021)
- Deploy statewide web-based rating system to help individuals and families evaluate providers (2020)
- Establish a new position of “Quality Outcomes Specialist” within Board operations that bridges the implementation and follow-through of prevention and corrective measures across the County Board and involved contracted residential agencies to ensure positive quality outcomes for individuals served and families affected by Major Unusual Incidents (2020)
- Explore collaborative opportunities with community agencies and funding options for Early Intervention teams to be supported by an Infant Mental Health Early Childhood consultant (2020)
- Prepare for CARF survey with an increased focus on new and expanded technology standards (2020)
- Offer at least three Parent Connections training sessions for families receiving Early Intervention Services (2022)
- Provide the four Early Intervention regional teams with a PLAY Project Home Consultant by sending an additional staff person through training and certification process (2022)
- Enhance community awareness of the County Board through re-branding of the PACE Early Intervention program (2022)
- Prepare for 2021 Ohio Department of Developmental Disabilities Accreditation by implementing 2019 Mid East Ohio Regional Council (MEORC) recommendations to enhance training and change systemic monitoring in the areas of Service Planning, Medication Administration, Behavior Support, Remote Supports and Assistive Technology, and Outcome Monitoring (2022)
- Offer training courses to help provider agencies improve service delivery and reduce turnover (2023)
- Increase Mental Health Supports and Services’ monthly program productivity by 10 percent compared to 2018-19, and actively seek ways to increase both service hours provided and revenue generated by the program (2023)
- Implement and monitor respite program for children under age of six if determined appropriate (2023)

The prevalence of autism increased 242 percent between 2000 and 2014. The Centers for Disease Control and Prevention’s Autism and DD Monitoring Network reported the increase, and stated that it is mostly due to a greater understanding of autism and increased service availability.
The Montgomery County Board of Developmental Disabilities provided mental health support to participants of United Rehabilitation Services’ day program in the wake of the tragic shootings in the Oregon District.

Focus Area: Person-Centered Planning/Self-Advocacy

- Enhance and include new Ohio Department of Developmental Disabilities statewide Individual Service Plan and assessment into the Individual Service Planning (ISP) process to ensure that all stakeholders, from individuals and families to providers and caseworkers, are engaged in helping individuals with developmental disabilities live rewarding lives (2020-2021)

- Incorporate financial management and healthy lifestyle education into ISP process to assist individuals in making decisions (2020-2021)

- Develop and present training that helps community-based self-advocacy group members learn how to advocate with elected officials that includes basic etiquette, talking points and follow up (2020-2021)

- Help community-based self-advocacy group members develop self-advocacy skills by providing specific skill-related presentations at group meetings (2020-2021)

- Develop and implement initiative that helps interested and experienced self-advocates learn how to mentor others (2020-2021)

- Work with community-based self-advocacy group members to develop disability awareness, sensitivity and customer service trainings for community groups. Schedule two community presentations a year (2020-2021)

- Develop Speakers Bureau comprised of staff members and people with developmental disabilities who can tell the story of the Board and provide trainings to people about issues related to developmental disabilities (2020-2021)

- Increase support for individuals who receive services and their families in connecting with resources that can help them address their needs and improve their quality of life through social media, a resource publication, and other tools (2022)

- Create multi-year multimedia campaign focused on explaining how the County Board works with people to create outcomes that improve their lives and make for a stronger and more inclusive community (2020-2023)

- Explore expansion of special projects legal counsel representation to support increased due process hearings; inquiries from third party legal entities; legal sanctions impacting individuals served; and ongoing consultation regarding DD policy and rule issues (2023)

90% surveyed agree that the Board supports self-advocacy efforts
Focus Area: Residential Services

- Cultivate new private housing providers by targeting agencies not currently operating in Montgomery County to address emergency and respite housing needs (2020-2021)
- Explore potential sources of funding and/or collaboration to assist Miami Valley In-Ovations (MVIO) Housing Corporation with fiscal sustainability (2020-2021)
- Educate individuals, families and guardians about Remote Monitoring and Support technologies to promote greater independence through communications and Provider Fairs (2020-2021)
- Expand Remote Support and Shared Living placements (2020-2021)
- Provide ongoing housing support for those served by the County Board who were impacted by the 2019 Memorial Day tornadoes (2020-2021)
- Explore integration of Remote Supports into shared residential settings to increase efficiencies and redistribute Direct Support Professionals (2022)
- Hold two Remote Support Fairs (2022)
- Continue to make progress towards the successful privatization and sustainability of Miami Valley In-Ovations (MVIO) Housing Corporation (2023)
- Explore the potential of developing respite programs for children under the age of six (2023)
- Develop an additional property to meet increased need for community housing (Intermediate Care Facility downsizing) to include single unit accessible apartments or accessible developments (2023)

Focus Area: Community Employment

- Participate with other employment agencies in creation of Miami Valley Job Development Collaboration initiative to support employers’ workforce needs (2020-2021)
- Place individuals in jobs through use of Miami Valley Job Development Collaboration (2020-2021)
- Prepare 50 individuals to work with Opportunities for Ohioans with Disabilities and/or employment providers in preparation for pursuit of community employment (2020-2021)
- Track and follow individuals in community employment placements to assess success of provider placement efforts (2020-2021)
- Add an additional provider offering employment-specific services in Montgomery County (2020-2021)
- Connect three day and employment providers with community agencies in need of volunteers to support community integration, volunteerism and job skills development for individuals (2020-2021)
- Prepare transition-age youth for the working world through Career Exploration and Work Experience Boot Camps (2020-2021)
- Monitor newly-initiated Community Connections Center Partnership-Ohio (C3PO) program in coordination with Oakmont Schools and local providers (2022)
- Continue to work with media and local business leaders to promote the benefits of hiring and employing individuals with developmental disabilities (2023)
- Expand community integration opportunities through the Recreation Department and Employment Recreation Specialists by 10 percent (2023)

Anna Schultz (center) was recently recognized by the Board for her long-term commitment to providing care for her former sister-in-law, Tonya Hatfield (right).
Focus Area: Community Integration

- Collaborate with Regional Transit Authority (RTA) to offer training for individuals on the use of public transit (2020-2021)
- Develop and share stories about the contributions of individuals with intellectual and developmental disabilities through media outlets and other means (2020-2021)
- Help members of countywide self-advocacy group identify priorities, secure self-advocacy training, and develop new plans of action (2020-2021)
- Develop trainings—or piggyback on existing trainings offered in the community—to educate specific groups about intellectual and developmental disabilities, including healthcare workers, law enforcement and first responders (2020-2021)
- Facilitate exit and Intermediate Care Facility downsizing waiver enrollment and corresponding residential placements as requested by Ohio Department of DD or designee (2020-2021)

Focus Area: Provider Support

- Meet with individuals and family members to identify types of programming and services desired; share this information and demographic information about individuals currently receiving services from MCBDDS with providers to help them align their service offerings (2020-2021)
- Assist providers in recruitment and retention of staff by coordinating three Hiring Events and promoting awareness of Direct Support Professionals’ career field through communication tools and supports (2020-2021)
- Promote collaboration among providers and with County Board to improve service delivery for individuals by continuing to host 10 provider workgroup meetings annually to address issues of concern (2020-2021)
- Offer quarterly trainings to day service and residential provider agencies on general behavior support concepts to assist them in serving individuals with challenging behaviors (2020-2021)
- Support prospective providers in their efforts to become DODD certified, and develop and establish programs in Montgomery County (2020-2021)
- Coordinate three Provider/Transition Fairs (2020)
- Expand and enhance mobile workforce as agency staff continue to increase their presence in the community (2020-2021)
- Provide annual agency-wide Major Unusual Incident, Unusual Incident and Rights training to County Board staff and Board members through the BODD training system, and to residential and independent providers as requested (2020-2021)
- Explore and assist in expansion of Community Connections Center Partnership-Ohio (C3PO) program (2022)
- Evaluate via survey the newly-initiated after-school program for possible expansion (2022)
- Explore expansion of new respite programs (2023)
- Explore the viability of developing an Employment Connections program (2023)
Leadership Team

Superintendent  
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MCBDDS Board of Trustees

President of Board  
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Vice President  
James Zahora

Secretary  
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Sharon King-Roberts

William Linesch

Naima Quarles-Burnley, J.D.

Board Members of County Boards of Developmental Disabilities are appointed to their positions for four-year terms. Five members are appointed by the Montgomery County Commissioners, and two are appointed by the Montgomery County Probate Judge. Of the members appointed by the Commissioners, at least two shall be relatives of people eligible to receive services from the agency, and whenever possible, one shall be a relative of a person eligible for Adult Services, and the other a relative of a child eligible for Early Intervention Services. Of the two Probate Judge appointees, at least one shall be a relative of a person eligible for residential services or supported living.