

2025-2027 Strategic Plan



Scioto County Developmental Disabilities

Serving People for a Lifetime.

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Thank You



Superintendent's Message

In 2020, the Scioto County Board of Developmental Disabilities (SCDD) began revising the way it structured its three-year strategic plan. The goal was to create a simpler, more user-friendly document that the Board, administration, and staff could easily understand and integrate into their daily work. Before 2020, SCDD had a strategic plan spanning over 20 pages.

Although it contained valuable ideas and proposals, it was too cumbersome for practical application. By mid-2020, SCDD began collaborating with a third-party vendor to develop data collection models that would provide meaningful feedback.



After collecting the data, SCDD adopted the Entrepreneurial Operating System (EOS) as its model for future strategic planning. EOS, widely used in the private sector, helps organizations establish and maintain systems and controls while staying accountable to their established priorities. SCDD adapted EOS to suit the operations of a public sector agency, enhancing its effectiveness.

Moving forward into 2025, SCDD identified over a dozen key priorities for the next three years, including Multi-System Youth (MSY) Supports, Community Residential Supports, Provider Supports, Adaptive Technology Supports, and Community Employment Supports. The strategic plan translates these three-year goals into an actionable one-year plan, further broken down into quarterly objectives. By using this system, SCDD aims not only to meet but to exceed the goals established for each priority.

**Matthew Purcell, Superintendent
Scioto County Developmental Disabilities**

Core Values



People-Centered

We empower people to pursue meaningful lives. We do this through a dedicated team supported by key partnerships.



Professional

We take full accountability for our words and actions.



Grit

We are committed to truly caring for people by always striving to be our best.

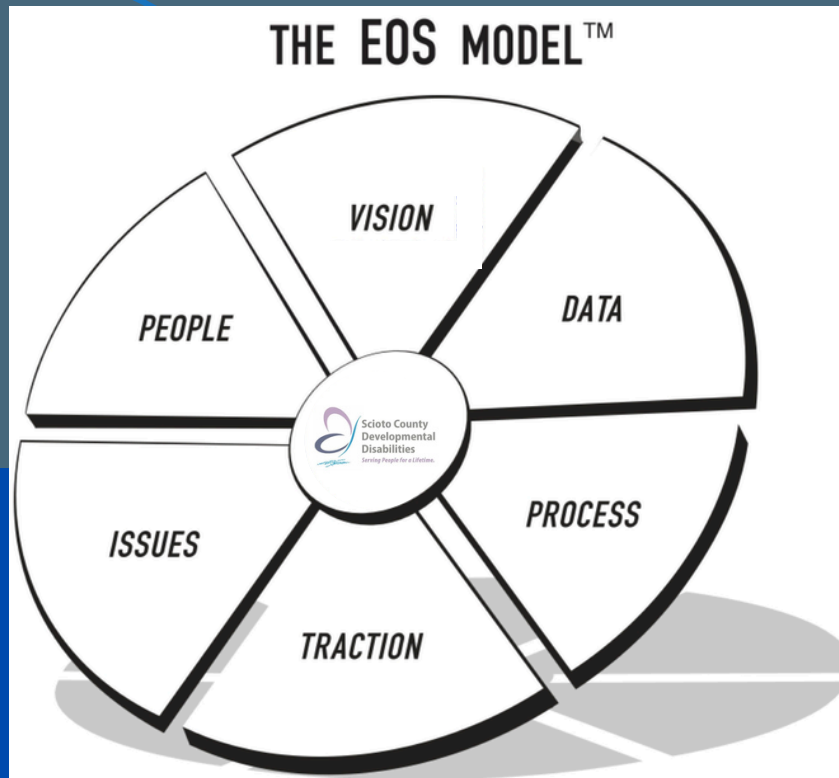


**Scioto County
Developmental
Disabilities**

Serving People for a Lifetime.

10-YEAR TARGET™

Achieve excellence in meeting the needs of every individual and family we serve.



Scioto County Developmental Disabilities uses The EOS Model as a way to create traction in setting and achieving goals in the strategic plan. It is a model that is utilized in everyday business at SCDD

Three Unique's:

- SCDD provides services to individuals/families regardless of their income or background.
- SCDD services span the entire lifetime (birth - death) of the individual.
- SCDD has local Medicaid authority for DD waivers.

Target Market



People and
families we serve



Community
Partners



Tax
Payers

Our Core Focus and Purpose:

**To be the leading resource for
individuals with disabilities
and their families.**

Self Advocacy Supports



3-year Picture:

1/1/25 - 12/31/27

SCDD will promote and support self-advocacy efforts, providing individuals with platforms to contribute to local, regional and state policy decisions.

1-year Plan:

2025 Goal

Promote and support self-advocacy efforts to provide individuals a platform to influence local, regional, and state policy decisions by establishing quarterly local meeting opportunities.

Youth Supports

3-year Picture:

1/1/25 - 12/31/27

SCDD will serve as the lead agency resource for multi-system youth (MSY) in our region by recruiting and developing highly trained, certified providers, securing grants and forming partnerships with other counties.



1-year Plan:

2025 Goal

Effectively operate and manage SCDD's short-term respite and residential options for MSY throughout 2025.



Individual Employment Supports

3-year Picture: 1/1/25 - 12/31/27

SCDD will help six new individuals secure employment within three years through additional employment opportunities in the community.

1-year Plan: 2025 Goal

Work with partners, such as Opportunities for Ohioans with Disabilities, to establish new employment opportunities in the community for two individuals.



Community Residential Supports



3-year Picture:

1/1/25 - 12/31/27

SCDD will expand accessible house options for those we serve, aiming to develop three ADA-accessible homes within three years through the Choice Housing Program.

1-year Plan:

2025 Goal

Assist Choice Housing in acquiring another accessible property option by 12/31/25.

Provider Supports

3-year Picture:

1/1/25 - 12/31/27

SCDD will develop a more robust system for contracted Medicaid providers focusing on recruitment and training. We will partner with regional counties to create a Provider Resource Group to assist those seeking Providers and offer training and resources for current providers.



1-year Plan:

2025 Goal

Recruit two new providers of Residential/HPC, Adult Day Supports, or Non-Medical Transportation, focusing on expanding evening and weekend options. This may include new agencies or those already serving the county that can expand their services.



Individual Technology Supports

3-year Picture: 1/1/25 - 12/31/27

SCDD will expand the use of technology including adaptive equipment and remote supports accessed through the Medicaid waiver program by 250%, targeting ten individuals over three years.

1-year Plan: 2025 Goal

Ensure technology solutions are explored and documented throughout the person-centered assessment and planning process, using them as much as possible to support ISP outcomes. Implement three new technology support solutions (e.g., remote supports, assistive technology) by the end of 2025.



Referrals



3-year Picture:

1/1/25 - 12/31/27

SCDD will aim to increase the number of self-referrals received directly from families, targeting an average of six per month.

1-year Plan:

2025 Goal

Reach families earlier to enable timely Early Intervention Services. Increase visibility as part of SCDD and distribute informational materials to key community partners to raise awareness.

Education Supports

3-year Picture:

1/1/25 - 12/31/27

SCDD's VRS teachers will be fully trained in structured teaching methods and will implement these strategies effectively.

1-year Plan:

2025 Goal

School Program Director will attend in-person training to enable her to train others in the structured teaching model outside of SCDD.



Public Relations

3-year Picture:

1/1/25 - 12/31/27

SCDD will ensure great communication and feedback from the community. Our vision and services will be clearly understood by individuals, stakeholders, and the broader community, with regular updates and feedback systems to monitor satisfaction with our services.

1-year Plan:

2025 Goal

Educate individuals, stakeholders, and the community about the role of SCDD and its responsibility in supporting quality services for individuals. This will be achieved by:

- Maintaining at least two permanent communication channels to gather community feedback. A digital platform, such as Survey Monkey, will be used to routinely collect and analyze results.
- Using various media platforms to provide information on available services. Webpages, social media, and print media will be reviewed at least twice a year for accuracy and updates.
- Ensuring quarterly visibility in external media, maintaining a presence at DD-sponsored events, and attending at least one community event per quarter for awareness purposes. Additionally, participate in at least two speaking engagements annually.



Partnerships



3-year Picture: 1/1/25 - 12/31/27

Building strong relationships with families, providers, fellow service agencies, and local school districts is a priority. SCDD will be recognized as a lead agency in these partnerships, with initiatives to expand resources, supports, and services for those we mutually serve.

1-year Plan: 2025 Goal

Partner with MEORC to maintain the continuous improvement process that ensures compliance with accreditation standards and best practices.

Leadership

3-year Picture:

1/1/25 - 12/31/27

SCDD will offer leadership training, implement development enhancement strategies, and ensure that all leadership and other key positions are filled with the most capable individuals.

1-year Plan: 2025 Goal

Complete the inaugural Succession Plan track and continue refining the project to ensure SCDD leadership is qualified and effectively positioned for the future.

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2024 Board Members

Front: Bill Adams, Tony Mantell,
Mike Arnett, Jon Peters
Back: Cindy Webb, Adrienne
Callihan, Cindy Gibson



SCDD Leadership with Executive
Development Program Graduates 2024

Facilities

3-year Picture: **1/1/25 - 12/31/27**

The organization will continue to invest in its facilities to ensure they remain modernized, accessible, healthy and safe, while keeping the option of relocation open should an opportunity be presented.

1-year Plan: **2025 Goal**

Continue with the Building and Grounds Maintenance Plan to maximize the lifespan of all SCDD properties.



Fiscal Supports



3-year Picture:

1/1/25 - 12/31/27

The organization will be equipped to perform at the highest level by ensuring financial solvency, as outlines in the Five-Year Forecast.

1-year Plan:

2025 Goal

- Develop strategies, controls, and models that allow the Administration and Financial Committee of SCDD to create a clear and strategic financial roadmap when needed.
- Ensure all new staff have a thorough understanding of the logistics and importance of County Board funding.



Thank You

For further inquiries and
information

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