

Highland County Board of DD Strategic Plan Progress and Annual Review

Goal# 1 - Consumer Perspective

Objective #1 – Create County wide social opportunities in which those served may participate.

- Increase community partners in the community that are working on transportation and employment goals.
 - Community First Staff are members of the Chamber Board to get updates about community work related to transportation and employment.
 - Community First Staff attend the quarterly meetings with ACCESS and Highland and Adams Business Advisory Council.
 - Individuals served, along with SSA Dept., met with FRS Transportation to find opportunities available for county transit. FRS provided a tour around town as an example of usage options.
 - Community First Staff are working with OOD Bridges services to assist transition students to get their driving permits.
 - Preschool partnered with COAD4Kids to host a 3 night series of parent education/information/collaboration to discuss common concerns in early childhood.
- Increase community partnerships/relationships with businesses and residents for community integration activities.
 - HCBDD assisted a family in Greenfield with a ramp for their home with the Society for Children and Adults. This family does not receive services from HCBDD.
 - HCBDD has partnered with Lynchburg Art Center for a monthly art activity.
 - Community First Staff are working with Southern State Community College for inclusion of individuals served in an upcoming play.
 - The SSA Dept. held a Linkage Expo for people served and their supports, to connect with resource agencies within the county such as the Health Dept., Extension Office, horse therapy, Community Action, and FRS Transportation.
 - HCBDD partnered with Montgomery CBDD to borrow a Universal Changing Table that could be utilized at the Highland Co. Fair.
 - Hills and Dales Preschool staff attend the FCFC meetings as scheduled.
 - Community First Staff are on the YMCA Advisory board.
 - Community First Staff are part of the OOD Transition Expo Committee.
 - Community First Staff are on the This Is Me committee.
 - HMG and EI helped plan and attended the community baby shower for parents/caregivers that are expecting or have a child 6 months old and younger.
 - HMG hosts a monthly playgroup, where families with children age 5 and under are invited to attend.
 - EI and HMG staff attended the FCFC meetings as scheduled.
 - EI attended ECC and MSY meetings as scheduled.
 - Early Intervention continues the collaboration with ABC Pediatrics with the ADEP diagnostic program for autism.

- Partner with area schools to utilize sports complex for Special Olympics and host events at times that might be better attended by the community.
 - Highland County YMCA allows basketball games at their facility.
 - Highland County YMCA holds a winter dance for individuals served.
 - HCBDD provided transportation for the YMCA Summer Kids camp.
 - Special Olympic athletes get complimentary membership to the YMCA.
 - Highland County YMCA allows students participating in Summer Youth to work at their facility.
 - Hillsboro Christian Academy allows basketball games at their facility.
 - Integrated bowling league is held at the local bowling alley.

Objective #2 – Partner with the community to promote learning experiences.

- Work with various professionals to provide learning opportunities for children birth to age 5.
 - Hills and Dales Preschool has had various professionals present to the students, including the Paint Creek Fire and EMS, local dentists and eye doctors and Canines for Christ (pet therapy).
- Collaborate with outside agencies and LEAs to create a working interagency agreement in serving children birth to age 5. Completed on 11/25/24.
 - HCBDD finalized an interagency agreement with Head Start, HMG, Early Intervention, the five local school districts and East Clinton, Eastern and Adams County on November 25, 2024. Quarterly meetings are held with this group.
 - Interagency agreement meetings continue to be held on a quarterly basis with EI, HMG, Head Start and Local Education Agencies.
- Increase education and information to local schools about the DD system and our services
 - Community First and SSA Staff have met with Special Education Directors and teachers in the Hillsboro, Lynchburg, and Bright Local Schools to discuss services offered by HCBDD. Meetings with Christian School is scheduled.
 - HCBDD will be hosting an event with Starfire which will be open to providers and school districts that will promote community connections for people served.
 - Hills and Dales preschool has increased communication with Special Education Directors through email and collaborative meetings.
 - The Ohio Human Trafficking Initiative (through the Ohio Attorney General) presented to students in our preschool to talk about healthy relationships and safe adults to our preschool students in March of 2025.
 - Interagency Agreement resigned in Fall of 2024.
 - Early Intervention staff met with the local library, Health Department nurses and a couple of local physicians to explain our EI program and services.

Objective #3 - Promote a healthy and safe atmosphere for people served and employees to feel safe and thrive.

- Teach and encourage universal precautions for safety.
 - Staff receive annual universal precautions training via PublicWorks.
- Communicating best practices on a quarterly basis to keep the community informed.
 - Updates to relative CDC guidelines, current local trends from the health department and other agencies are posted on an ongoing basis of the HCBDD Facebook page and website.
- Continue building on our current safety practices and hold various safety drills and meetings involving community partners.
 - Hills and Dales Preschool holds ongoing fire, safety, and tornado drills throughout the school year.
 - HCBDD staff met with local first responders to discuss additional safety items for the preschool.
 - HCBDD staff attended the Safety conference in Columbus Ohio in July 2023 and July 2024.
 - A grant from BWC and the School Safety Council is being pursued for purchase of window protection for the preschool building.
 - Window film and bulletproof window program completed in 2024 at Hills and Dales Preschool.
 - Drills were completed as required without any concerns.
- Train and Empower staff to recognize danger signs and make safety calls to ensure safety of customers and staff.
 - HCBDD SSA Staff attended CPI training.
 - HCBDD Safety Committee meets on a regular basis to discuss all safety and welfare topics.
 - HCBDD staff participate in all fire, safety, and tornado drills throughout the year.
 - HCBDD has obtained CPI booklets to share with those served and provider agencies.
 - Human Trafficking Presentation available to community - more information can be found [here](#)
 - Five Staff members became Nisonger Crisis Prevention and Supports trained in February 2026. All are able to train others in Nisonger method.
- Encourage healthy lifestyles activities for people served.
 - HCBDD worked with the Highland County Health Department for several vaccine clinics offered to staff, those served and their families during the COVID pandemic.
 - SSA staff include healthy lifestyles in the development of all individual service plans on an ongoing basis.
 - Early Intervention collaborated with community partners in Family and Children First Council to offer a community baby shower and resource fair.

Objective #4 – Enhance community work opportunities for youth and adults.

- Create a business opportunity where people with developmental disabilities can share in every part of the day-to-day operation and serve the public.
 - Self-Advocates have volunteered at Rocky Fork State Park to complete improvements in the park, including painting, landscaping, and trash pickup.
 - Community First Summer Youth individuals work in various community sites during the program, including the YMCA, Ponderosa, Community Action, Rocky Fork State Park, and others
- Create a store front for the Art Studio that includes artwork from anyone in the community.

- Up and Beyond Art Studio displayed art sales at the Hills and Dales Preschool Building in December of 2024. Information was share with the public via social media.
- Up and Beyond Art Studio transitioned to Highco, who will be able to utilize it in the community and for more artists.

Objective #5 – Develop and promote connections with providers of services to meet the needs of those served.

- Meet with local providers to determine if program expansion is an option for more service hours by becoming a waiver provider.
 - This is an ongoing process with the SSA Department and through mentoring options with the SSA Department.
- Promote and support local providers with employment posts and certification assistance.
 - Created a flyer with local agency providers contacts for employment and posted it to the website and to Facebook page quarterly.
 - HCBDD website has provider resources for providers, focused on the process to become a provider and helpful tips and documents. This is updated as needed.
 - HCBDD assists people seeking independent provider certification and those renewing their certification with the process and application.

Goal #2 – Quality Services

Objective #1 – Ensure that individuals are receiving services in the most integrated settings for their needs.

- Provide information about residential options based upon evaluated need.
 - All individuals served must meet level of care (LOC) for an intermediate care facility (ICF) for waiver enrollment.
 - LOC is reviewed annually or with a change in need, to ensure that all individuals are in the most appropriate setting.
 - The Residential Options brochure is provided at the time of a settings inquiry or request, and at least annually.
 - Residential resources are available on our website for review.
 - EI services are provided in the natural learning environment, such as home, daycare, local park, grocery store, or any other environment that the family frequents. Utilizing both virtual and in-person based on parents' preference.
 - HMG services are provided in the home or a place that best benefits the family

Objective #2 – Reduce the number of individuals in the county waiting for services.

- Develop a review system to reduce waiting lists for services.
 - An administrative review, which includes the Superintendent, Business Director, and SSA Director, is held semi-annually to review the waiting list for waiver services.
 - The waiting list is reviewed as needed for new waiver enrollment.
 - There is no waiting list for case management services.
 - There is no waiting list for EI services.

Objective #3 – Identify and address gaps in services.

- Ensure gaps in services are identified and response is in place.
 - During each individual annual plan review, any required services are identified and addressed.

- Alternative Services and community resources, including local county board funds, are coordinated or offered to those where a need has been identified.
- HCBDD is taking the lead on opening a Multi-System Youth home to help provide respite care for youth served in one or more systems. Will open summer 2026.
- EI now has a full core team locally, consisting of a Registered Nurse, Developmental Specialists, Speech and Language Pathologist, Occupational and Physical Therapist.

Objective #4 – Provide supports specific to the aging population.

- Focus on changing needs of the aging population
 - Adjust services annually and as needed for the aging population through assessment and review of support in the service plans.
 - Complete the dementia and depression screening that was effective 8/1/25 through the annual revision of the service plan.

Goal #3 – Advocacy

Objective #1 – Offer a local advocacy group to those served.

- Maintain a local advocacy group with scheduled monthly meetings.
 - HCBDD offers a local advocacy group called People First of Highland County, which meets on a monthly basis to discuss local and statewide issues related to the needs of individuals with disabilities. The group is a member of People First of Ohio. The meetings are held at Southern State Community College and at an earlier time that was easier for more people to attend. Attendance had boosted in 2024.

Objective #2 – Offer regional advocacy resources

- Ensure opportunities to attend regional advocacy groups.
 - People First of Highland County members attend the regional advocacy group SOAG (Southern Ohio Advocacy Group) on a monthly basis. This group consists of members from 15 different county boards and discusses local, regional, and statewide issues.

Objective #3 – Create opportunities for advocates to make and share connections with community members

- Identify community connections for advocates.
 - People First of Highland County members attended the People First of Ohio Advocacy Conference in March of 2024.
 - People First of Highland County members attended the Synergy Conference held in October of 2024
 - A member for the People First of Highland County group worked the local Jeep Cruisin event, working the concession stand.
 - Three members of the People First of Highland County group participated in the DODD Storytelling Workshop in July of 2024, telling their stories to others. The presentations were shared by video across social media platforms.
 - A member of the People First of Highland County group spoke about DD Awareness month to the community at a Special Olympics basketball game in March of 2024.

- Two members of the People First of Highland County group assisted at the Up and Beyond Art Studio teaching local girl scouts about different types of art.
- Members of the People First of Highland County group accepted proclamations for DD Awareness month in March from local Highland County cities and villages.
- Advocates helped with local boy scout events for Disability Awareness badges.
- Advocacy group volunteers at a local food pantry monthly.
- Advocacy group passes out informational flyers and placemats for DD Awareness month.

Goal #4 – Communication/Public Relations

Objective #1 – Enhance internal communication to promote team building and assure consistent messaging.

- Enhance our social media platforms to keep the public updated on what is happening with services and HCBDD employees.
 - HCBDD Facebook page is updated regularly with information and happenings from different departments to ensure the community is aware of events, activities, and successes.
 - New Employee Spotlight posts are emailed to all HCBDD employees when a new employee joins the team.
 - Team building is held at least quarterly in preschool.

Objective #2 – Increase utilization of public relations platforms to share our story.

- Improve the website for better use and access for the community.
 - HCBDD website was revised and implemented in February of 2026. The website includes more resources for those served, providers and the community, with opportunities for comment for the preschool and the county board.
 - Preschool shares community resources with parents through Dojo.

Developed 1/2023

Reviewed and revised 2/2024, 2/2025, 2/2026, 3/2026