



Lake County Board of Developmental Disabilities



2025 Annual Goals

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 STRATEGY 1: Enhance quality service options and foster active engagement of individuals through community integration opportunities.

IT will expand the newly established Technology Club by collaborating with the Recreation and Community Relations Departments to offer a fun learning environment that promotes skill development, social engagement, and meaningful tech based activities to a larger audience of individuals.

To better support the increasing needs in the area of social emotional development in Early Intervention's Individualized Family Service Plans, providers will complete a pre and post assessment that targets social emotional skills.

PRIMARY STRATEGY 2: Explore options to bridge the service gaps for school age children and multi- system youth.

To continue increasing the understanding of the support and resources available in Lake County for Multisystem Youth, the SSA Department and MIDD Coordinator will expand community partnerships with local agencies and stakeholders to educate and facilitate professional development within the employment, mental health, and transition age youth services available to better serve this population.

PRIMARY STRATEGY 3: Increase available options for vocational training, vocational habilitation and community employment.

To expand opportunities for county board-eligible individuals to advance toward employment as well as support inclusive employment in Lake County, SSA Employment Navigation and Provider Support will partner with the Community Employment Development Director to encourage all team members including job seekers, their providers and SSAs, as well as businesses to attend networking events, job/volunteer fairs and other employment-related events/trainings and experiences to expand their awareness and understanding of the supports and opportunities available to job seekers.



Lake County Board of
Developmental Disabilities



2025 Annual Goals

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 STRATEGY 1: Strengthen Organizational Effectiveness & Efficiency.

Business Services will monitor the long-term financial sustainability of the Agency.

Business Services, along with SSA Management will monitor the growth of Waiver match and the corresponding financial impacts resulting from the assessed waiver service needs of individuals enrolled, in addition to known or unknown changes in rates and/or service structures.

Each Division Director will review succession planning for key administrative staff with the Superintendent on an annual basis and implement a mentoring plan to develop and support future leaders within the Agency.

IT will develop and implement a comprehensive technology training catalog for LCBDD staff by partnering with external vendors with the goal to provide specialized training opportunities that enhance participants' technological skills enabling them to more effectively perform their roles. This will empower LCBDD staff with tools and knowledge to utilize technology in improving the quality of support, fostering independence, and enhancing the experiences of individuals with developmental disabilities.

To enhance the quality of services, supports, and processes, Compliance and Quality Assurance Director will collaborate with each Division and Program Director and meet twice annually to identify any areas of concern and determine appropriate solutions that will strengthen departmental operations.



Lake County Board of
Developmental Disabilities



2025 Annual Goals

PRIMARY STRATEGY 2: Increase/Improve workforce recruiting and retention strategies while enhancing the employee experience.

Broadmoor's Leadership Team will promote the emotional well-being of staff members by providing monthly resources on mindfulness, self-regulation and work-life balance, utilizing the Center on Positive Behavioral Interventions and Supports (PBIS), Aegis and other mental health resources.

Broadmoor School & LCBDD transportation staff will strive for consistency of implementation of Positive Behavior Interventions and Supports (PBIS) across all student settings by the 2025-2026 school year.

Human Resources will work to expand online utilization of the employee benefits website that provides employees 24/7 access to benefit plans, forms and documents.

Human Resources will coordinate a management retreat to include training on De-Escalation Techniques and Conflict Resolution. Additionally, HR will work with the Operations Director to schedule Active Shooter training for the departments that have not received this training recently.

The Human Resources Department will continue to review and assess the Employee Recruitment Plan. A Recruitment Committee Meeting will be scheduled in early 2025. Agenda items will include, but not be limited to, alternative sources for recruitment, analysis of the current recruitment strategies, and expansion of current recruiting partnerships.



Lake County Board of
Developmental Disabilities



2025 Annual Goals

PRIORITY 3: ASSISTIVE TECHNOLOGY

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

PRIMARY STRATEGY 1: Develop LCBDD expertise in Assistive Technology and “Smart” Technology.

In alignment with Ohio’s Technology First Initiative, SSA will work to increase the use of assistive technology and remote supports to increase independence of individuals served, as well as to maximize available staffing resources. SSA will aim to double the number of individuals utilizing offered technology solutions as part of their ISPs.

PRIMARY STRATEGY 2: Promote Assistive Technology through access and education for individuals served, families and providers.

The SSA Department will collaborate with individuals, families, providers and community partners through use of the Larry Allen Technology Suite as a means to allow individuals to explore various technology supports in an effort to increase independence and reduce the need for traditional in person staff assistance.

The Vocational Guidance Center will utilize different assistive technology options to assist individuals to capitalize on their unique strengths while supporting their growth and ability to increase their independence.

Using the interdisciplinary team process, the ICF will explore creative solutions to enhance the quality of life of individuals residing in the ICF through the use of Assistive Technology.



Lake County Board of
Developmental Disabilities



2025 Annual Goals

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 STRATEGY 1: Recruit and retain providers by offering support to improve provider quality and opportunities for collaboration.

The Administrative Team will assess and address concerns of Agency Providers in continuing service provision for the purpose of seeking out available resources to support and strengthen the capacity of service delivery in Lake County.

Provider Support will increase the local pool of providers that are able to offer assistive technology and remote supports in an effort to maximize staffing resources and promote independence of individuals served.

PRIMARY STRATEGY 2: Expand training options for providers.

The Investigative Services Department will offer in-person MUI training sessions for providers on MUI trends/patterns specific to Lake County as an expanded training option to discuss topic-specific preventative strategies that promote the health and safety of individuals served.

The Investigative Services Department will offer provider site-based MUI Training sessions as a proactive approach to enhance understanding of the MUI Rule and foster expanded opportunities for collaboration and communication.



Lake County Board of Developmental Disabilities



2025 Annual Goals

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 STRATEGY 1: Build and nurture strong local and state partnerships to improve access to services.

Broadmoor School will improve the quality and consistency of Individualized Education Programs (IEPs) by collaborating with the State Support Team 4 (SST4) to provide individual direct support to IEP team partners throughout the 2025-2026 school year.

Broadmoor School will increase student attendance rates and reduce (unexcused) chronic absenteeism rates by collaborating with home school districts, sending personalized attendance letters to families and identifying patterns and trends in attendance to inform targeted interventions.

Nursing Management will continue participation on at least one committee and/or association within the community to further the mission and strategic goals of the Lake County Board.

The Administrative Team will provide technical support and participation funding for non-profit community-based recreation/leisure programs that seek to expand provision of inclusive and adaptive opportunities to individuals with developmental disabilities.

The Community Relations Manager will continue to develop and nurture relationships with existing and new community partners to ensure integrated opportunities are available for events allowing individuals to fully engage in the community.

The Investigative Services Department will assist in the creation of a "Regional MUI Group" consisting of Lake, Geauga, and Ashtabula County MUI Units to develop continued partnerships, foster collaboration, and develop best practices.

The Investigative Services Department and SSA will present information on services provided through the Lake County Board of DD/Deepwood at Crisis Intervention Training (CIT), attended by law enforcement officers, first responders, and associated personnel.



Lake County Board of Developmental Disabilities



2025 Annual Goals

PRIMARY STRATEGY 2: Increase public outreach to improve awareness, support & engagement.

Continued from 2024, Marketing & Communications Director will rollout a new plan for Speaker's Bureau efforts to strengthen community partnerships. This will include an updated Agency presentation, a list and schedule for targeted audiences (Chambers of Commerce, Schools, etc.), a video option for presenting, and a dedicated presence on our website for content and requests for presentations.

In conjunction with SSA, the Investigative Services Department will organize and facilitate an event open to participation from county-board eligible individuals to build connections with community First Responders and other mental health-based services.

The Administrative team will encourage the Management Team to seek out new community organization memberships to promote the mission of the Lake County Board of DD/Deepwood and further engage in collaborative relationships in the community.

The Community Relations Manager will continue to enhance community awareness, presence, and volunteerism by attending networking events, chamber sessions or resource events to disseminate LCBDD/Deepwood informational material and volunteer opportunities.



Lake County Board of Developmental Disabilities



2025 Annual Goals

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 STRATEGY 1: Enhance access to and expand methods of sharing information to all stakeholders.

Continued from 2024, based on the assessed needs/benefits of information content and design for developing and launching an employee portal (intranet), the Marketing & Communications Director will partner with an outside developer to launch a new intranet.

Continued from 2024, the Marketing Department will collaborate with program areas and stakeholders to develop a comprehensive overview of the LCBDD history. The final product will include a video, presentation, and handout.

The Agency Supports Director will collaborate with the Marketing Department and Administration to complete the Agency History Project.

The ICF Director, Agency Supports Director, and Director of Nursing will form a committee comprised of employees and managers from their respective programs that will meet on a quarterly basis in efforts to improve communication/relations between the ICF, Day Program, and Nursing Department

The Investigative Services Department will create and maintain a database of MUI contacts to promote timely communication to stakeholders.

The Investigative Services Department will work with Marketing to update the Health and Safety portion of the Lake County Board of DD/Deepwood website as it pertains to the MUI rule.

The Investigative Services Department will create a brochure that provides a synopsis of Lake County's MUI process that will be distributed to stakeholders.