



Portage
THE PORTAGE COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES **DD**

STRATEGIC PLAN 2023-2025

 **THE impact|group**
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Portage County Board of Developmental Disabilities

MISSION

**To assist and support individuals
in developing their abilities
through advocacy, inclusion,
and empowerment.**



Board Member

John Vennetti, Superintendent

Michelle Sahr, Board Member

Cheri Michael, Board Member

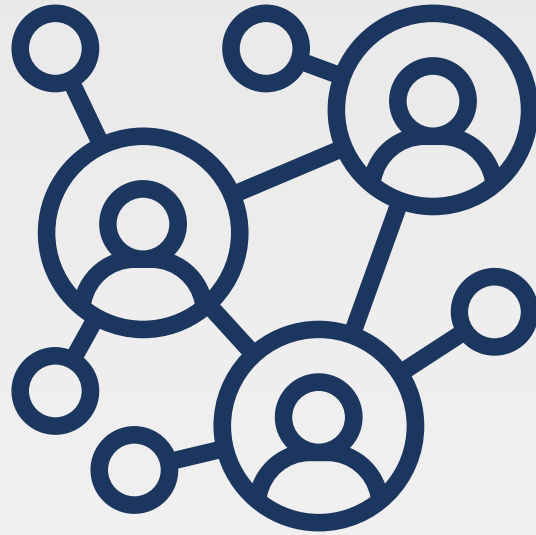
William Tarver, Board Member

Kelly Butler, Board Member

Tom Grist, Board Member

Maureen Haska, Board Member

Tim Moran, Board Member



GOAL ONE

Individual Needs and Supports



GOAL ONE | Individual Needs and Supports

OBJECTIVE 1 | Continue to provide opportunities for individuals with developmental disabilities to integrate into the greater Portage County community through employment, recreation, and engagement activities.

OBJECTIVE 2 | Continue to increase self-advocacy efforts throughout the county and ensure that all individuals are engaged in the person-centered process to the best of their ability and that they are supported to achieve their desired outcomes.

OBJECTIVE 3 | Identify gaps in supports for individuals/families and put plans in place to rectify those gaps.

OBJECTIVE 4 | Based upon available resources, continue to monitor and address the number of individuals in the county waiting for services.

OBJECTIVE 5 | Increase communication and collaboration with school district personnel to ease transitioning from early intervention to school-age services.



GOAL TWO

Communication and Community Engagement



GOAL TWO | Communication and Community Engagement

OBJECTIVE 1 | (Internal) Define and develop clear expectations and practices for all forms of internal communication; enhance methods and frequency of internal communications to ensure all employees are knowledgeable and informed; ensure consistency of communication protocols and expectations and apply these consistently across all departments.

OBJECTIVE 2 | (Internal) Ensure open two-way communication channels exist between employees and leadership.

OBJECTIVE 3 | (External) Continue to develop and deploy a comprehensive external communications program and strategy to promote our “Believe In People” messaging and brand across all platforms (website, social media, emails, etc.) to reinforce further the mission and identity of Portage DD.

OBJECTIVE 4 | (External) Continue to share the stories of the individuals we serve to promote greater awareness and understanding of their ability to positively impact our community.

OBJECTIVE 5 | (External) Create an intentional effort to communicate the value the county board provides to all Portage County residents.

OBJECTIVE 6 | (External) Continue to look for opportunities to strengthen relationships and engagement within the K-12 school space. Provide Portage County educators with needed information about the services and supports provided by the Portage DD.



GOAL THREE

Human Resources, Staff Development, and Operations



GOAL THREE | Human Resources, Staff Development, and Operations

OBJECTIVE 1 | Implement a proactive, targeted system of employee recruitment and retention. Purposefully engage in external and internal communication strategies to attract and retain high-quality employees.

OBJECTIVE 2 | Continue employee appreciation efforts focusing on the culture, climate, and morale of all personnel within Portage DD. The efforts will recognize the dedication and hard work of staff members who advance the overall mission of the county board.

OBJECTIVE 3 | Provide ongoing professional development opportunities and resources to ensure that all staff members remain current in the field and have a sense of professional fulfillment and growth.

OBJECTIVE 4 | Put a process into place which allows departments to share their function and purpose with other departments within the organization.

OBJECTIVE 5 | Assess and update an onboarding and training process for all new employees; ensure all new employees are provided with a clear understanding of policies, procedures, and expectations.



GOAL FOUR

Finance and Facilities



GOAL FOUR | Finance and Facilities

- OBJECTIVE 1** | Ensure the community understands the current financial situation of the county board as it relates to its ability to provide support and services for individuals with developmental disabilities and their families.
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- OBJECTIVE 2** | Create user-friendly graphics and communication tactics to broadcast the county board's fiscal complexities in a manner that is accessible and understandable.
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- OBJECTIVE 3** | Investigate the utilization of county board facilities as a means of community engagement.
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- OBJECTIVE 4** | Utilize a deferred maintenance, technology and equipment replacement schedule based on yearly budget allocations.



GOAL FIVE
**Provider Recruitment,
Development,
and Support**



GOAL FIVE | Provider Recruitment, Development, and Support

OBJECTIVE 1 | Continue to attract providers of desired services to Portage County.

OBJECTIVE 2 | Continue to find methods to positively impact and support the provider community.

OBJECTIVE 3 | Confirm the provider understands the individual service plan and the provider's responsibilities and ensure the provider has contact information for the county board.



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