



FULTON COUNTY
BOARD OF
DEVELOPMENTAL
DISABILITIES

2020-2022

Strategic

Plan



MISSION STATEMENT

**To support people with disabilities
and their families.**

CORE VALUES

- integrity
- accountability
- fiscal responsibility
- teamwork
- respect

GUIDING PRINCIPLES

We will work collaboratively within and outside of our agency to provide quality services.

We will support, appreciate and value the individuals we serve, their families and our staff by treating them as we would wish to be treated.

We will be responsive to our stakeholders by providing open honest environments and communication.

We will provide opportunities and choices that allow individuals to develop to their potential across the lifespan.

GOAL ONE

EMPOWERMENT & ADVOCACY OF INDIVIDUALS & FAMILIES

Ensure that individuals and families have the tools, accommodations and education that will empower them to be included in the community while respecting their lifestyle choices

- Increase support networks for the individuals and families that we support including those that enhance the quality of life outside of work
- Continue to provide autism support for EI families through PLAY Project consultants
- Maximize availability of EI team members to families through the increase use of technology in EI service delivery
- Ensure that parents are aware of resources, tools and supports available to meet their children's and family's needs while assisting them to gain confidence to take initiative/find solutions/problem solve
- Continue to utilize and expand the use of Evidenced Based Practices (EI) and Person Centered Planning (age 3+) to identify goals during a lifetime
- Continue the focus on community jobs and building community employment skills for every individual who desires to work in the community to increase the number of individuals of working age engaged in community employment
- Continue to support and expand Self-Advocacy efforts through the "Come Together" group, planned trainings and activities, person-centered planning and expanded community connections
- Strengthen our practice of Trauma Informed Care (TIC) through continued training of staff and collaboration with other community team members utilizing TIC
- Explore ways to enhance currently available transportation options
- Ensure that Special Olympics continues to be an option for those who desire to participate while increasing community involvement and presence
- Expand our work with public and private schools to enhance the transition process for children as they move from school to adulthood
- Continue to encourage the use of technology to increase independence in those we serve and provide new ways of support for families

GOAL TWO

FISCAL RESPONSIBILITY

Manage our financial resources in ways that are efficient, productive and sustainable.

- Analyze resources that the Board utilizes to support services and the strategic plan
- Ensure long-term sustainability of funding by improving efficiency and effectiveness
- Explore the development of new ways each year to increase the funding of supports through grants, partnerships and shared services
- Preserve local dollars by maximizing the draw-down of federal funds
- Reduce the number of individuals in the county waiting for services
- Be good stewards of all funds to ensure accountability to taxpayers and people served
- Formalize the process of supporting individuals and families through the use of local funds including FSS
- Educate the community regarding how Board of DD monies are spent including through Board of DD's annual report
- Make succession planning, from management to direct staff a priority
- Provide ongoing review of the waiting list, determine an annual allocation by board motion and ensure ongoing waiting list projections

GOAL THREE

PUBLIC AWARENESS AND ENGAGEMENT

Reinforce consistent messages that help people to know what we do and why to assist in creating a positive image within the community

- Improve community knowledge and understanding of Board initiatives including Evidence Based Practices in EI, PLAY Project, Autism Diagnostic Education Project (ADEP), Use of Technology in Service Provision, Trauma Informed Care, etc.
- Utilize success stories to increase awareness of supports provided
- Increase awareness among community employers on how individuals working in the community benefits the employer and the individual
- Continue to improve content and function of the website and Facebook page including adding the regular use of video
- Create an annual master community communication/publication calendar to expand our communication efforts
- Create a three year public awareness and engagement plan that includes an annual publicity theme to build focus each year
- Create intentional, formalized strategies to build relationships with businesses, government, schools, churches, civic and community groups
- Solicit speaking engagements to provide organizations with an understanding of our mission

GOAL FOUR

COMMUNITY COLLABORATION

Ensure that we look to community first to establish partnerships and decrease duplication of services.

- Develop and improve community partnerships by encouraging a team approach and supporting multi-agency strategies
- Work with other agencies and providers in the community and the region to increase transportation options
- Utilize success stories to increase awareness of community collaboration
- Explore community partners to collaborate with for EI Playgroups or other EI child and family activities
- Develop collaborative relationships and maximize community resources as a means to better serve multi-system and dually-diagnosed youth and adults
- Collaborate with community members to build community employment opportunities

GOAL FIVE

CUSTOMER SERVICE

Meet the needs of those that we support by providing high quality customer service to individuals, families, providers and the community

- Continue to develop positive and productive provider relationships; exploring increased ways of supporting providers and recognizing the work that they do
- Support certified independent providers when new as well as on an on-going basis to ensure each provider has contact information for the county board and that he understands his responsibilities to the individual(s) he serves
- Continue to provide opportunities for individuals to participate in planned recreation activities
- Provide leadership training for current and future leaders
- Continue to develop high performing staff through the capitalization of individual strengths and the ongoing support of staff
- Explore the use of technology to build proactive relationships with those we serve, their family and those who support them
- Host regular information meetings for families and the community
- Explore and develop methods to insure fluid transitions for individuals and families from one life phase to the next



2020 Board Members

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Shirley Colon, Vice President

Lynlee Reinking, Secretary

Adam Cook

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Britney Ward

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Kristie Humbert, Children Services Director

Robin Shepherd, Community and Medicaid Services Director