



STRATEGIC PLAN 2024-2026

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OUR MISSION

TO INSPIRE, EMPOWER AND SUPPORT INDIVIDUALS AND THEIR FAMILIES.

OUR VISION

INDIVIDUALS WILL ACHIEVE PERSONAL SUCCESS.

OUR CORE VALUES



Integrity and Trust

Mutual Respect



Equality

Collaboration and Teamwork



Personal Responsibility

OUR GOALS



GOAL #1

Services for Individuals & Families



GOAL #2

Provider Support



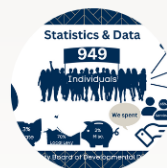
GOAL #3

Staff Recruitment & Retention



GOAL #4

Communications



GOAL #5

Fiscal Management & Operational Excellence



GOAL #6

Facilities & Technology





STRATEGIC PLAN

2024-2026

People Served & Community

- Provider Support
- Communications
- Services for Individuals & Families

- Explore and identify strategies to support providers and increase the pool of providers.
- Create and implement a comprehensive external communication plan that increases community awareness of the board's mission, vision and values.
- Continue to promote and strengthen partnerships with the community to improve relationships.
- Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.
- Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff
- Identify strategies to foster and promote staff engagement and collaboration within the agency.
- Continue to identify and implement innovative self-advocacy practices or protocols for people with developmental disabilities.
- Expand the reach of Early Intervention and Home Visiting services to engage families as early as possible.
- Collaborate with community stakeholders to explore and expand housing opportunities for individuals we serve.
- Support the continued advancement of assistive technology resources for individuals with developmental disabilities.

Workforce

- Staff Recruitment & Retention
- Communications

- Create and implement a comprehensive external communication plan that increases community awareness of the board's mission, vision and values.
- Continue to promote and strengthen partnerships with the community to improve relationships.
- Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.
- Continue to provide comprehensive professional development and training programs that enhance staff knowledge, skills and abilities.
- Formalize targeted efforts to promote, strengthen and enhance the agency's positive culture
- Identify comprehensive recruitment and retention practices, with the aim of stabilizing turnover rates among staff.
- Foster a diverse, equitable and inclusive workplace culture that celebrates and values differences through Diversity, Equity and Inclusion awareness and education.
- Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff
- Identify strategies to foster and promote staff engagement and collaboration within the agency.

Operations & Business

- Communications
- Fiscal Management & Operational Excellence
- Facilities & Technology

- Create and implement a comprehensive external communication plan that increases community awareness of the board's mission, vision and values.
- Continue to promote and strengthen partnerships with the community to improve relationships.
- Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.
- Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff
- Identify strategies to foster and promote staff engagement and collaboration within the agency.
- Ensure fiscal responsibility, accountability and optimization of resources.
- Develop a plan to enhance community understanding and awareness of the Board's financial status.
- Conduct an ongoing assessment and evaluation of building security, facilities, and grounds processes to assure alignment with strategic priorities and best practices.
- Conduct an ongoing comprehensive assessment of cybersecurity measures to identify areas of improvement and implement best practices.





**GOAL
1**

Services for Individuals & Families

Objective 1 | Continue to identify and implement innovative self-advocacy practices or protocols for people with developmental disabilities.

Objective 2 | Expand the reach of Early Intervention and Home Visiting services to engage families as early as possible.

Objective 3 | Collaborate with community stakeholders to explore and expand housing opportunities for individuals we serve.

Objective 4 | Support the continued advancement of assistive technology resources for individuals with developmental disabilities.





GOAL
2

Provider Support

Objective 1 | Explore and identify strategies to support providers and increase the pool of providers.





**GOAL
3**

Staff Recruitment & Retention

Objective 1 | Continue to provide comprehensive professional development and training programs that enhance staff knowledge, skills and abilities.

Objective 2 | Formalize targeted efforts to promote, strengthen and enhance the agency's positive culture.

Objective 3 | Identify comprehensive recruitment and retention practices, with the aim of stabilizing turnover rates among staff.

Objective 4 | Foster a diverse, equitable and inclusive workplace culture that celebrates and values differences through Diversity, Equity and Inclusion awareness and education.

Objective 5 | Identify strategies to foster and promote staff engagement.



GOAL 4

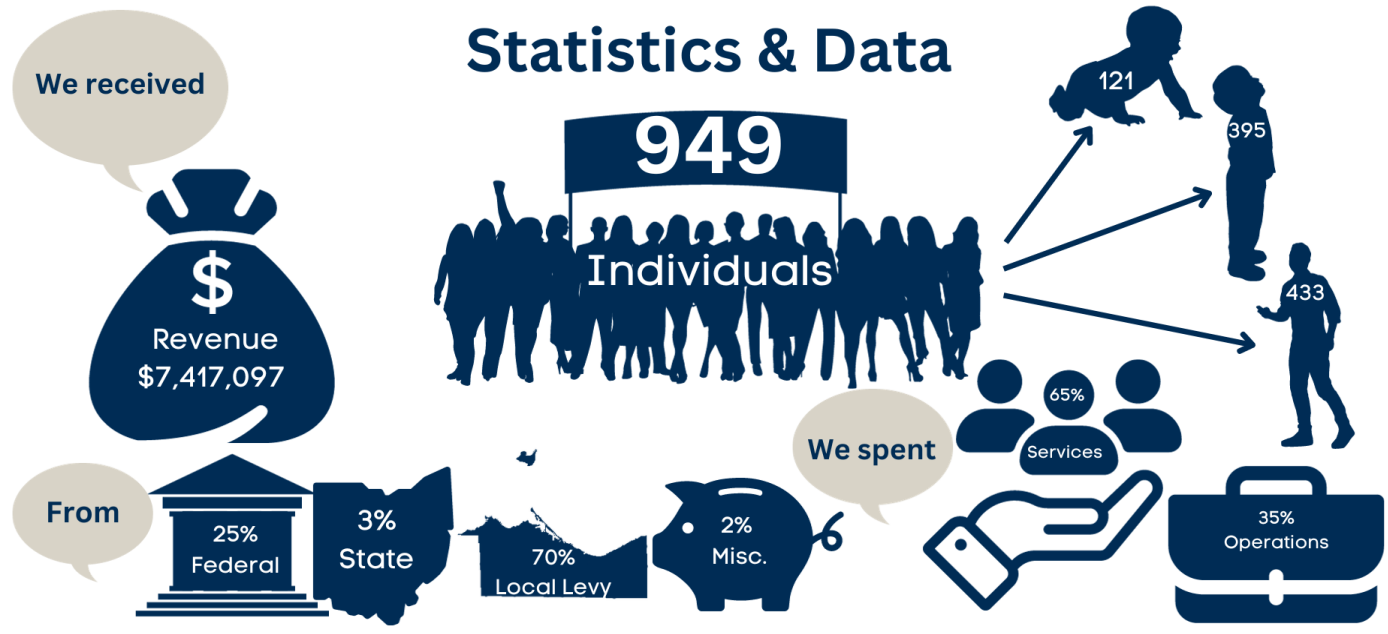
Communications

Objective 1 | Create and implement a comprehensive external communication plan that increases community awareness of the board's mission, vision and values.

Objective 2 | Continue to promote and strengthen partnerships with the community to improve relationships.

Objective 3 | Engage in ongoing local, state and federal advocacy efforts to promote policies and legislation that support the rights and needs of individuals with developmental disabilities and their families.

Objective 4 | Create and implement a comprehensive internal communication plan that standardizes communication protocols and practices among staff.



GOAL 5 Fiscal Management & Operational Excellence

Objective 1 | Ensure fiscal responsibility, accountability and optimization of resources.

Objective 2 | Develop a plan to enhance community understanding and awareness of the Board's financial status.





**GOAL
6**

Facilities & Technology

Objective 1

Conduct an ongoing assessment and evaluation of building security, facilities, and grounds processes to assure alignment with strategic priorities and best practices.

Objective 2

Conduct an ongoing comprehensive assessment of cybersecurity measures to identify areas of improvement and implement best practices.

