

2026-2028 Strategic Plan





Empowering Lifelong Support and Community Inclusion

The Fulton County Board of Developmental Disabilities (FCBDD) conducted comprehensive stakeholder engagement through focus groups and surveys with individuals served, families, staff, board members, providers, and community partners to form this three-year strategic plan. The feedback revealed both our organizational strengths and critical areas for growth as we continue our mission to support individuals with developmental disabilities throughout their lifespan.



I am pleased to introduce the newest three-year Strategic Plan for the Fulton County Board of Developmental Disabilities. This plan reaffirms our ongoing commitment to supporting individuals with developmental disabilities and their families through advocacy, service coordination, and meaningful community partnerships.

Built around our mission, core values, and guiding principles, this plan outlines our priorities for the years ahead. It reflects our dedication to integrity, collaboration, and innovation as we work to promote independence, inclusion, and quality of life for all.

Sincerely,

Robin Shepherd





Mission Statement

To support people with disabilities and their families.

Core Values

Integrity, Collaboration, Community, Vision and Fiscal Responsibility

Guiding Principles

Work **collaboratively** within and outside of our agency to provide quality services.

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

Be responsive to our stakeholders by **providing open honest environments** and **communication**.

Provide **opportunities** and **choices** that allow individuals to develop to their potential across the lifespan.



Board Members

Scott Anderson, Vice President
Lynlee Reinking, Secretary
Adam Cook
Sam Denn
Larry Restivo
Britney Ward

Leadership Team

Robin Shepherd, Superintendent
Lindsey Deering, Children Services Director
Shannon Keiser, Community & Medicaid Services Director

Quality Services & Collaborative Partnerships



Advancing quality services through shared partnerships and collaboration that empower individuals and strengthen community inclusion.



Initiatives

1. Partnering with community organizations, providers, and stakeholders.
2. Promoting innovation and best practices in service delivery.
3. Enhance workforce stability by strengthening recruitment and retention efforts and providing consistent, targeted staff training.
4. Enhance provider capacity, especially for behavioral and mental health supports.
5. Strengthen and expand employment opportunities for individuals served.

Person-Centered Culture



Fostering a respectful, inclusive, and supportive environment for individuals served, families, and staff.

Initiatives

1. Valuing and supporting individuals and families as unique and capable.
2. Investing in staff recruitment, retention, development, morale, and wellbeing.
3. Increase advocacy skills for individuals to utilize throughout their lives.
4. Expand the utilization of technology to promote independence and inclusion.



Responsive Communication & Lifespan Opportunities



Ensuring open communication and creating meaningful opportunities across all life stages.



Initiatives

1. Maintaining transparency and honesty in stakeholder communication.
2. Supporting individuals across the lifespan with options that promote growth, independence, and inclusion.
3. Increase communication, awareness and outreach.
4. Expand activities and recreation.

Organizational Sustainability & Infrastructure

Building a sustainable and efficient organization through sound financial stewardship, modern infrastructure, and proactive planning for future needs.



Initiatives

1. Ensure long-term sustainability of funding by improving efficiency and effectiveness.
2. Explore the development of new ways each year to increase the funding of supports through grants, partnerships and shared services
3. Be good stewards of all funds to ensure accountability to taxpayers and people served.
4. Maintain continuous oversight of the waiting list by determining annual allocations through Board approval and implementing strategies to reduce the number of individuals awaiting services.
5. Modernize and plan for space, infrastructure, and technological needs.

This strategic plan represents the collective voice of our stakeholders and reflects both our aspirations and our commitment to continuous improvement. The Fulton County Board of Developmental Disabilities is dedicated to creating a community where every individual with developmental disabilities can thrive.

Through focused effort on quality services and collaborative partnerships, person-centered culture, responsive communication and lifespan opportunities, and organizational sustainability and infrastructure, we will strengthen our ability to serve individuals and families across the lifespan. This plan provides the roadmap; our dedicated staff, engaged board, supportive community, and the individuals and families we serve provide the heart and determination to make it reality.

