



Strategic Plan 2023-2025



**EMPOWER
ENGAGE
ENRICH**



**Lake County
Board of Developmental Disabilities/
Deepwood**



Lake County Board of Developmental Disabilities/Deepwood

Elfriede Roman, Superintendent

In the ever-changing landscape of Federal and State regulations and mandates, the Lake County Board of Developmental Disabilities / Deepwood remains a strong advocate and support for the individuals we serve. This 2023 – 2025 Strategic Plan represents our guiding principles that keep the needs of individuals first and foremost in our actions in supporting the overall mission and vision of LCBDD.

We have worked tirelessly for many years advocating for the individuals we serve, families, neighbors and the community as a whole. From the inception of programs in the 1950's located in vacant community space, church basements or family homes through our current multi-faceted service delivery system, the Lake County community's support has unwaveringly embraced the inclusion of all individuals with developmental disabilities.

This Strategic Plan was developed using input from our stakeholders, which became the driving force in identifying the values and priorities that will be our focus over the course of the next three years. These guiding principles and primary strategies will steer our efforts to continue offering the highest quality, most-inclusive, collaborative and person-centered services and supports available within our resources.

It is with our deepest appreciation that we recognize the support of the individuals we serve, their families, staff, volunteers, collaborative partners, community organizations, private Providers and the Lake County citizens. Without you, none of this would be possible. We look forward to growing and sharing together over the next three years.

Thank you.

Elfie Roman, Superintendent

EMPOWER individuals with developmental disabilities to ENGAGE in activities that ENRICH their lives and contribute to their community.

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MISSION

The mission of the Lake County Board of Developmental Disabilities/Deepwood is to **EMPOWER** individuals with developmental disabilities to **ENGAGE** in activities that **ENRICH** their lives and contribute to their community.

Our mission helps support our vision.

VISION

The county board's vision is to offer Lake County citizens the highest quality, most inclusive, collaborative, and person centered services and supports available within their resources.



PRIORITY 1: SUPPORT NEEDS AND SERVICES

GUIDING PRINCIPLE: The LCBDD will strive to enrich the lives of individuals served by providing access to needed services and supports in the most inclusive manner possible.

PRIMARY STRATEGIES:

- Enhance quality service options and foster active engagement of individuals through community integration opportunities.
- Explore options to bridge the service gaps for school age children and multi- system youth.
- Increase available options for vocational training, vocational habilitation and community employment.

PRIORITY 2: AGENCY OPERATIONS/PERSONNEL/ FINANCE/BUSINESS TECHNOLOGY

GUIDING PRINCIPLE: The LCBDD will preserve the continuum of mandated and non- mandated services by maintaining financial stability and promoting the growth of a proficient workforce to enhance service delivery.

PRIMARY STRATEGIES:

- Strengthen Organizational Effectiveness & Efficiency.
- Increase/Improve workforce recruiting and retention strategies while enhancing the employee experience.

PRIORITY 3: ASSISTIVE TECHNOLOGY

GUIDING PRINCIPLE: The LCBDD will enhance the quality of life for individuals in the community through Assistive Technology.

PRIMARY STRATEGIES:

- Develop LCBDD expertise in Assistive Technology and “Smart” Technology.
- Promote Assistive Technology through access and education for individuals served, families and providers.



PRIORITY 4: PROVIDER SUPPORT/RECRUITMENT/RETENTION

GUIDING PRINCIPLE: The LCBDD will support the provider community to ensure the availability of a wide variety of high- quality services to meet the needs of individuals served.

PRIMARY STRATEGIES:

- Recruit and retain providers by offering support to improve provider quality and opportunities for collaboration.
- Expand training options for providers.

PRIORITY 5: COMMUNITY PARTNERSHIPS/OUTREACH

GUIDING PRINCIPLE: The LCBDD will expand community partnerships and explore resources to promote and support the inclusion of all individuals with developmental disabilities in the community.

PRIMARY STRATEGIES:

- Build and nurture strong local and state partnerships to improve access to services.
- Increase public outreach to improve awareness, support & engagement.

PRIORITY 6: COMMUNICATION

GUIDING PRINCIPLE: The LCBDD will continue to promote transparent and timely communication across all its programs, services and supports, the Provider community and stakeholders.

PRIMARY STRATEGIES:

- Enhance access to and expand methods of sharing information to all stakeholders.



The Deepwood Way

Core Values for County Board staff and anyone who has a stake in our mission.

Be appreciative and positive

Warmly greet each other and all our stakeholders

Be trustworthy by doing what we say we are going to do

Be loyal to the absent

Listen well by being calm and present

Celebrate our successes

Speak kindly to each other

Be aware of our body language and tone

Lead by example and support each other in our work



Lake County Board of
Developmental Disabilities



Leadership Team

Judge Larry Allen
Andrea Poklar-Byrne
Pam Martin
Sonja Maier
Tia Kozlovich
Judge Joseph Gibson
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