

Goal 1: Strengthen and develop programs and services.			
Objectives & Actions	Responsible	Due Date	Success
1A: Provider Support & Engagement a) Promote & support DSPs through recruitment & retention b) Increase provider pool c) Provide reciprocal training between SSAs and Providers d) Increase attendance and participation from providers at trainings e) 'Road Show' of training opportunities off-site f) Continue meeting with newly certified providers	a) Denise b) Denise c) Denise, Nikki d) Denise e) Denise f) Brad	a) Dec 2021 b) Dec 2021 c) Dec 2021 d) Dec 2021 e) Dec 2021 f) Dec 2021	a) Number of recruitment and retention efforts for DSPs b) Increase Provider Pool c) Number of new SSAs that have participated; Number of providers trained d) Increase average percentage of attendance e) Number of trainings offered off-site f) Number of providers met with prior to delivering supports
1B. Evaluate Current Programs for Gaps and Necessity a) Evaluate data specific to all programs b) Expand Behavior Support services c) Develop & introduce programs for kids & families d) Develop & introduce a human sexuality program e) Reduce wait list & consider most integrated settings appropriate to needs	a) Denise, Steve b) Terra, Ali, Tanya c) Tanya, Nikki, Linda d) Ali, Nikki, Michelle e) Nikki, Steve	a) Dec 2021 b) Dec 2021 c) Dec 2021 d) Dec 2021 e) Dec 2021	a) Number of gaps identified b) Number of times CPI training offered; Number of behavior plans decreased; Number of unapproved behavior supports decreased c) Number of programs developed; Number of occurrences for each program; d) Number of people participating e) Decrease number on wait list
1C. Expand and Develop Transition Services a) Implement Project LIFE b) Improve internal and external education on SSA transition services	a) Tanya b) Nicole	a) July 2021 b) Dec 2021	a) Number of Steering Committee meetings held; Number of community work sites identified; Number of site representatives contacted; Number of identified program interns; Number of interns placed at a site b) Number of trainings/meetings offered about transition

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1D. Self-Advocacy a) Promote & implement self-advocacy in local schools b) Find different opportunities regarding self-advocacy for those with different capabilities c) 'Road Show' of advocacy opportunities off-site	a) Nadine, Tanya b) Nadine c) Nadine	a) Dec 2021 b) Dec 2021 c) Dec 2021	a) Number of schools participating; Number of sessions offered b) Expand program to offer more opportunities c) Number of opportunities happening off-site
1E. Increase the number of individuals of working age community employed a) Educate families, individuals, and providers on work incentives b) Collaborate with community partners (OOD, ADAMHS, JFS, etc) to increase employment opportunities	a) Brad b) Brad	a) Dec 2021 b) Dec 2021	a) Number of trainings offered b) Number working in the community

Goal 2: Strengthen internal components.			
Objectives and Actions	Responsible	Due Date	Success
2A. Staff Retention a) Increase engagement b) Determine ways to incentivize staff c) Improve internal communication d) Implement a leadership training schedule	a) Kelli b) Kelli, Jenny, Steve c) Nadine d) Kelli, Jenny	a) Dec 2021 b) Dec 2021 c) Dec 2021 d) Dec 2021	a) Rate of retention b) Rate of retention c) Rate of retention d) Rate of retention
2B. Technology a) Create a 'smart' house with technology that can help determine a person's independence b) Develop a training schedule for staff to learn basic technology c) Explore an alternative 'paperless'	a) Nikki, Brian, Tanya b) Steve c) Steve, Brad d) Steve, Kelli e) Steve, Brad f) Steve g) Steve/Kelli	a) Dec 2021 b) Dec 2021 c) Dec 2021 d) Dec 2021 e) Dec 2021 f) Dec 2021 g) Dec 2021	a) Number of people utilizing 'smart' house b) Number of trainings offered; number of staff trained c) Project completed d) Project completed e) Project completed f) Project completed g) Project completed

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<ul style="list-style-type: none"> option d) Identify and rectify any gaps in IT services e) Implement electronic signatures f) Replace phone system g) Determine if there is a need to transition part of campus to utilize their own technology 			
2C. Capital Improvements <ul style="list-style-type: none"> a) Replace windows in Graf b) Replace fire panel and accessories in Residential c) Replace exterior doors and badge doors in Residential d) Replace roof on Administration Building and School Gym e) Complete parking lot project f) Replace garage doors 	<ul style="list-style-type: none"> a) Steve, Brian b) Steve, Brian c) Steve, Brian d) Steve, Brian e) Steve, Brian f) Steve, Brian 	<ul style="list-style-type: none"> a) Dec 2021 b) Dec 2021 c) Dec 2021 d) Dec 2021 e) Dec 2021 f) Dec 2021 	<ul style="list-style-type: none"> a) Project completed b) Project completed c) Project completed d) Project completed e) Project completed f) Project completed

Goal 3: Strengthen collaboration with all stakeholders.			
Objectives and Actions	Responsible	Due Date	Success
3A. Ensure Stakeholders are Knowledgeable & Engaged <ul style="list-style-type: none"> a) Meet with stakeholders for collaborative planning to work together b) Identify agency websites that would benefit from having BVC information intact; contact said organizations to share info to add, if willing 	<ul style="list-style-type: none"> a) Nadine, Denise b) Nadine 	<ul style="list-style-type: none"> a) Dec 2021 b) Dec 2021 	<ul style="list-style-type: none"> a) Number of collaborative events b) Websites to include BVC information

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3B. Increase Community Presence a) Identify events to participate in or host b) Expand outside of Findlay, within Hancock County c) Expand on volunteer opportunities	a) Nadine b) Nadine c) Nadine	a) Dec 2021 b) Dec 2021 c) Dec 2021	a) Number of events hosted or participating in b) Number of events hosted or participating in outside of the City of Findlay c) Increase number of volunteering opportunities to a minimum 20 in 2021