

# Highland County Board of Developmental Disabilities Strategic Plan

## 2023-2027

**Debra Buccilla, Superintendent  
2023**

**Larry Gray, Superintendent  
2024 and forward**

Revised 2/2026



## Our Mission

- Ensuring effective systems are available to assist people in achieving their life goals.

## Our Vision

- Enhancing the quality of life in our community – one person at a time.

# Goals

## Goal #1 Consumer Supports

Vision: To support those served by developing a broader network of community opportunities.

## Goal #2 Quality Services

Vision: Ensure all individuals served receive quality services.

## Goal #3 Advocacy

Vision: Promote advocacy for and by individuals served through the person-centered planning process, activities and community connections.

## Goal #4 Communication/Public Relations

Vision: Partner with a well-informed community who understand the mission of the agency.

# Goal #1 – Consumer Supports

Vision – To support those we serve by developing a broader network of community opportunities.

- Objective #1 – Create county wide social opportunities in which those served may participate.
- Objective #2 – Partner with the community to promote learning experiences.
- Objective #3 – Promote a healthy and safe atmosphere for people served and employees to feel safe and thrive.
- Objective #4 – Enhance community work opportunities for youth and adults.
- Objective #5 – Develop and promote connections with providers of services to meet the needs of those served.

# Goal #2 – Quality Services

Vision – Ensure all individuals served receive quality services.

- Objective #1 – Ensure that individuals are receiving services in the most integrated setting for their needs.
- Objective #2 – Reduce the number of individuals in the county waiting for services.
- Objective #3 – Identify and address gaps in services.
- Objective #4 – Provide supports specific to the aging population.

# Goal #3 – Advocacy

Vision – Promote advocacy for and by individuals served through the person-centered planning process, activities and community connections.

- Objective #1 – Offer a local advocacy group to those served.
- Objective #2 – Offer regional advocacy resources.
- Objective #3 – Create opportunities for advocates to make and share connections with community members.

# Goal #4 – Communication/Public Relations

Vision – Partner with a well-informed community who understand the mission of the agency.

- Objective #1 – Enhance internal communication to promote team building and assure consistent messaging.
- Objective #2 – Increase utilization of public relations platforms to share our story.