

Adair County SB40 Developmental Disability Board Strategic Plan FY25

Mission:

The MISSION of the Adair County SB40 is to engage in **ADVOCACY**, promote **INCLUSION**, and provide essential **RESOURCES** to assist people with developmental disabilities to live self-determined lives.

Our Vision:

Our VISION is to see people's **ABILITIES** and change the world so that everyone can live their best life.

What We Value:

- **SELF-DETERMINATION** – Having opportunities, respectful support, and the authority to exert control in one's own life with decisions that are honored and the opportunity to succeed or learn from failure
- **COMMUNITY** – The importance of community in the lives of people with developmental disabilities and the importance of people with developmental disabilities in the life of the community with emphasis on collaboration and belonging.
- **EQUALITY** – Believing all people are of equal value and ensuring they are treated with equal dignity.
- **EQUITY** – Believing that no one should have poorer life chances because of their race, color, religion, sex, national origin, age, disability, or genetic information, ensuring systemic barriers are removed, and helping people meet their unique needs to make the most of their lives and talents.
- **EXCELLENCE** – Believing the organization must go *beyond compliance* in delivery of services to meet current needs and anticipate future needs of the people we support.

Key Focus Areas:

- ❖ Through trauma informed approaches, implement quality, effective Person-Centered Planning using proven life planning tools & *in-person* assessments supported by learning programs which improve life skills and social relationships.
- ❖ Promote Competitive and Integrated Employment; implementing initiatives throughout the transition to adulthood years resulting in students who are workforce ready upon graduation from High School and supports adults in their pursuit of jobs of their choice.
- ❖ Foster development of support networks for Advocacy/Self-Advocacy; small groups, education & information for people with IDD and their support(s).
- ❖ Advocate for *equity* in education, healthcare, employment, transportation, housing and other areas of home & community living.
- ❖ Ongoing promotion of *authentic* inclusion of people with IDD as valued members of our community.

Key Performance Indicators #1: Ensure quality programs and services for people with intellectual/developmental disabilities (IDD) in accordance with the Mission and Vision of the organization.

- Provide individual and group information, education, and social programs to people with IDD through the Community Learning Center which aligns with DMH's Missouri Quality Outcomes.
- Provide information/education programs, at least one per quarter. (i.e. Project STIR, CIRCLES Relationships and Intimacy, Life Facts classes, etc.)
- Provide quality Targeted Case Management Services
- Quarterly and annual Audits by DMH and CMS yield no major areas of concern.
- Community inquiries for new referrals to the Division for Intake & Assessment (MAAS) will be tracked to be sure the MAAS assessments are completed, and referrals are sent to the Agency as appropriate.
- Provide individual grants to Adair County citizens for disability related expenses with no other source for payment.
- Agency budget includes reimbursement program for temporary residential supports to natural families.
- Provide agency grants to applicant Adair County agencies which adhere to the stated mission and values of Adair County SB40
- All agency grants approved by the Board of Directors will adhere to both the tax levy ballot language approved by taxpayers and the mission statement of Adair County SB40.
- Agency and individual grants from SB40 fund programs and services maximize the human potential of persons with a developmental disability.
- Provide ongoing administrative support to individuals that the agency serves. (i.e. Organizational Payee, Benefits Counseling, etc.)
- Develops and administers satisfaction surveys annually to measure the success of Adair County SB40 programs including but not limited to Service Coordination and the Community Learning Center.

Key Performance Indicators #2: Maintains positive work environment with highly trained staff who demonstrate commitment to excellence.

- Directors, Management and Staff practices are transparent and demonstrate positive communications.
- The Agency ensures competitive compensation plans.
- Maintain an employee benefits plan which assures the Agency is an 'employer of choice'.
- Management fosters a work environment which supports reasonable work/life balance of the staff.
- Management and Board support initiatives of the Agency which address Secondary Trauma experienced by staff and prevents compassion fatigue/burnout.
- The 360 Committee will host monthly employee social hours to discuss or have training on healthy living, self-care, and individual resiliency.
- Management provides ongoing training, development, and advancement opportunities for staff.
- Implements ongoing employee recognition for excellent performance.

Key Performance Indicators #3: Ensure an efficient and financially strong organization.

- Ensures clear and accurate accounting, purchasing and asset management systems.
- Develops and maintains an annual budget in cooperation with the Board of Directors.
- Coordinates, reviews, and evaluates local individual funding requests on a weekly basis.
- Coordinates, reviews, and evaluates agency funding requests with the Board of Directors each month.
- Actively researches and pursues funding sources and opportunities (e.g. grants, matching funds, partnerships, services) to supplement and enhance programs consistent with the organization's mission.
- Routinely promote QR Code for donations to support the 501(c)3 organization, Adair DD Link, in all external and social media communications.

Key Performance Indicators #4: Develop positive and professional working relationships with interagency contacts to maximize synergy in meeting the needs of the IDD community.

- Advocates for people with IDD in the community
- The agency will provide Service Coordination for individuals with IDD in Adair County who are non-Medicaid eligible.
- Maintains positive and proactive working relationships with Service Providers for individuals served by the agency.
- The CLC programming will include Mandt Training and Certification for Service Provider staff to support positive behavioral supports in residential settings.
- The agency will organize and host an annual DSP recognition event for Service Provider staff.
- Cultivates effective relationships with community and business leaders, public officials, and potential funding sources and collaborates with community leadership to support programs impacting those we serve.
- The agency will maintain and promote a community online resource directory (NEMO Resources)
- Through an ongoing stakeholder survey and needs assessments tools, identifies gaps in services for people with IDD and initiates formation of workgroups to find resolution.
- Actively participates in community work groups formed to resolve pressing local issues impacting people with IDD.
- The agency will facilitate ongoing positive and productive working relationships with local school districts, Children's Division, Department of Health & Human Services, and other agencies that also service the people that the agency services.

Key Performance Indicators #5: Represents the interests of citizens with intellectual/developmental disabilities in Northeast Missouri through effective governmental relations efforts.

- Advocates for people with IDD in the community at local, county, state, and federal levels including participation in the local Chamber Government Affairs Committee, MACDDS Legislative committee and other government related entities.
- Ongoing regular contact with legislators to provides representatives with ongoing education/information on local issues impacting local citizens with IDD and includes hosting an annual legislative forum which assists legislators in identifying priority issues impacting people with IDD and potential resolutions.
- Agency staff, management and Directors maintain a strong knowledge of State plans, policies and resources.

Key Performance Indicators #6: Promotes the programs and services of the organization to citizens with intellectual/developmental disabilities, their families, and their supports, in Northeast Missouri

- Demonstrates attitude of sincere interest, concern and accessibility toward persons served by Adair County SB40, as well as toward their families and others supporting them.
- Maintains updated social media presence with platforms including Agency website, Online Resource Directory, Facebook page and Facebook Live.
- Maintains a positive and professional relationship with the local community through regular coffee chats and participation in local interagency workgroups.
- Participate in community events that promote awareness of services provided.
- Management represents the Agency in a positive and professional manner with the local media.
- The Agency distributes monthly newsletters and calendars to individuals served, their families and all agency stakeholders and shares occasional press releases with local media to promote agency initiatives.
- Management initiates frequent presentations and interactions with local service groups, civic organizations and governmental entities.

- The Agency will host community events that raise awareness of issues involving people with IDD such as the annual Community Engagement Conference, Spotlight Awards, March Developmental Disabilities Awareness month, etc.

Key Performance Indicators #7: Actively participate in professional development, training, and educational opportunities to continuously grow knowledge and understanding of community resources, disability issues and the best practices to assure quality services to the individuals served by the organization.

- All activities of the Staff and Board of the Agency demonstrate a commitment to the mission, vision, and values of the organization.
- Agency staff and management actively participate in regular meetings and training opportunities, including but not limited to those opportunities available through DMH, MACDDS and other advocacy groups at the state and national level.
- Develops partnerships through networking with other professionals in the field of developmental disabilities locally and abroad.
- Strives to uphold highest standards of professional integrity and accountability in fulfillment of commitment to Adair County SB40 Board members and employees, individuals/families served by Adair County SB40, and the citizens of Adair County.

ADAIR COUNTY SB40 DEVELOPMENTAL DISABILITY BOARD
GOALS TO ACHIEVE BY END OF FISCALYEAR 2025

- 1) Recognizing that good processes produce good results - coordinate and implement internal information technology supports which increase the efficiency of operations and administrative oversight and which produce improved results as measured through data tracking of ISPs, Amendments, Due Process, Utilization Review and Benchmarks.
- 2) Through the addition of a full-time Community Resource Coordinator (CRC) to the staff,
 - a. transfer Non-Medicaid Service Coordination to the CRC, relieving the case loads of Service Coordinators providing Targeted Case Management to the heavier weighted consumers eligible for Medicaid, allowing for 50% of the CRC time focused on this area, and.
 - b. focus on employment, transportation and transition to adulthood planning services which result in a 5% increase in the number of adults engaged in competitive integrated employment and increases the number of school aged children with transition to adulthood planning included in their ISP and IEP no later than 14 years of age, and
 - c. Through collaborations with area schools and local agencies, assist in the identification of potential referrals to MO-DMH for Agency Service Coordination and, to assure timely eligibility determination, initiate contact with the intake/referral coordinator within 30 days of referral.
- 3) The Agency will form a Disability Advisory Group which includes up to 10 parents and self-advocates to advise the Agency on programs, projects, and planning priorities.
- 4) Through active participation in the ongoing IEP process of all school aged children serviced by the Agency, assure ongoing collaboration between the TCM team and the Education Team which results in consistency between the specifics of the IEP and the ISP goals written into those plans.
- 5) While respecting rights to Self-Determination, all Agency services will assure that all adults over the age of 18 who are not under legal guardianship have been educated on the importance of planning for emergencies and have been helped in executing Medical and/or Durable Power of Attorney and/or Supported Decision-Making agreements if they choose to do so.
- 6) Prior to becoming a legal adult, all consumers at 17 to 18 years of age and their parents/natural support receive information and education on least restrictive alternatives to guardianship and the medical rights of adults with IDD.
- 7) All Agency services will include research and education for consumers on available Assistive Technology (AT) supports and ongoing developments which offer least restrictive alternatives with AT.
- 8) Increase Community Outreach
 - a. The Agency will develop a strategic marketing plan for the Community Learning Center and its programs.
 - b. The Agency website and social media content will be evaluated to identify areas of improvement which could increase community knowledge about and engagement with the Agency.