

| Goal 1: Strengthen and develop programs and services. | | | |
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| Objectives & Actions | Responsible | Due Date | Success |
| 1A: Provider Support & Engagement a) Promote & support DSPs through recruitment & retention b) Increase provider pool c) Provide Community Connections education 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, Ali b) Denise, Ali c) Denise, Nikki d) Denise e) Denise f) Ali | a) Dec 2020 b) Dec 2020 c) July 2020 d) Dec 2020 e) Dec 2020 f) Dec 2020 | a) Increase DSP Pool; Less Turnover b) Increase Provider Pool c) Define & Train SSA & Providers d) Increase average percentage of attendance e) 'Road Show' has started f) Each new provider is met within sixty days |
| 1B. Evaluate Current Programs for Gaps and Necessity a) Collect and assess data specific to all programs b) Evaluate expansion of Behavior Support services c) Develop & introduce programs for kids & families d) Develop & introduce a human sexuality program e) Develop a plan to increase number of individuals of working age in community employment services | a) Denise, Steve b) Nikki, Tanya c) Tanya, Nikki, Linda d) Tim e) Nikki | a) July 2020 b) July 2020 c) Dec 2020 d) Dec 2020 e) Dec 2020 | a) Gaps & necessities identified b) Identified gaps & need c) Program developed d) Program developed e) Plan developed |
| 1C. Expand and Develop Transition Services a) Evaluate the need for Transition Camp b) Research & consider SALT c) Improve internal and external education on SSA transition services | a) Denise b) Tanya c) Nikki | a) July 2020 b) July 2020 c) July 2020 | a) Evaluation completed b) Recommendation to move forward or not c) Collect Baseline |
| 1D. Self-Advocacy a) Develop & 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) Ali b) Ali c) Ali | a) May 2020 b) Dec 2020 c) Dec 2020 | a) Development of program b) Expand program to offer more opportunities c) Number of opportunities happening off-site |

| Goal 2: To ensure the sustainability of the County Board. | | | |
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| Objectives & Actions | Responsible | Due Date | Success |
| 2A. Continue to balance the budget a) Evaluate fiscal effectiveness and need for every department (Therapy, Early Intervention, IT, Maintenance, Service & Support Administration, Recreation, Special Olympics, Advocacy, Preschool and K-12) b) Identify alternative funding sources c) Evaluate need for additional levy funds | a) Steve, Kelli b) Nikki c) Kelli | a) August 2020 b) July 2020 c) Dec 2020 | a) Identified effectiveness & need of each department b) Identified grants and/or other funding sources c) Need identified |
| 2B. Staff Retention a) Increase engagement b) Monitor sick leave use c) Improve On- and Off-boarding/Training d) Improve internal communication | a) Kelli b) Jenny, Steve c) Jenny, Steve d) Nadine | a) Dec 2020 b) Dec 2020 c) Dec 2020 d) Dec 2020 | a) Maintain a rate of retention b) Utilization of less sick leave/abuse c) Satisfaction reports from newly hired and exiting employees d) Satisfaction reports |

| Goal 3: Strengthen collaboration with all stakeholders. | | | |
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| <p>3A. Ensure Stakeholders are Knowledgeable & Engaged</p> <ul style="list-style-type: none"> a) Meet with stakeholders to discuss & identify roles; collaborative planning to work together b) Communicate to all stakeholders who we are and what we offer through annual report c) Identify agency websites that would benefit from having BVC information intact; contact said organizations to share info to add, if willing d) Develop short- and long-term maintenance schedule for community houses together with HCH e) Completion of 5-year fiscal forecast shared with stakeholders f) Share BVCs success stories – sharing more of the good that we are doing, both in and outside of the office <p><i>Stakeholders identified:</i> Individuals, Providers, Families, BVC Staff, General Public/Community, Local Officials, Board Members, HCH, Current Partnering Organizations, Referral Sources, Special Olympics Athletes, Guardians</p> | <ul style="list-style-type: none"> a) Nadine, Denise b) Nadine, Kelli c) Nadine d) Steve e) Steve f) Nadine | <ul style="list-style-type: none"> a) May 2020 b) Dec 2020 c) Dec 2020 d) Dec 2020 e) August 2020 f) December 2020 | <ul style="list-style-type: none"> a) Identified needs b) Report is sent out c) Websites to include BVC information d) Schedules created & presented e) Completion of 5-year forecast and shared with stakeholders f) Six success stories in 2020 |
| <p>3B. Increase Community Presence</p> <ul style="list-style-type: none"> a) Identify events to participate in or host b) Expand outside of Findlay; within Hancock County c) Expand on volunteer opportunities | <ul style="list-style-type: none"> a) Nadine b) Nadine c) Nadine | <ul style="list-style-type: none"> a) Dec 2020 b) Dec 2020 c) Dec 2020 | <ul style="list-style-type: none"> 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 |

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| | | | 2020 |