Photos taken prior to COVID-19 pandemic

Annual Report 2020
Annual Plan 2021
Strategic Plan 2021-2024
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Please note: Photos where social distancing is not observed were taken prior to the COVID-19 pandemic, in the timeframe reflected by the report.

Equipping people with developmental disabilities (DD) to pursue lives of their choosing is an important part of the work of the Montgomery County Board of Developmental Disabilities. Here, a group of adult advocates visits a local high school classroom to promote self-advocacy among students with DD.
Superintendent’s Message

V is for Vaccine Victory! What a year we’ve had as a system and as a community! A heartfelt THANK YOU to everyone for supporting people with developmental disabilities in Montgomery County! A special shout-out to Montgomery County Public Health and to Ziks Family Pharmacy for making our MCBDDS COVID-19 vaccination clinics possible. As of the publication of this report, we’ve assisted with more than 5,000 vaccinations!

The preparedness and resiliency of our Board was tested repeatedly during the 12-month period from July 1, 2019 to June 30, 2020. But every challenge presents an opportunity, and MCBDDS staff rose to the occasion, working with County officials and local provider agencies to ensure that people with developmental disabilities (DD) received the quality care they needed.

Our priority as an agency is to ensure the health and safety of people with developmental disabilities. In May 2019, a chain of tornadoes devastated large areas of Montgomery County and the surrounding region, leaving thousands of people homeless or with extensive damage to their residences, including 179 people with developmental disabilities. In the months following these storms, our staff worked around the clock with provider agencies to relocate displaced people and connect them with much-needed resources. I offer heartfelt thanks to the generous donors who contributed to our Emergency Relief Fund, and am happy to report that all the individuals affected by the tornadoes, including 60 of those who lived in properties that sustained major damage, are settled in new homes.

Because the shortage of direct care staff continued to have such a critical impact on the health and safety of people with developmental disabilities, MCBDDS funded a new initiative to support the development and education of Direct Support Professionals (DSPs). This program, known as Community Connections-Career Partnership Ohio, offered high school students hands-on learning experiences in direct care while earning credits toward graduation. Seven students participated in the pilot, held at Liberty High School, and five earned a certificate of completion that allowed them to begin working in the field immediately following graduation. This collaboration between MCBDDS, Liberty High School, Oakmont Education, the Dayton Urban League, the Ohio Provider Resource Association and several provider agencies was so successful that the Board plans to underwrite the program for a second year.

The COVID-19 pandemic presented an enormous challenge to health and safety, and changed the way everyone conducted business. Thankfully, the remote work infrastructure we had in place prior to the Governor’s March 2020 Stay-at-Home Order allowed our staff to adapt quickly to the need for virtual service delivery. Although our buildings closed to the public, our staff continued working, making adjustments as the situation evolved and service delivery requirements changed.

Our communications team educated stakeholders about the virus and the importance of face coverings, hand washing, social distancing and cleaning protocols, while Service and Support Administrators and Developmental Specialists worked from kitchen tables and home offices to coordinate services for children and adults. Videoconferencing allowed us to continue providing early intervention therapies, mental health counseling and behavior support services, and deliver a wide variety of daily recreation activities. We even held our monthly meetings with parents and self advocates via video, and launched a Recreation Facebook group to help people maintain social connections. All of these initiatives were incredibly well received.

Because County Boards of Developmental Disabilities are charged with supporting people with DD as well as the providers that serve them, we created a Pandemic Resource Center at our Northview building, where we gathered and distributed Personal Protective Equipment, food, medical and cleaning supplies to ensure that families and Montgomery County-based service providers had the resources they needed to keep people with developmental disabilities healthy and safe. Our thanks to the Montgomery County Commissioners and the County’s Human Services Levy for providing the funds needed for this venture. We also developed a quarantine plan, securing space, resources and staffing to ensure that people with developmental disabilities would have a temporary place to live if one of their family members or housemates became infected with COVID-19. As the virus began to spread, we played an important role in educating provider agencies about new requirements, and provided them with funds and ongoing support.

As we look ahead, we will continue to innovate, with the goal of delivering best-in-class services to people that need them, while seeking efficiencies that allow us to maintain a fiscally responsible outlook.

Thank you for your confidence in our agency. We appreciate your continued support of our mission.
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 through 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
During the COVID-19 pandemic, our Recreation Team (above) shifted gears, delivering programming remotely to individuals using videoconferencing technology. "The Zoom recreation activities have really and truly saved our daughter, as I’m sure they have many others," said Karme Raggio, a parent of a person served by MCBDDS.

<table>
<thead>
<tr>
<th>People Served</th>
<th>Number of health and safety investigations and reviews undertaken on behalf of individuals served</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5,595</strong> People who received critical services in 2019</td>
<td><strong>977</strong></td>
</tr>
<tr>
<td><strong>1,505</strong> People who receive federal funding for waiver services</td>
<td><strong>4,800+</strong> received community-based Recreation Services</td>
</tr>
<tr>
<td><strong>1,634</strong> People who receive federal funding for waiver services</td>
<td><strong>639</strong> Children whose families received respite services through the Board's Recreation program</td>
</tr>
<tr>
<td><strong>93%</strong> surveyed agree that the Board meets the needs of people with DD in Montgomery County</td>
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</tbody>
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Accomplishments

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

- Supported 290 individuals currently employed in the community, and helped 117 individuals find employment.
- Funded the Community Connections-Career Partnership Ohio program to support the development and education of Direct Support Professionals. Sponsored in partnership with Oakmont Schools, the Dayton Urban League, the Ohio Provider Resource Association, and five day and residential service providers, this program combined classroom instruction with paid, hands-on internships with private providers. Five of seven students graduated from the course, taught by former MCBDDS Superintendent Nancy Banks.
- Developed initiatives with the Dayton Metro Library and Centerville-Washington Park District to promote greater understanding of developmental disabilities so these agencies can better integrate people with DD into their planning for everyday service delivery.
- Implemented waiver efficiencies that resulted in reconciliation of $11 million in authorized service funding, providing MCBDDS with an additional $4 million of cash on hand during the COVID-19 response.
- Expanded integration of remote supports into shared residential settings by 10 percent, supporting efforts to promote greater independence for individuals and assist in addressing the statewide shortage of Direct Support Professionals.
- Maintained 100 percent 24-hour reporting compliance and 30-day investigation closure compliance rates for the MCBDDS Investigative Team, exceeding the statewide average.
- Improved Safety and Protection Services to crime victims, with four staff completing 32 hours of Advanced Specialized Forensic Interview training.
- Cultivated four new private housing providers to address emergency and respite housing needs, ensuring a greater variety of service options and augmenting the residential network available to people with developmental disabilities in Montgomery County.
- Created and shared news materials, social stories and videos to help individuals and their caregivers better understand COVID-19.
- Developed and launched Pandemic Resource Center to provide individuals with developmental disabilities and their providers with Personal Protective Equipment, medical and cleaning supplies, and meals.
- Expanded mobile workforce capability to include more than 75 percent of agency staff, enhancing the Board’s presence throughout the County. Implemented virtual resources to aid in service delivery and business.
- Launched emergency telehealth services to meet the urgent mental health needs of the DD community in response to COVID-19.
- Shifted in-person behavior support trainings for providers and family members to videos and other distance learning formats.
- Transitioned all eligibility and service activities to virtual methods for interested families, including service and support administration, early intervention, behavior support, mental health and recreation.
- Adjusted Parent Connections education and group activities for families of infants and toddlers to virtual offerings, and created videos to allow parents to access educational content at their convenience via YouTube.
- Provided direct and virtual support and education to teens with DD through School to Adult Life Transition Series activities.
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, 1,634 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 faced 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.
2019 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 County residents with developmental disabilities.

Funding Sources: $48,998,804

65% 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

20% Federal funds (FED)

11% State funds (STA)

4% Other funding sources (OTH)

Expenditures by Program Area: $46,769,962

41% Waiver Match and Medicaid Administration Fee (WVM)

25% Service Coordination (SSA)

13% Early Intervention (EIN)

8% Adult Services and Transportation (ASV) (phase-out completed 6/30/19)

3% Miami Valley In-Ovations Housing Corporation (HOU)

2% Safety and Protection (SNP)

2% Mental Health (MHL)

2% Family Support Services (FSS)

2% Behavior Support (BHS)

2% Recreation (REC)
In February 2020, Ohio Department of Developmental Disabilities Director Jeff Davis spent a day touring the Montgomery County Board of Developmental Disabilities’ programs and facilities.

Davis, who was accompanied by MCBDDS Superintendent Dr. Pamela Combs and members of the agency’s Leadership Team, visited many programs unique to Montgomery County, including one of two Adult Interim Care Homes operated by the Board that provide emergency shelter to individuals with developmental disabilities who are in crisis. He also visited MCBDDS’s Recreation Services program, which promotes socialization, fitness and activity for children and adults and provides respite services for families.

MCBDDS also showcased its Mental Health Supports and Services program during his visit. This program is the only program of its kind in the state that provides services uniquely tailored to the needs of people with developmental disabilities. All programs highlighted are funded through the Montgomery County Human Services Levy.

Davis’s tour included a stop at Liberty High School, where MCBDDS funded a new initiative to support the development and education of Direct Support Professionals (DSPs). This program, known as Community Connections-Career Partnership Ohio, offers students hands-on learning experiences in direct care while earning credits toward high school graduation. A collaboration between MCBDDS, Liberty High School, Oakmont Education, the Dayton Urban League, the Ohio Provider Resource Association and several provider agencies, this program has been so successful that the Board plans to underwrite the program for a second year.

Davis visited the MCBDDS Recreation Services program—one of many services unique to residents of Montgomery County.

During his visit, he met with students from Liberty High School who are participating in a Direct Support Professional development program.
Memorial Day 2019 Tornadoes: An Update

One year after a series of tornadoes devastated wide swaths of Montgomery County, recovery continues.

In total, 179 people who receive services from the Montgomery County Board of Developmental Disabilities were directly impacted by the storms, 60 of whom resided in properties that sustained significant damage. In the days that followed, MCBDDS staff worked with these individuals to find temporary housing and recover or replace furniture, household goods, food and other essential items.

Many people impacted by the tornadoes experienced significant emotional trauma, and MCBDDS’s Mental Health Services team provided counseling to help them address their storm-related fears in a constructive and positive way.

The Board also assisted residential providers in the aftermath, delivering generators, food, water and maintenance support to homes, and facilitating the lease of temporary housing for a local Intermediate Care Facility.

Miami Valley In-Ovations (MVIO) Housing Corporation, a housing provider for people with developmental disabilities, saw one of its homes completely destroyed and two severely damaged. These homes have been completely rebuilt or are in the final stages of construction. MVIO insurance coverage, matched with grants from the CareSource Foundation and the Ohio Department of Developmental Disabilities, funded the cost of reconstruction.

A message from Assistant Superintendent Kamarr Gage

It has been another year of challenges, opportunities and progress for the Montgomery County Board of Developmental Disabilities Services. The community continues to heal after the impact of the Oregon District shootings, our staff continued to assist individuals with recovery efforts from the Memorial Day tornadoes, and the agency continued to evolve operations to improve efficiencies. The efforts of local law enforcement, other first responders, and community, county, and state leaders continue to strengthen our citizens’ resolve, and we are thankful for their support.

The challenges of the last year have not stopped MCBDDS from moving forward. Two of the three homes destroyed by the 2019 Memorial Day tornadoes have been rebuilt with significant improvements to accessibility, and the third will be finished by the end of 2020. These three new homes will house up to 12 individuals served by our board.

We thank the caring people and organizations throughout the state who donated funds to help us resettle these individuals. The tornadoes also gave our agency the opportunity to make enhancements to operations by building our remote work infrastructure and capabilities. By implementing these plans, we determined that the Board could close the Ritchey Center and relocate its staff to our Northview campus or our Southview Center.

Throughout these challenges, Board staff demonstrated their commitment to quality services by meeting all local, state and federal guidelines regarding service provision.
Adapt. Pivot. Shift. Modify. These words and many others associated with the idea of change have come to define how organizations responded to the COVID-19 pandemic. While no organization could truly be prepared for its impact, thankfully MCBDDS had already laid much of the groundwork it needed to address the challenges the outbreak presented.

Reinventing Service Delivery
During the previous ten months, our agency had been moving toward remote service delivery, providing front-line staff with laptops, cell phones, and the infrastructure needed to work from community-based locations. When it became apparent that a Stay-at-Home order was imminent, our staff shifted to remote work, delivering Service and Support Administration, Early Intervention, Mental Health, and Behavior Support Services from their homes via video and telephone thanks to the support of our hard-working Information Technology team.

The first three months of the pandemic were marked by change. Our teams adapted as the situation evolved and new requirements came into play. Our Communications Team educated stakeholders about the virus, along with operational changes and new mandates, while our Recreation program reinvented itself, developing and delivering new offerings such as exercise and craft classes, trivia contests, dance parties and more via the Zoom platform.
In This Together
With Personal Protective Equipment (PPE) in short supply early on, our Residential and Family Services Team created a Pandemic Resource Center, sourcing medical, sanitary and cleaning supplies that providers, individuals and families needed to stay safe. When critical supplies such as masks and hand sanitizer were difficult to find, the generosity of local companies and organizations helped ensure that the people we serve had the resources they needed. We'd like to extend special thanks to One Tray, Belle of Dayton Distillery, and Staley Whiskey Distillery, and Resilience Dayton Mutual Aid Coronavirus Response (in partnership with Oakwood High School) for donating much-needed PPE. We'd also like to acknowledge the efforts of Becky Jarvi, Brenda Worland, Lois Hutchinson, Faith and Ruby Renner, and the Brookville Sewing Group, who contributed hand-made masks—some of which were adapted for children or people with specific types of disabilities.

When the Governor's Stay-at-Home order came, MCBDDS was able to lessen the burden on families and providers by offering free meals for individuals. These meals and much of the PPE were purchased with funds from the federal CARES Act and the Montgomery County Human Services Levy. Our thanks to our County Commissioners and administration for their financial assistance, and for backing our provider support efforts and quarantine plans to support people with developmental disabilities.
COVID-19: The Human Impact

When the Governor and the Ohio Department of Health closed schools, canceled large events and ultimately issued the Stay-at-Home Order in March 2020 due to COVID-19, it had a dramatic impact on the lives of people with developmental disabilities—especially those in shared living settings.

These folks, who were accustomed to traveling about in the community, suddenly saw their world shrink as the Ohio Department of Developmental Disabilities, provider agencies, local businesses and governments took steps to protect people from the virus. Day service programs were closed. Outings were cancelled.

Finding Ways to Cope

These changes upset many people, who could not understand why their lives were being turned upside down. To help address this confusion, MCBDDS’s Behavior Support Team created a series of illustrated Social Stories to explain the reasons for the changes and offer ways to cope. These stories included:

- What the Coronavirus Is
- Why We Wear Face Masks
- What Social Distancing Is, and Why It Is Necessary
- Why Day Programs are Closed
- Why Our Schedules Have Changed
- How to Greet People without Shaking Hands
- What To Do When I Feel Bored
- What To Do When I Feel Lonely
- Why We Might Use Video to Consult a Doctor

One of the most difficult challenges presented by the pandemic were the “no visitor” policies adopted by many providers in an effort to keep the people they served safe. This made in-person visits with family and friends impossible, and increased feelings of isolation. The supports offered by the MCBDDS Mental Health Services Team became more critical than ever during this period. Therapists continued to work with individuals throughout the pandemic, offering counseling via video and phone to existing clients, and taking in new clients as well.

DD’s Heroes

As the virus spread statewide in nursing homes and congregate living settings, a number of people with developmental disabilities continued working in the community throughout the pandemic, supported by MCBDDS Employment Service and Support Administrators. Some people with developmental disabilities decided to continue to work through the pandemic in grocery stores and restaurants as essential workers to help serve their community.

Adapting Service Delivery

As April rolled into May, the Governor began lifting many restrictions, allowing businesses to reopen and commerce to resume. Yet the restrictions in other sectors continued. Bright spots could be found as providers adapted their service delivery methods, offering special interest clubs and chats via video, and resuming day services for groups of eight or fewer individuals. MCBDDS Service and Support Administrators worked closely with individuals, their families and guardians to evaluate the best way for everyone to resume their activities. Small group in-person services and online delivery are expected to continue for the foreseeable future.
Annual Plan Focus Areas: 2021

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

Provider Support Deliverables

- Assist providers in recruitment and retention of staff by 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 regular 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
- Support Community Connections Career Partnership-Ohio (C3PO) program expansion
- Coordinate three provider/transition fairs
- Explore the viability of developing an Employment Connections program
- Explore expansion of respite opportunities for families

The Montgomery County Board of Developmental Disabilities Services funded a new program to give high school students hands-on experiences working in direct care with people with DD. This program provided them with credits toward graduation and prepared a new generation of Direct Support Professionals (DSPs).

- Evaluate and pursue as appropriate after-school assistance for families in need in Montgomery County
- 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
- 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
- Ensure that providers have resources needed to respond to COVID-19 pandemic
- Help providers connect with families through communication opportunities
Annual Plan Focus Areas: 2021

Quality Services Deliverables

- Collaborate with County Board teams on technical solutions driven by changing business needs to enhance service delivery and programs
- 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/Patterns 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 2019-20, 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
- 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
- Continue to offer a virtual early intervention service delivery option to 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 communications efforts, and at least one Provider Fair annually
- Ensure that families have essential resources needed to respond to COVID-19 pandemic

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
- 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: 2021

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 annual community-based Self-Advocacy Conference, open to individuals and advocates from Montgomery County and neighboring counties
- Continue 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
- Continue to 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, an updated website, 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
- 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

MCBDDS’s Behavior Support team assists providers with community integration by offering quarterly trainings designed to enhance direct support staff members’ skills.
Strategic Plan: 2021-2024

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 to help people find and keep jobs in the community.

Christian Smith (above) has worked at a Kroger store in Montgomery County for two and a half years, and earns rave reviews from customers and supervisors alike.

Paul Wittberg (above), who receives services from MCBDDS, enjoys riding his bike on the Miami Valley’s many bike trails.
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 (2021-2022)

- 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 (2021-2022)

- Provide opportunities for parents to network and seek support from other parents (2021-2022)

- Provide Behavior Support services to individuals who experience challenges associated with service transitions (2021-2022)

- Continue to offer a virtual early intervention service delivery option to interested families (2021-2023)

- 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 (2021-2022)

- 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 (2021-2022)

- Implement new waiting list requirements per Ohio Administrative Code (OAC) 5123-9-04 HCBS Waiting List 2018-02-14 (2021-2022)

- Implement utilization of therapeutic behavioral services to maximize potential billing opportunities and ensure the best use of Mental Health Services staff’s billable time (2021-2022)

- Prepare for 2021 DODD Accreditation by implementing recommendations to enhance training and change systemic monitoring in five key areas (2021-2022)

- Collaborate with MCBDDS teams on technical solutions that enhance programs and services (2021-2023)

- Deploy statewide web-based rating system to help individuals and families evaluate providers (2021-2022)

- 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 (2021-2022)

- Explore collaborative opportunities with community agencies and funding options for Early Intervention teams to be supported by an Infant Mental Health Early Childhood consultant (2021-2022)

- Prepare for CARF survey with an increased focus on new and expanded technology standards (2021-2022)

- 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)

Several local companies donated supplies to the MCBDDS Pandemic Resource Center to help keep people with developmental disabilities safe during COVID-19. They include the Staley Whiskey Distillery (right) and Belle of Dayton Distillery, which donated hand sanitizer, and One Tray of Dayton, which donated masks. Thank you!
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 (2021-2023)

Provide support that allows individuals to participate in collaborative programming, exploration and recreation with providers, MCBDDS staff and stakeholders as appropriate (2021-2023)

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)

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 (2021-2022)

Incorporate financial management and healthy lifestyle education into ISP process to assist individuals in making decisions (2021-2022)

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 (2021-2022)

Help community-based self-advocacy group members develop self-advocacy skills by providing specific skill-related presentations at group meetings (2021-2022)

Develop and implement initiative that helps interested and experienced self-advocates learn how to mentor others (2021-2022)

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 (2021-2022)

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 (2021-2023)

94% surveyed agree that the Board provides quality services in the community

Members of the MCBDDS self-advocacy group have a special relationship with the officers of the Beaver Creek Police Department. The two organizations take pride in learning from each other, and work together to promote safety and disability awareness.
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 (2021-2022)
- Explore potential sources of funding and/or collaboration to assist Miami Valley In-Ovations (MVIO) Housing Corporation with fiscal sustainability (2021-2022)
- Educate individuals, families and guardians about Remote Monitoring and Support technologies to promote greater independence through communications and Provider Fairs (2021-2022)
- Provide ongoing housing support for those served by the County Board who were impacted by the 2019 Memorial Day tornadoes (2021-2022)
- Explore integration of Remote Supports into shared residential settings to increase efficiencies and redistribute Direct Support Professionals (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)
- Expand Remote Support and Shared Living placements (2021-2022)

Focus Area: Community Employment

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

Taking a Stand on Ending Racism and Discrimination

Respect, inclusion, equality and justice for all are cornerstones of the disability rights movement. As an organization that serves people with developmental disabilities, the Montgomery County Board of Developmental Disabilities values every life and ensures that people of all abilities are treated in accordance with these principles.

Systemic racism and discrimination—specifically against the black community—is a scourge that prevents us from achieving these goals. Yet it’s one we must not only acknowledge, but actively combat. The killings of Ahmaud Arbery, Breonna Taylor, George Floyd and others remind us that there are many levels of racism—some obvious, and others that we, as individuals, may not recognize in ourselves. We must examine our attitudes, our behaviors, our worldviews and our practices if we truly wish to eliminate it.

Our agency serves a diverse community. We employ and collaborate with people of all races and backgrounds. It is critical that all of these groups feel valued and included, and that our policies and practices address everyone as equals, with dignity and respect.

Racism and discrimination have no place in our society. The color of one’s skin has no bearing on their value or potential to contribute to humanity, and it should not factor into their treatment by any person or organization. Correcting such injustices will require the concerted efforts of everyone in our agency, our county, our state and our nation. But we cannot look away. We must work together, and stand by each other, to defeat it. We must act now to encourage and engage in dialogue about issues of racism and discrimination; examine our own practices to remove racial bias and barriers to equality; and promote fairness and equality in all we do.
Focus Area: Community Integration

- Collaborate with Regional Transit Authority (RTA) to offer training for individuals on the use of public transit (2021-2022)
- Develop and share stories about the contributions of individuals with intellectual and developmental disabilities through media outlets and other means (2021-2022)
- Help members of countywide self-advocacy group identify priorities, secure self-advocacy training, and develop new plans of action (2021-2022)
- 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 (2021-2023)
- 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 (2021-2023)
- Facilitate exit and Intermediate Care Facility downsizing waiver enrollment and corresponding residential placements as requested by Ohio Department of DD or designee (2021-2022)
- 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 or have high behavioral needs (2021)
- 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 communications (2022)
- Expand the number of individuals using assistive technology (2022)
- Expand the number of individuals using Shared Living services (2023)
- Provide 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 (2023)

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 (2021-2022)
- 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 (2021-2022)
- 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 (2021-2022)
- Offer quarterly trainings to day service and residential provider agencies on general behavior support concepts to assist them in serving individuals with challenging behaviors (2021-2022)
- 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 (2021-2022)
- Support prospective providers in their efforts to become DODD certified, and develop and establish programs in Montgomery County (2021-2022)
- Coordinate three Provider/Transition Fairs (2021)
- Provide supports that allow individuals to participate in collaborative programming, exploration and recreation with providers, MCBDDS staff and stakeholders as appropriate (2021-2023)
- 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 (2021-2022)
- 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
Assistant Superintendent and Director of Residential & Family Services
Executive Assistant to the Superintendent
Director, Business and Operations
Manager, Clinical & Mental Health Services
Director, Communications
Director, Early Intervention
Director, Human Resources
Director, Information Services
Director, Safety and Protection
Director, Provider Development
Clinical Psychologist

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MCBDDS Board of Trustees

2020
President of Board  Madeline Iseli
Vice President  James Zahora
Secretary  Linda Gillispie, Ph.D.
Board Members  Sharon King-Roberts
                William Linesch
                Naima Quarles-Burnley, J.D.
                Richard Schultze

2021
President of Board  Madeline Iseli
Vice President  James Zahora
Secretary  Naima Quarles-Burnley, J.D.
Board Members  Richard Schultze
                Stephen Fortson, Ed.D.
                Susan Komorowski, M.D.
                Janet L. Peasant

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.
The Montgomery County Board of Developmental Disabilities Services is funded in part by the Montgomery County Human Services Levy.