

TuscBDD Department Reports

Strategic Plan | Mid- 2022



TuscBDD Superintendent
Nate Kamban

The following captured highlights from department reports are outlined objectives within TuscBDD's Strategic Plan. To view the plan in its entirety, please visit www.tuscbdd.org. Public feedback about the plan is welcome. To submit feedback, please email ksilverthorn@tuscbdd.org.



Theme One: Support & Empower Through Life Transitions (Phases of Life)

Partner with individuals and families to navigate various life transitions.

Objective 3: Develop simplified resources and processes to guide individuals and families through life transitions

- All personnel files are now paperless, and work continues on fillable forms and scanning of training.
- TuscBDD acquired the local Tuscarawas County Children and Family First Council (FCFC).
- An additional SSA manager was hired to supervise the children's SSAs and FCFC case managers to provide more guidance to this growing group in our agency. Additionally, the caseloads for these SSAs have been modified to be age-specific.

Objective 4: Provide training to staff and incorporate second mile service mentality into transition services

- TuscBDD held a spring All-Staff Training with a focus on "TuscBDD Agency Values- What Do We Want our Agency to be Known for?" with guest speaker Jim Mahoney.
- TuscBDD now provides student loan reimbursements to staff members and recently created an Education/Certification/Licensure Program.
- The Business Office set an annual goal of committing to a program of constant educational awareness so they have a larger range of knowledge and resources available. They expanded their knowledge of accounting software while also learning the fine points of interpersonal communication.



Theme Two: Collaborate to Encourage Healthy Relationships & Broaden Services

Promote healthy relationships and seek to expand service options by collaborating with individuals and community partners.

Objective 1: Identify gaps in education and self-advocacy efforts for individuals and families served as well as providers and agency staff

- TuscBDD identified people served who will volunteer to advocate and promote TuscBDD services and supports as TuscBDD levy ambassadors.
- The superintendent, specifically-trained SSAs, and a local provider agency are collaborating to pilot healthy relationship/sexuality training for individuals and families served. These SSAs provide training to individuals, families, and staff to help them navigate sexuality and relationships.
- Marketing materials and promotions for the healthy relationships/sexuality training were developed and widely distributed.
- The Tuscarawas County Advocacy Council (TCAC) Advocacy group now meets on a regular basis.

Objective 2: Educate community and agency stakeholders on DD system

- TuscBDD organized an outdoor drive-thru parade. This parade served as a promotional event for TuscBDD, providers, and community partners with over 200 guests in attendance.
- TuscBDD met with a group of local providers to develop a plan to increase interest in the DSP profession by meeting with local schools and colleges.

Objective 4: Continue to partner to further develop services for adults and children with intensive needs

- A new classroom will be opened at the Starlight School in the fall of 2022.
- Starlight School added 2 additional behavior support assistants to work in the local schools.
- All school-age classroom assistants have completed and/or renewed their Registered Behavior Technician Training and Crisis Intervention Training.
- Google Classroom is now available for parents.
- Survey results from local school districts showed 85% gave the Outreach Program a 5 and 18% gave the program a 4 (using a scale of 1 to 5) regarding overall satisfaction.
- TuscBDD continues to work on the development of youth stabilization homes in Tusc. County. Thus far, two homes have been purchased and modified. A provider has been selected to manage these homes and they are in the process of recruiting staff.

Objective 6: Review local service offerings and Identify emerging needs

- The superintendent continues to work closely with community partners to develop a guardianship services board. Funding has been secured for this project, and it is projected that it will launch in the fall of 2022.
- Provider staffing continues to be an issue of concern; therefore, TuscBDD developed the provider workforce fund. Thus far, several providers have accessed this funding.



Theme Three: Explore System Simplification & Innovation

Identify best practices that prioritize simplification and research innovative solutions for supporting individuals and families

Objective 1: Create a technology ambassador team to evaluate the technology and related training needs of the agency as well as individuals and families served by TuscBDD

- A technology first ambassador team is being formed to lead the implementation of the technology first rule.

Objective 4: Commit to a program of constant educational awareness for our staff so they have a larger range of knowledge and resources available

- TuscBDD and Starlight School are planning an assistive devices and technology fair.