



**Board of Developmental  
Disabilities Services**

# **Celebrating CHAMPIONS!**

- 2023 Calendar
- 2022 Annual Report
- 2023 Annual Plan
- 2023 - 2026 Strategic Plan



# 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. They 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 **Mission**

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

# Table of Contents

- Superintendent’s Message ..... 3
- Our Impact: How We Help ..... 4
- Our Strategic Impact: Accomplishments ..... 5
- Our Mandate / How We Are Funded / Service Challenges ..... 6
- 2021 Financials ..... 7
- Service Delivery: By the Numbers ..... 8
- 2023 Calendar ..... 9
- 2023 Annual Plan ..... 21
- 2023 - 2026 Strategic Plan ..... 24
- Organizational Leadership ..... 28

# How can you be a CHAMPION?

When it comes to supporting people with intellectual and developmental disabilities (DD), there are lots of ways to be a champion.

Our early intervention staff coaches families of infants and toddlers to help their children reach their developmental potential. They deliver physical, occupational, and speech therapies that promote their growth, and provide needed equipment for their children.

Our Service and Support Administrators (caseworkers) help adults with DD realize their dreams through individual service planning and coordination, and those in crisis find stability. Our employment navigators prepare people with DD for jobs in our community.



Members of our Residential and Family Services staff help people find accessible housing and coordinate the necessary funding for their supports, while our Safety and Protection Team investigates incidents of abuse and neglect and ensures that corrective and preventive actions are taken to ensure individuals' health and safety. Our Mental Health team provides counseling and therapy services tailored to the specific needs of people with DD, and our Behavior Support staff help them develop and maintain healthy relationships with others. We advocate for the needs of people with developmental disabilities and teach them how to advocate for themselves. And we also support hundreds of service providers with training, supports, resources and funding.

**These are just some of the ways the board and staff of the Montgomery County Board of Developmental Disabilities serve as champions for people with intellectual and developmental disabilities. But we can't do it alone—YOU are an important part of the equation!**

Over the last year, with your help, we were able to accomplish a great deal—all of which you can read about in the pages that follow. Yet there is so much each of us can do, as individual members of the community, to be champions for people with developmental disabilities. We can:

- Hire someone with a disability for a job or for their expertise and talents
- Invite them to participate on committees to gain their perspective
- Consult them to ensure that the needs of people with disabilities are considered in our projects
- Install automatic doors and adult changing stations in our facilities to ensure access for adults with physical disabilities
- Develop activities and events that everyone can participate in, regardless of their physical or intellectual ability
- Ensure that our websites are accessible to people with low vision or vision loss
- Hire an American Sign Language interpreter for our public events

This Annual Report and 2023 calendar features people with disabilities who are champions, as well as those who "champion" those with disabilities. We hope it provides a year-long reminder of the ways we all contribute to make our community better. Thank you for your support, and for being a champion for those in our community with developmental disabilities!

*Dr. Pamela Combs* Superintendent

# Being a Champion: **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. We also support provider agencies that deliver direct care services to people with these disabilities.



## **We connect 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, including community rental homes and apartments, supportive housing (Section 811), and Intermediate Care Facilities

## **We support and advocate for 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, and support decision-making
- Crisis Intervention Services to help people who have faced abuse or neglect or who have experienced the loss of a loved one

## **We strengthen families.**

We also offer a variety of **direct services to individuals** with developmental disabilities **that are locally funded through the Montgomery County Shared 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 and Recreation Services
- Family Support Services, including adaptive equipment, respite care and scholarships

## **Being a Champion: FINANCIAL IMPACT**

Because of our unique position as both a service *and* funding coordinator, we are able to leverage more than **\$79 million** in funding from the federal government and the State of Ohio. This additional funding provides services and housing for people with developmental disabilities in Montgomery County, creates countless jobs for local residents, and supports the local economy.

# Our Strategic Impact: ACCOMPLISHMENTS



## The Montgomery County Board undertook the following actions related to furthering progress toward its strategic goals, and responded to challenges as follows:

- Orchestrated an opportunity for individuals, families and providers to meet the new director of the Ohio Department of Developmental Disabilities (above)
- Developed a partnership with CareSource and I Am Boundless to coordinate respite care services for CareSource client families with children ages 3 to 21 who have intellectual and developmental disabilities and/or behavioral health challenges
- Partnered with Greater Dayton Premier Management and 19 Services to submit applications for housing vouchers to the U.S. Department of Housing and Urban Development to offset local costs of housing for people served
- Collaborated with Public Health - Dayton & Montgomery County, Mount Enon Missionary Baptist Church and Ziks Family Pharmacy to host COVID-19 booster clinics for people served, and provided volunteer staff for community clinics
- Continued its partnership with Oakmont Education, Liberty High School, and several local providers to develop pipeline of trained Direct Support Professionals for people with developmental disabilities
- Held meetings with state legislators to lobby for additional funding for direct support staff
- Collaborated with The Academy to offer Direct Support Professional trainings for Montgomery County providers
- Supported more than 400 active independent providers with certification and renewal processes, billing, training, vaccinations, and requests for services
- Offered support and technical assistance to more than 130 agency providers, including certification and renewal processes and compliance reviews
- Offered financial, marketing and public relations support to provider agencies to assist in workforce development, employee recruitment and retention efforts
- Supported development of four new day providers and expansion of four existing programs
- Launched quarterly behavior support trainings for provider staff as well as crisis prevention trainings
- Collaborated with Sinclair Community College, St. John's United Church of Christ and RTA to host a three-week Summer Career Exploration Camp to help students 14 to 18 with developmental disabilities build skills for future employment
- Adopted the Primary Service Provider approach for early intervention services
- Increased the number of trained providers to provide PLAY Project support for children with autism
- Used American Rescue Plan Act funds to expand technology and Wifi access for families enrolled in early intervention services
- Expanded lending library to include an augmentative communication program to allow families to try communications devices with their child before purchasing
- Hosted outdoor parking lot parties, movie nights, picnics and a Trunk or Treat event to provide safe recreational opportunities for persons served
- Hosted Summer Camp and weekend respite programs to support families
- Partnered with the League of Women Voters of Greater Dayton and the Montgomery County Board of Elections to educate people with developmental disabilities about their rights as voters

# Our **MANDATE** and how we are **FUNDED**



County Boards of Developmental Disabilities are mandated by Ohio law to coordinate services and administer 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 Shared Human Services Levies and a 1 mill levy specifically for developmental disabilities that was established in 1977 that is collecting at 1977 property values. Between 2009 and 2022, MCBDDS provided a growing number of quality services without additional funding due to careful planning and administrative efficiencies.

## **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 eligible for 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, 1,586 people with developmental disabilities currently have waivers.

The Montgomery County Board of Developmental Disabilities pays 33 cents of every dollar for waiver-authorized services, and the federal government pays 67 cents. This match from our federal and state governments brings approximately \$79 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.

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## **Service CHALLENGES**

The most significant challenges facing the Montgomery County Board of Developmental Disabilities include:

- A **nationwide shortage of Direct Support Professionals (DSPs)** who provide care to people with developmental disabilities in their homes and in the community. This issue is caused, in part, by the low reimbursement rates DSPs' employers receive from the federal Centers for Medicare and Medicaid Services.
- The number of people with developmental disabilities in **need of mental health support** continues to outpace the number of professionals locally who are qualified to provide services.
- The **isolation and health hazards posed by the ongoing and ever-changing COVID-19 health crisis** for people with developmental disabilities, their families and caregivers.
- The need for **affordable, accessible and safe housing**
- The need for **accessible, on-demand transportation** to take people with developmental disabilities to work, services, community locations, and visits with family and friends
- The need for **accessible public spaces**, including doors, ramps, and changing facilities for adults

# We take fiscal responsibility **SERIOUSLY.**

The Montgomery County Board of Developmental Disabilities Services operates 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.

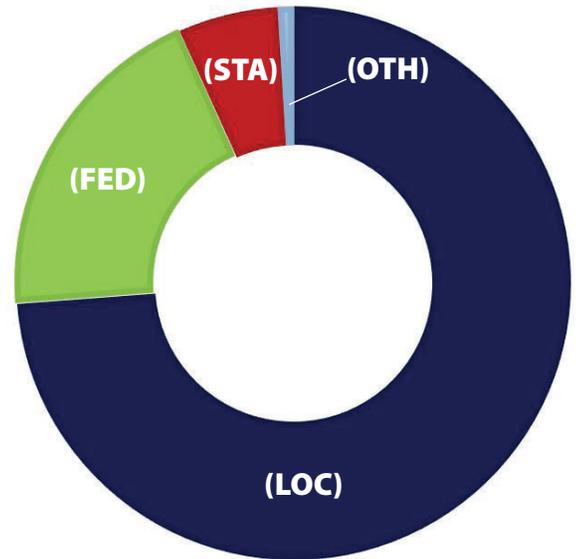
## 2021 Funding Sources: \$46,599,006

**73.80%** Local funds (LOC), funded through property tax levies, including the Montgomery County Shared Human Services Levies and a 1 mill levy specific to the Montgomery County Board of Developmental Disabilities

**19.49%** Federal funds (FED)

**5.81%** State funds (STA)

**0.90%** Other funding sources (OTH)



## 2021 Expenditures by Program Area: \$47,976,485

**38.36%** Service Coordination (SSA)

**31.26%** Waiver Match (WVM)

**11.65%** Early Intervention (EIN)

**2.97%** Family Support Services (FSS)

**2.94%** Behavior Support (BHS)

**2.76%** Safety and Protection (SNP)

**2.76%** Mental Health (MHL)

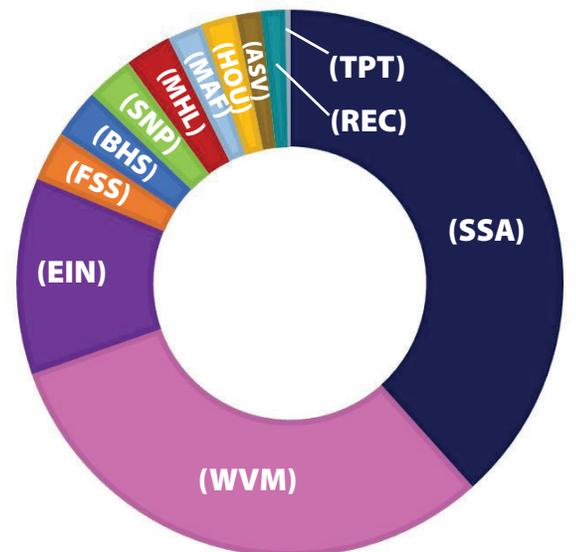
**2.09%** Medicaid Administration Fee (MAF)

**2.09%** Inclusive Neighborhoods Housing Corporation (HOU)

**1.44%** Adult Services (ASV)

**1.39%** Recreation (REC)

**0.29%** Transportation (TPT)



# Service Delivery: **By the NUMBERS**



MCBDDS is fortunate to employ many experienced staff members whose years of dedication ensure that people with developmental disabilities in Montgomery County receive outstanding service and continuity of care. The photo above celebrates agency employees with 20 years of service or more. These champions are the backbone of our agency and serve as an inspiration to all our staff.

**5,---**

People who received critical services

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

**6--**

**7,---**

people with disabilities who received housing supports

Number of mental health services sessions provided

**5,---**

**1,---**

People who receive funding for waiver services

Recreation activities provided through Recreation program

**7--**

**1,---**

Number of families of children served through MCBDDS Early Intervention program

Number of masks distributed to people served and provider staff

**79,---**

**\$6--**

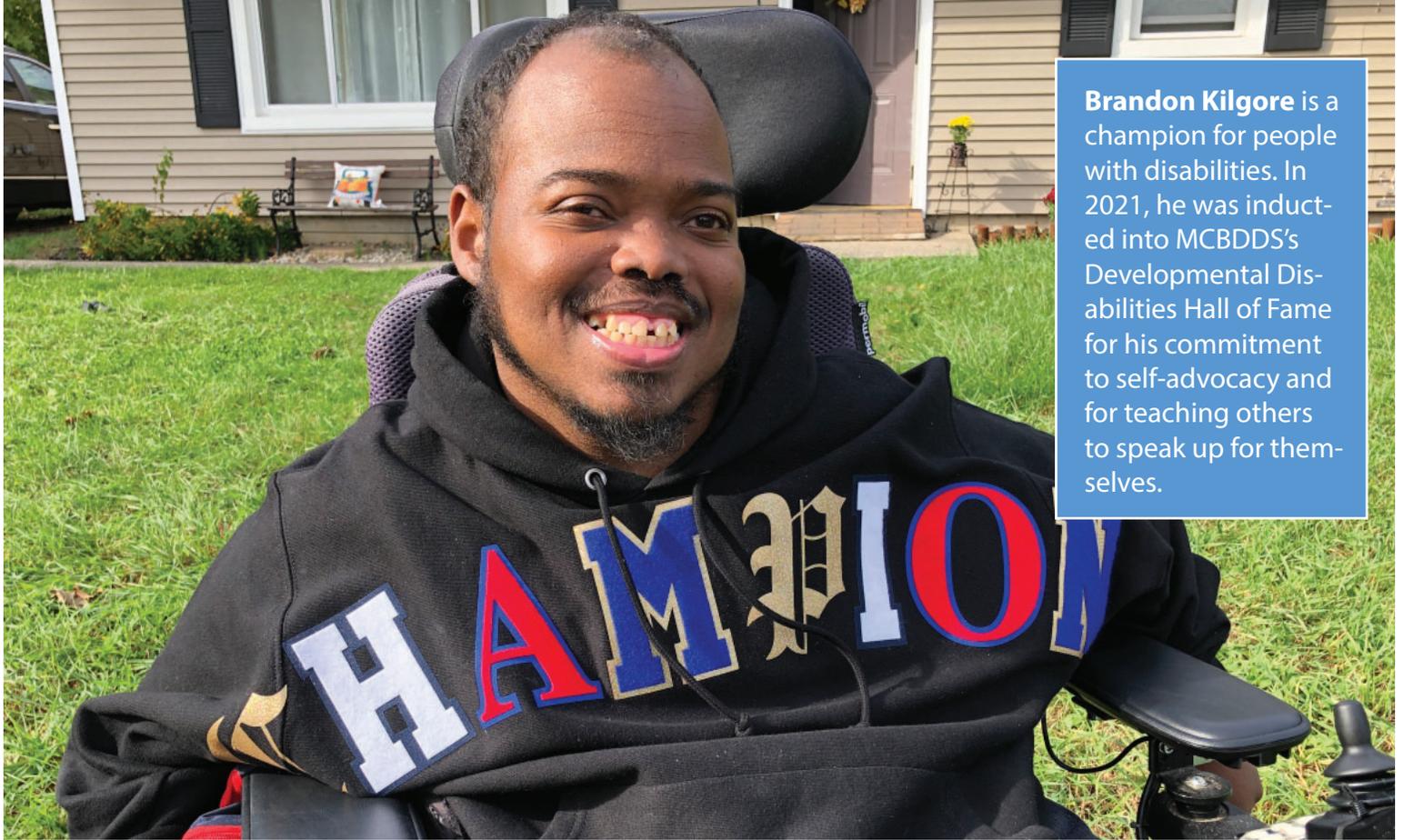
in assistive equipments and therapies provided to children served



**Emily and Alan Cone** were concerned that their toddler, **Ruth**, was not speaking. **MCBDDS's Early Intervention team** worked with the family to develop a plan that included speech therapy as well as strategies they could use to champion Ruth's language development. Today, Ruth speaks fluently and is meeting developmental milestones.

| Sunday              | Monday                            | Tuesday                                | Wednesday              | Thursday  | Friday | Saturday |
|---------------------|-----------------------------------|--|------------------------|---|--------|----------|
| 1<br>New Year's Day | 2                                 | 3                                      | 4<br>World Braille Day | 5   | 6      | 7        |
| 8                   | 9                                 | 10<br>Agency Provider Meeting, 11 a.m. | 11                     | 12  | 13     | 14       |
| 15                  | 16<br>Martin Luther King, Jr. Day | 17<br>MCBDDS Board Meeting, 7 p.m.     | 18                     | 19<br>Parents and Advocates Advisory Council, 5:30 p.m. | 20     | 21       |
| 22                  | 23                                | 24<br>Moebius Syndrome Awareness Day   | 25                     | 26  | 27     | 28       |
| 29                  | 30                                | 31                                     | <b>January 2023</b>    |   |        |          |





**Brandon Kilgore** is a champion for people with disabilities. In 2021, he was inducted into MCBDDS's Developmental Disabilities Hall of Fame for his commitment to self-advocacy and for teaching others to speak up for themselves.

| Sunday | Monday                | Tuesday   | Wednesday  | Thursday  | Friday | Saturday |
|--------|-----------------------|---|--|---|--------|----------|
|        |                       |   | 1  | 2   | 3      | 4        |
| 5      | 6                     | 7   | 8  | 9   | 10     | 11       |
| 12     | 13                    | 14<br>Agency Provider Meeting, 11 a.m.<br>Valentine's Day | 15   | 16  | 17     | 18       |
| 19     | 20<br>President's Day | 21<br>MCBDDS Board Meeting, 7 p.m.                        | 22   | 23<br>Parents and Advocates Advisory Council, 5:30 p.m. | 24     | 25       |
| 26     | 27                    | 28  | <h1>February 2023</h1>  |   |        |          |

MCBDDS's Employment Navigation team champions workers with disabilities like **J.J. Allen**. Team lead **Michelle Garrett** helped him find a job as a machine operator with PVS Plastics Technology in Huber Heights, where today he is a valued employee.



| Sunday   | Monday | Tuesday   | Wednesday                         | Thursday  | Friday | Saturday  |
|--|--------|---|-----------------------------------|---|--------|---|
| <b>March 2023</b><br><i>Developmental Disabilities Awareness Month</i> |        |   | 1<br>International Wheelchair Day | 2   | 3      | 4<br>Brain Injury Awareness Month   |
| 5  | 6      | 7   | 8                                 | 9   | 10     | 11  |
| 12   | 13     | 14<br>Agency Provider Meeting, 11 a.m.                        | 15                                | 16  | 17     | 18  |
| 19   | 20     | 21<br>World Down Syndrome Day<br>MCBDDS Board Meeting, 7 p.m. | 22                                | 23<br>Parents and Advocates Advisory Council, 5:30 p.m. | 24     | 25<br>National Cerebral Palsy Awareness Day   |
| 26<br>Purple Day for Epilepsy Awareness                                | 27     | 28  | 29                                | 30  | 31     |  |



MCBDDS early intervention specialists like **Danielle Worland** (left) champion the efforts of families with infants and toddlers, providing coaching that helps their children reach critical milestones.

| Sunday  | Monday    | Tuesday   | Wednesday | Thursday   | Friday    | Saturday                           |
|---|-----------|---|-----------|--|-----------|------------------------------------|
|  <h1 style="margin-left: 100px;">April 2023</h1> |           |   |           |  |           | <b>1</b><br>Autism Awareness Month |
| <b>2</b><br><br>World Autism Awareness Day  | <b>3</b>  | <b>4</b>  | <b>5</b>  | <b>6</b><br><br>Assistive Technology Awareness Day                 | <b>7</b>  | <b>8</b>                           |
| <b>9</b>  | <b>10</b> | <b>11</b><br><br>Agency Provider Meeting, 11 a.m. | <b>12</b> | <b>13</b>  | <b>14</b> | <b>15</b>                          |
| <b>16</b>   | <b>17</b> | <b>18</b><br><br>MCBDDS Board Meeting, 7 p.m.     | <b>19</b> | <b>20</b><br><br>Parents and Advocates Advisory Council, 5:30 p.m. | <b>21</b> | <b>22</b>                          |
| <b>23</b><br><del>30</del>  | <b>24</b> | <b>25</b>   | <b>26</b> | <b>27</b>  | <b>28</b> | <b>29</b>                          |



**Star MacGowan** is a Culinary Utility Specialist with Ohio's Hospice of Dayton, where she is a model employee. MCBDDS Employment Navigator **Sarah Patrick** helped her land the position, and checks in with both Star and her employment provider to offer support when needed.

| Sunday  | Monday             | Tuesday  | Wednesday | Thursday  | Friday                                   | Saturday  |
|---|--------------------|--|-----------|---|--|---|
| Better Hearing & Speech Month; also Cystic Fibrosis, Muscular Dystrophy Month | 1                  | 2  | 3         | 4   | 5  | 6<br>Centerville-Washington Twp Park District Adaptive Fun Run                        |
| 7<br>Children's Mental Health Awareness Day                                   | 8                  | 9  | 10        | 11  | 12                                       | 13  |
| 14  | 15                 | 16<br>MCBDDS hosts Blood Drive at its Northview Center<br>Agency Provider Meeting, 11 a.m. | 17        | 18  | 19<br>Global Accessibility Awareness Day | 20  |
| 21  | 22                 | 23<br>MCBDDS Board Meeting, 7 p.m.   | 24        | 25<br>Parents and Advocates Advisory Council, 5:30 p.m. | 26                                       | 27  |
| 28  | 29<br>Memorial Day | 30   | 31        | <b>May 2023</b>   |  |  |



**Christopher Camp** is a caring man whose concern for the elderly led him to seek work in a nursing and rehab facility. **Trudy Woods**, his MCBDDS employment caseworker, helped him find a position, and five years later, he was inducted into the MCBDDS Developmental Disabilities Hall of Fame in the category of Employment.

| Sunday   | Monday                                       | Tuesday          | Wednesday                              | Thursday | Friday  | Saturday |    |
|--|--|------------------|--|----------|---|----------|----|
| <br><b>June 2023</b> |  |                  |  | 1        | 2   | 3        |    |
|  | 4  | 5                | 6                                      | 7        | 8   | 9        | 10 |
|  | 11   | 12               | 13<br>Agency Provider Meeting, 11 a.m. | 14       | 15  | 16       | 17 |
|  | 18<br>Autistic Pride Day                     | 19<br>Juneteenth | 20<br>MCBDDS Board Meeting, 7 p.m.     | 21       | 22<br>Parents and Advocates Advisory Council, 5:30 p.m. | 23       | 24 |
|  | 25<br>Helen Keller Deaf-Blind Awareness Week | 26               | 27                                     | 28       | 29  | 30       |    |



July is **Disability Pride Month**—a month when people across the country mark the anniversary of the signing of the Americans with Disabilities Act (ADA). It’s also a chance for them to share the pride they feel in themselves: their talents, skills and contributions to society. This photo, taken at MCBDDS’s 2022 Disability Pride Rally, shows **James Allen** congratulating **Latisha Martin**, one of the key-note speakers.

| Sunday  | Monday   | Tuesday                                | Wednesday   | Thursday  | Friday | Saturday |
|---|----------|--|---|---|--------|----------|
|  <h1>July 2023</h1> <p><i>Disability Pride Month</i></p> |          |  |   |   |        | 1        |
| 2   | 3        | 4<br>Independence Day                  | 5   | 6   | 7      | 8        |
| 9   | 10       | 11<br>Agency Provider Meeting, 11 a.m. | 12  | 13  | 14     | 15       |
| 16  | 17       | 18                                     | 19  | 20<br>Parents and Advocates Advisory Council, 5:30 p.m. | 21     | 22       |
| 23<br>30  | 24<br>31 | 25                                     | 26<br>MCBDDS Disability Pride Rally<br><br>Anniversary of Americans with Disabilities Act | 27  | 28     | 29       |



**Theresa Sauter** (left) has become a champion for people with developmental disabilities, sharing her perspective and knowledge with students, members of the community, and even the media. Here, she speaks with reporter Allison Walker of WRGT-TV.

| Sunday                 | Monday | Tuesday  | Wednesday | Thursday  | Friday  | Saturday |
|------------------------|--------|--|-----------|---|---|----------|
| <b>August<br/>2023</b> |        | 1  | 2         | 3   | 4   | 5        |
| 6                      | 7      | 8<br>Agency Provider Meeting, 11 a.m.                  | 9         | 10  | 11  | 12       |
| 13                     | 14     | 15<br>MCBDDS Board Meeting, 7 p.m.                     | 16        | 17<br>Parents and Advocates Advisory Council, 5:30 p.m. | 18  | 19       |
| 20                     | 21     | 22   | 23        | 24  | 25  | 26       |
| 27                     | 28     | 29<br>MCBDDS hosts Blood Drive at its Northview Center | 30        | 31  |  |          |



Each summer, MCBDDS holds **Career Exploration Camps** to help students ages 14 to 18 learn about the world of work. Activities include how to use public transportation, options for continuing education, and volunteer work experiences.

**Sunday      Monday      Tuesday      Wednesday      Thursday      Friday      Saturday**

|  |                |  |    |   |    |  |   |
|--|----------------|--|----|---|----|--|---|
|  <h1 style="text-align: center;">September 2023</h1> |                |  |    |   |    | 1<br>National Guide Dog Month                              | 2 |
| 3  | 4<br>Labor Day | 5  | 6  | 7   | 8  | 9<br>Fetal Alcohol Spectrum Disorder Awareness Day         |   |
| 10<br>Disability Voting Rights Week  | 11             | 12<br>Agency Provider Meeting, 11 a.m.                             | 13 | 14  | 15 | 16<br>MCBDDS Direct Support Professionals Appreciation Day |   |
| 17<br>Disability Awareness Day<br>International Week of the Deaf   | 18             | 19<br>Usher Syndrome Awareness Day<br>MCBDDS Board Meeting, 7 p.m. | 20 | 21<br>Parents and Advocates Advisory Council, 5:30 p.m. | 22 | 23<br>International Day of Sign Languages                  |   |
| 24   | 25             | 26   | 27 | 28  | 29 | 30   |   |



The MCBDDS Recreation team's **Trunk or Treat Drive-Thru** is a much-loved event open to people with disabilities, their families, and members of the community. People come in costume and enjoy treats, food and music.

| Sunday   | Monday | Tuesday                                | Wednesday  | Thursday  | Friday                                  | Saturday                              |
|--|--------|--|--|---|---|---------------------------------------|
| 1<br>Blindness Awareness, Down Syndrome Awareness, and Learning Disabilities Month | 2      | 3                                      | 4  | 5   | 6<br>World Cerebral Palsy Awareness Day | 7<br>MCBDDS Trunk or Treat Drive-Thru |
| 8  | 9      | 10<br>Agency Provider Meeting, 11 a.m. | 11   | 12  | 13                                      | 14                                    |
| 15<br>White Cane Awareness Day   | 16     | 17<br>MCBDDS Board Meeting, 7 p.m.     | 18<br>Disability Mentoring Day   | 19<br>Parents and Advocates Advisory Council, 5:30 p.m. | 20                                      | 21                                    |
| 22<br>International Stuttering Awareness Day                                       | 23     | 24                                     | 25   | 26  | 27                                      | 28                                    |
| 29   | 30     | 31                                     | <h1>October 2023</h1> <p><i>National Disability Employment Awareness Month</i></p>  |   |   |                                       |



Supporting agencies that offer services to people with developmental disabilities is an important part of MCBDDS's work. Here, **Heather Reeder**, a Direct Support Professional with Toward Independence, is pictured with **Michael Hall**, who attends their day service program two days a week. Michael is also employed by Kroger.

| Sunday               | Monday    | Tuesday                                       | Wednesday   | Thursday                  | Friday  | Saturday  |
|----------------------|-----------|---|---|---------------------------|---|-----------|
| <b>November 2023</b> |           |   | <b>1</b> Epilepsy Awareness Month, National Family Caregivers Month | <b>2</b>                  | <b>3</b>  | <b>4</b>  |
| <b>5</b>             | <b>6</b>  | <b>7</b>                                      | <b>8</b>  | <b>9</b>                  | <b>10</b><br>Veterans Day   | <b>11</b> |
| <b>12</b>            | <b>13</b> | <b>14</b><br>Agency Provider Meeting, 11 a.m. | <b>15</b>   | <b>16</b>                 | <b>17</b>   | <b>18</b> |
| <b>19</b>            | <b>20</b> | <b>21</b>                                     | <b>22</b>   | <b>23</b><br>Thanksgiving | <b>24</b><br>Day After Thanksgiving Holiday   | <b>25</b> |
| <b>26</b>            | <b>27</b> | <b>28</b>                                     | <b>29</b>   | <b>30</b>                 |  |           |



Direct Support Professionals play an important role in the lives of people with developmental disabilities. Here, **Claude Martin** poses with DSPs Penny, Kendyl and Nikita of **Nemo's Reef**, a day services agency for adults.

| Sunday   | Monday                     | Tuesday   | Wednesday | Thursday  | Friday   | Saturday                          |
|--|----------------------------|---|-----------|-----------|--|-----------------------------------|
|  <h1>December 2023</h1> |                            |   |           |           | <b>1</b><br>MCBDDS's 12 Days of Self-Advocacy begins today | <b>2</b><br>Special Education Day |
| <b>3</b><br>International Day of Persons with Disabilities   | <b>4</b>                   | <b>5</b>  | <b>6</b>  | <b>7</b>  | <b>8</b>   | <b>9</b>                          |
| <b>10</b><br>Human Rights Day  | <b>11</b>                  | <b>12</b><br>Agency Provider Meeting, 11 a.m.<br>MCBDDS Board Meeting, 7 p.m. | <b>13</b> | <b>14</b> | <b>15</b>  | <b>16</b>                         |
| <b>17</b>  | <b>18</b>                  | <b>19</b>   | <b>20</b> | <b>21</b> | <b>22</b>  | <b>23</b>                         |
| <b>24</b><br><del>31</del>   | <b>25</b><br>Christmas Day | <b>26</b>   | <b>27</b> | <b>28</b> | <b>29</b>  | <b>30</b>                         |



**David Davenport** (pictured with his mother) always dreamed of becoming a DJ. When **MCBDDS staff** learned of his goal, they helped him get the funding and guidance to start his business. Now he provides music at MCBDDS and provider events as **DJ Davey Dave**, setting the tone for festivities and fun.



# Annual Plan Focus Areas: 2023

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

## Provider Support

- Support prospective providers in their efforts to become DODD certified, and develop and establish programs in Montgomery County
- Continue to support providers in their efforts to recruit and retain Direct Support Professionals, including grants, promotions and recognition
- Continue free monthly training programs for Montgomery County provider staff in partnership with The Academy. Trainings to include onboarding, CPR and First Aid, and Medication Administration
- Offer quarterly trainings to day service and residential provider agencies on general behavior support concepts to assist them in serving individuals with challenging behaviors
- Deliver crisis intervention trainings to provider support staff to promote positive response to crises
- 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
- Help providers expand their knowledge of technology through regular communications and presentations on topics relevant to their needs
- Implement a new service request portal to allow more efficient matching of persons served with providers
- Develop Independent Provider Handbook and comprehensive resource materials and create section on agency website dedicated specifically to independent providers' needs
- Support expansion of Community Connections Career Partnership-Ohio (C3PO) program and work with Oakmont Education/Liberty High School to increase the number of students completing the Direct Support Professional educational program
- Cultivate new providers to serve individuals with intense behavioral/mental health needs, as well as those returning to society after incarceration or institutionalization
- Provide virtual annual agency-wide MUI, UI and Rights training to County Board staff and Board members, and upon request, to residential and independent providers
- Expand respite service offerings for youth
- Create video series to explain different types of providers to individuals served, their families and guardians

# Annual Plan Focus Areas: 2023

## Quality Services

- Transition all Individual Service Plans (ISPs) to the OhioISP by September 2023, and ensure that staff receive training
- Expand Level One waiver enrollment in accordance with need and within parameters of resources available
- Conduct an agency-wide Consumer Satisfaction Survey annually, gathering input from individuals, family members and guardians for use in improving services/service delivery
- Conduct annual Trends/Patterns MUI Stakeholder Committee meetings as mandated by the Ohio Administrative Code (ORC) 5123:2-17 in March of 2023. 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 2021-22, and actively seek ways to increase both service hours provided and revenue generated by the program
- Increase participation in community initiatives to promote individuals' mental well-being and resiliency
- Enhance community awareness of MCBDDS Early Intervention Program through promotion and educational efforts
- Continue monthly Family Connections educational efforts and incorporate activities in community settings
- Explore collaborative opportunities with community agencies and possible funding options for Early Intervention teams
- Fill the 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
- 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 efforts
- Conduct Crisis Prevention Institute training for targeted MCBDDS staff who have direct contact with individuals served, and also to residential and day service providers

## Residential Support/Expansion

- Continue expansion of U.S. Department of Housing and Urban Development (HUD) voucher enrollment to reduce locally-funded housing subsidies
- Continue to support the sustainability of Inclusive Neighborhoods Housing Corporation
- Educate individuals, families and guardians about Remote Monitoring and Support technologies to promote greater independence through communications
- Develop additional properties as needed 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

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## Technology

- Use technology to increase independence, safety and participation direction for individuals served
- Identify ways to educate staff and families as to the benefits of technology related to early intervention
- Explore and operationalize technology as a solution to meet the needs of families and providers when viable and cost effective
- Thread technology resources and services across individuals' life stages (early intervention, school-based, transition age and adults)
- Use technology to improve County Board business operations and make services more accessible
- Expand and promote Augmentative and Alternative Communication App (AAC) Project to help families become familiar with communication apps with their child before purchasing

# Annual Plan Focus Areas: 2023

## Community Integration

- 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 waiver enrollment and corresponding residential placements in support of deinstitutionalization efforts
- Deliver 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; to include quarterly Crisis Intervention Training with law enforcement
- Expand the number of individuals using Shared Living services
- Promote adoption of visitability and Universal Design as a building practice that helps people with disabilities access new construction
- Identify 30 high-traffic public venues in Montgomery County where installation of adult changing stations could promote greater access to the community for people with disabilities who use wheelchairs, and work with sites to provide financial and installation support

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## Community Employment

- Connect 50 individuals to work with Opportunities for Ohioans with Disabilities and/or employment providers in preparation for pursuit of community employment
- Cultivate connections with local employers to facilitate jobs for individuals in community settings
- Enhance community awareness of employment of people with disabilities through promotion and educational efforts
- Track and follow individuals in community employment placements to assess success of provider placement efforts
- Prepare transition-age youth for the working world through Career Exploration and Work Experience Boot Camps
- Support expansion of Community Connections Career Partnership-Ohio (C3PO) program and work with Oakmont Education/Liberty High School to increase the number of students completing the Direct Support Professional educational program
- Explore entrepreneurial opportunities for people with disabilities

## Person-Centered Planning/Self-Advocacy

- Help community-based self-advocacy group members develop self-advocacy skills by scheduling and making specific skill-related presentations at group meetings
- Work with community-based self-advocacy group members to develop disability awareness/sensitivity/customer service trainings for community groups.
- 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 social media, website updates, resource publications, and other tools

### **Our Commitment to Diversity, Equity and Inclusion**

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 is a scourge that prevents us from achieving these goals. 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. We must work together, and stand by each other, to defeat it. We must examine our own practices to remove racial bias and barriers to equality, and to promote fairness in all we do.



**MCBDDS PLAY Project** consultant **Amanda Lowery** (above, back row) teaches families of young children with autism strategies for working with their child. “She helped us understand how to work with our son by meeting him where he’s at,” said **Matthew Carter** (above.) “It made all the difference.”

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## Strategic Plan: 2023-2026

### 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.
- MCBDDS will develop, support, and assist providers to promote choices and quality services for individuals.
- MCBDDS is dedicated to educating and equipping the community to assist with the integration of people with developmental disabilities.
- MCBDDS 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.
- Expand community employment opportunities.
- Support integration of people with developmental disabilities into the community.
- Promote the use of technology to enhance the independence and improve the lives of people served
- Increase support for adult day, employment, residential and transportation service providers in Montgomery County.

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of people surveyed in 2021 say parents, family members, and legal guardians of MCBDDS participants are involved and supported.

# Strategic Plan Focus Areas: 2023-2026

## Quality Services

- Conduct an agency-wide Consumer Satisfaction Survey annually, gathering input from individuals, family members and guardians for use in improving services/service delivery
- 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 communication tools
- Provide opportunities for parents to network and seek support from other parents
- Provide Behavior Support services to individuals who experience challenging behaviors
- Conduct annual Trends/Patterns MUI Stakeholder Committee meetings as mandated in Ohio Administrative Code (ORC) 5123:2-17 each March. Provide timely follow-up on any identified recommendations initiated by the committee
- Continue implementing waiting list requirements per Ohio Administrative Code (OAC) 5123-9-04 Home and Community-Based Services (HCBS) Waiting List 2018-02-14
- Collaborate with MCBDDS teams on technical solutions that enhance programs and services
- Explore collaborative opportunities with community agencies and funding options for Early Intervention teams
- Offer at least three Parent Connections training sessions for families receiving Early Intervention Services
- Enhance community awareness of MCBDDS Early Intervention Program through promotion and educational efforts
- Offer training courses to help provider agencies improve service delivery and reduce turnover
- Increase Mental Health Supports and Services' monthly program productivity by 10 percent, and actively seek ways to increase both service hours provided and revenue generated by the program
- Implement and monitor respite program for children under age of six if determined appropriate
- Enhance service provision to community by continuing to provide trainings for staff that focus on issues of diversity and accessibility

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## Technology

- Use technology to increase independence, safety and participation direction for individuals served
- Identify ways to educate staff and families as to the benefits of technology related to early intervention
- Explore and operationalize technology as a solution to meet the needs of families and providers when viable and cost effective
- Thread technology resources and services across individuals' life stages (early intervention, school-based, transition age and adults)
- Use technology to improve County Board business operations and make services more accessible
- Expand and promote Augmentative and Alternative Communication App (AAC) Project to help families become familiar with communication apps with their child before purchasing
- Provide training to help all staff communicate and deliver services in an accessible manner

### A Message from our Assistant Superintendent, Kamarr Gage

Working with—and for—people with developmental disabilities is tremendously rewarding. Yet the field continues to face a critical shortage of caregivers.



MCBDDS is working to change that by supporting the recruitment efforts of provider service agencies, offering incentives to attract people to the field, and championing the use of technology in care. We're also pursuing innovative collaborations with the education and private sectors to address training of Direct Support Professionals *and* service delivery for people with DD. Your support and that of the community has made these ventures possible.

As we continue to work toward solutions to these complex problems, we welcome your involvement and value your support.

# Strategic Plan Focus Areas: 2023-2026

## Person-Centered Planning/Self-Advocacy

- Implement Ohio Individual Service Plan (ISP) process to ensure that individuals and families, providers and case-workers, are engaged in helping individuals with developmental disabilities live rewarding lives
- Incorporate financial management and healthy lifestyle education into ISP process to assist individuals in making decisions
- 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
- Help community-based self-advocacy group members develop self-advocacy skills by providing specific skill-related presentations at group meetings
- 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
- Develop and implement initiative that helps interested and experienced self-advocates learn how to mentor others
- 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
- 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
- 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
- Provide support that allows individuals to participate in collaborative programming, exploration and recreation with providers, MCBDDS staff and stakeholders as appropriate



## Residential Services

- Explore potential sources of funding and/or collaboration to assist Inclusive Neighborhood Housing Corporation with fiscal sustainability
- Educate individuals, families and guardians about Remote Monitoring and Support technologies to promote greater independence through communications
- Explore integration of Remote Supports into shared residential settings to increase efficiencies and redistribute Direct Support Professionals
- Explore the potential of developing respite programs for children under the age of six
- Expand Remote Support and Shared Living placements
- Maximize residential vacancies to address current housing needs



## Community Employment

- Participate with other employment agencies in the Miami Valley Job Development Collaboration initiative to support employers' workforce needs
- Place individuals in jobs through use of the Miami Valley Job Development Collaboration
- 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
- Cultivate connections with local employers to facilitate jobs for individuals in community settings
- Prepare transition-age youth for the working world through Career Exploration and Work Experience Boot Camps
- Monitor newly-initiated Community Connections Center Partnership-Ohio (C3PO) program in coordination with Oakmont Schools and local providers
- Continue to work with media and local business leaders to promote the benefits of hiring and employing individuals with developmental disabilities

# Strategic Plan Focus Areas: 2023-2026

## Community Integration

- Develop and share stories about the contributions that individuals with intellectual and developmental disabilities make in the community through media outlets and other means
- Help members of countywide self-advocacy group identify priorities, secure self-advocacy training, and develop new plans of action
- Develop trainings—or support existing trainings offered in the community—designed to educate specific groups about intellectual and developmental disabilities, including healthcare workers, law enforcement and first responders
- 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
- Facilitate exit waiver enrollment and corresponding residential placements in support of deinstitutionalization efforts
- Expand the number of individuals using Shared Living services
- Identify ways to improve transportation options for people served and develop community-based programs
- Support people with developmental disabilities in seeking entrepreneurial opportunities
- 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
- Expand the number of individuals using assistive technology
- Facilitate education among individuals about how to use and advocate for STABLE accounts
- Continue educating individuals about the importance of voting, and connect them with resources to promote their involvement in the electoral process
- Provide training to providers and community agencies concerning dual diagnosis and best practices when working with individuals with a dual diagnosis of intellectual disability and mental illness
- Promote adoption of visitability and Universal Design as a building practice that helps people with disabilities access new construction

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## 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
- Assist providers in recruitment and retention of staff by promoting awareness of the Direct Support Professionals career field through communication tools and supports
- 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
- 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
- Provide virtual annual agency-wide MUI, UI and Rights training to County Board staff and Board members, and upon request, to residential and independent providers
- Support prospective providers in their efforts to become DODD certified, and develop and establish programs in Montgomery County
- Provide supports that allow individuals to participate in collaborative programming, exploration and recreation with providers, MCBDDS staff and stakeholders as appropriate
- Explore and assist in expansion of Community Connections Center Partnership-Ohio (C3PO) program
- Evaluate via survey the newly-initiated after-school program for possible expansion
- Explore expansion of respite programs
- Explore the viability of developing an Employment Connections program

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**of people surveyed in 2021  
indicate they believe  
MCBDDS is providing quality  
services to the community.**

# Leadership Team



## Superintendent

Pamela Combs, Ed.D. [pcombs@mcbedds.org](mailto:pcombs@mcbedds.org)

## Assistant Superintendent

Kamarr Gage [kgage@mcbedds.org](mailto:kgage@mcbedds.org)

## Executive Assistant to the Superintendent

Julie Nelson

## Director, Business and Operations

Andrew Kinder

## Director, Clinical & Behavior Support Services

Scott Kidd, Psy.D.

## Director, Communications

Janice Saddler Rice

## Director, Early Intervention

Esther Borders

## Director, Human Resources

Jill Moore

## Director, Information Services

John Brown

## Director, Provider Relations

Mitchell Snyder

## Director, Safety and Protection

William Angel

## Medicaid Compliance Manager

Lauren Fritz



# MCBDDS Board of Trustees

## President

Madeline Iseli

## Vice President

Stephen Fortson, Ed.D.

## Secretary

Richard Schultze

## Board Members

Susan Komorowski, M.D.

Janet L. Peasant

Elizabeth Redmon

John Serr



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. If you would like to contact a member of our Board, please email [board@mcbedds.org](mailto:board@mcbedds.org).