



HOLMES COUNTY
Board of Developmental Disabilities
supporting people in living meaningful lives

2022 Annual Report



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Executive Summary



This past year, our primary focus was our work with infants, toddlers, and their parents. Holmes DD expanded our Early Intervention program by providing service coordination; the part of Early Intervention that follows federal guidelines, coordinates needed services, and starts families on their student's path to receiving IDEA (Individuals with Disabilities Education Act). In addition, Holmes DD recognized the need for preschoolers and their families to get additional help at home and created Learning Bridge to meet that need. After piloting for months, Holmes DD Board members approved Learning Bridge as an official service. Holmes DD's Early Childhood Department has collaborated with other child serving organizations to ensure there is a community-based activity for young children every week and promoted the concept of THRIVE BY FIVE.

You will see that the rest of the annual plan has much to celebrate, but I must highlight NIGHT TO SHINE. A community-wide event hosted by Grace Church in Berlin where more than 100 community members came together to bring a special night to some of our most favorite people. All who attended were touched by the spirit of community. Night to Shine Holmes County was a perfect depiction of Holmes DD's vision...a community where everyone belongs!

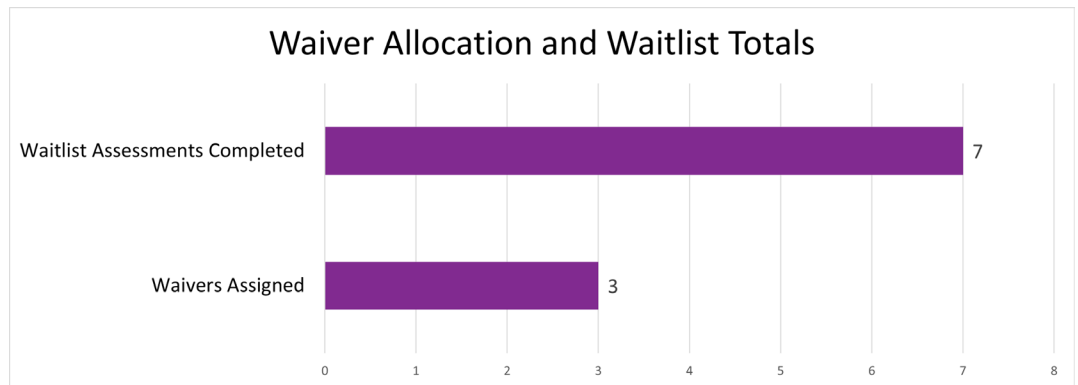
Sincerely,
Marianne M. Mader
Superintendent

Financial Results

A major focus for June 1, 2022 through May 31, 2023 was organizational sustainability by promoting awareness and ensuring adequate funding. To accomplish these objectives Holmes County Board of Developmental Disabilities focused on waiver allocation and waitlist, pursuing revenue streams and increase community awareness. Below are some key action steps that were accomplished.

Waiver Allocation and Waitlist

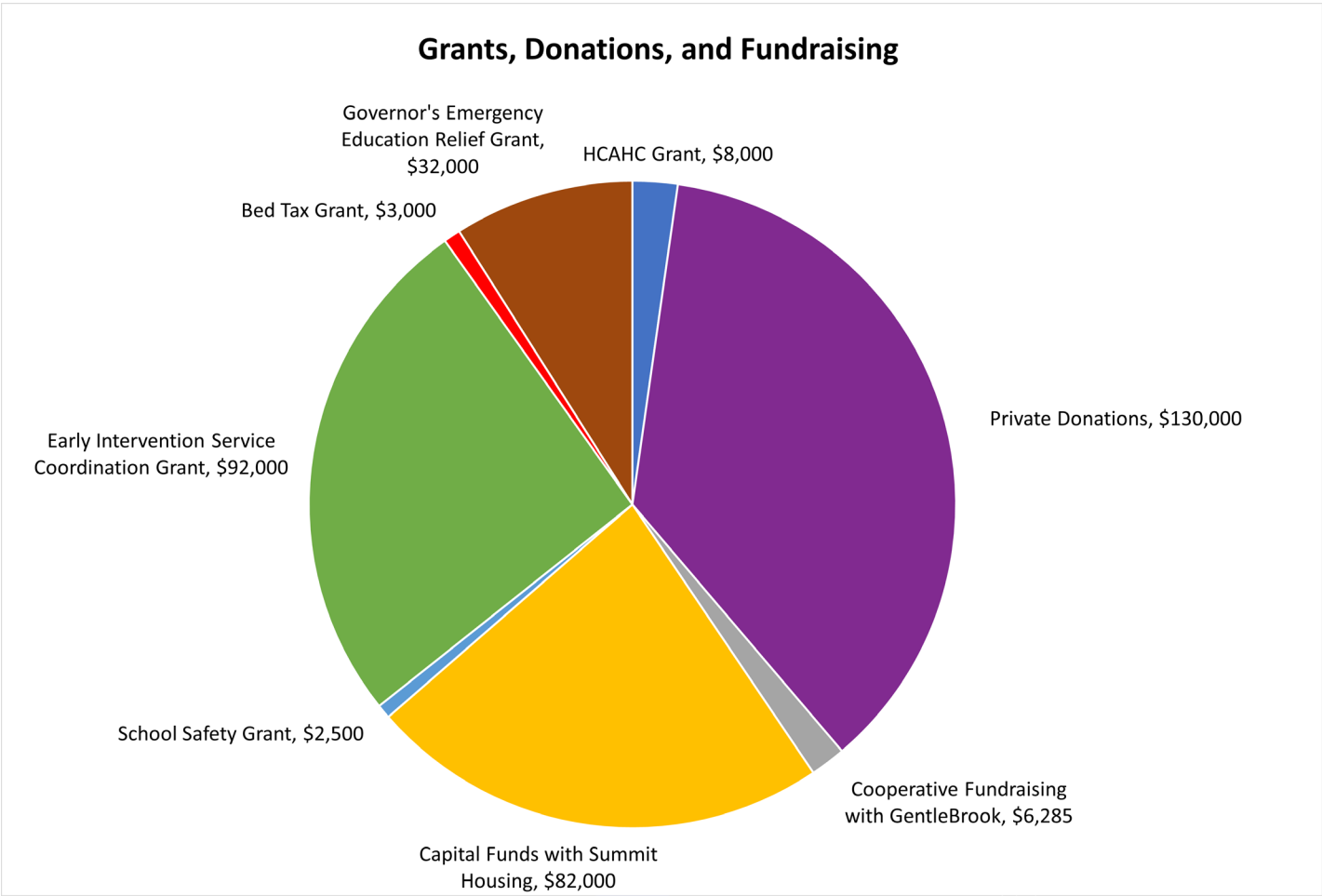
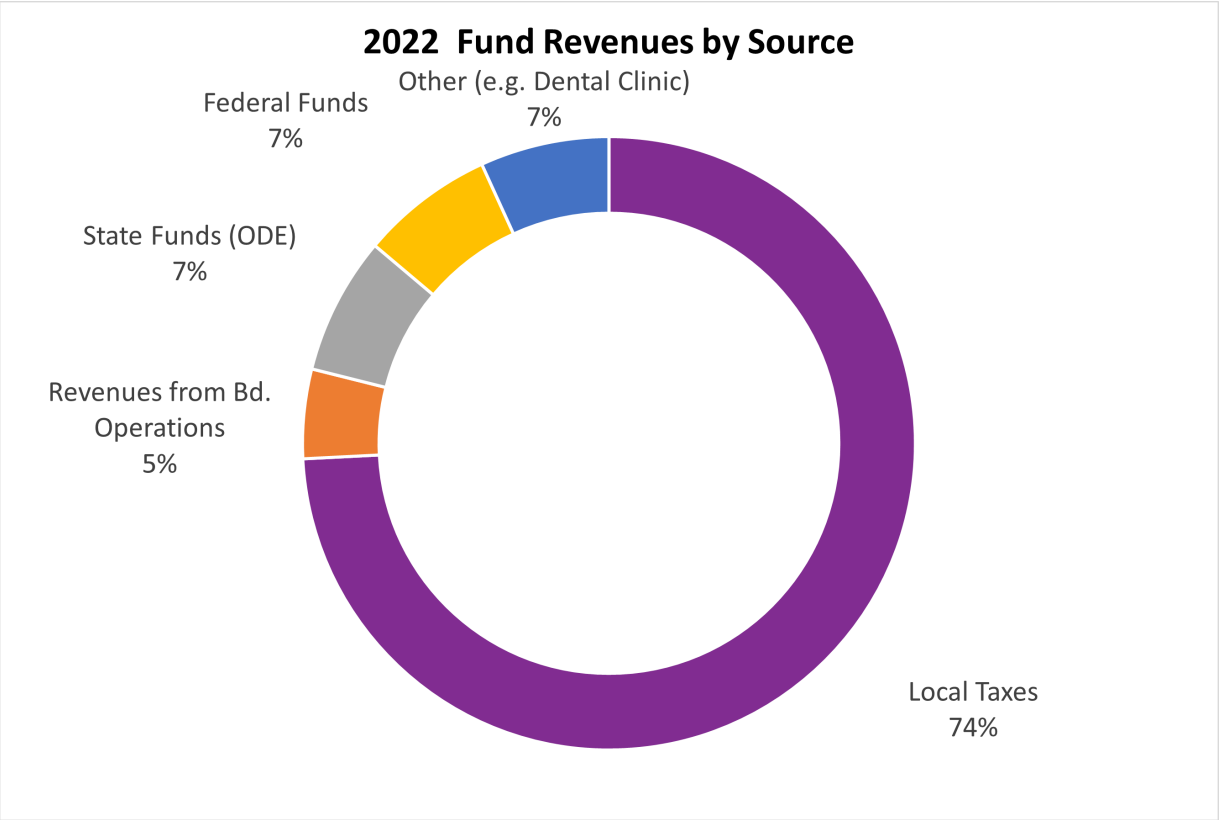
HCBDD uses community resources when possible to meet needs. HCBDD currently has zero people waiting for services.

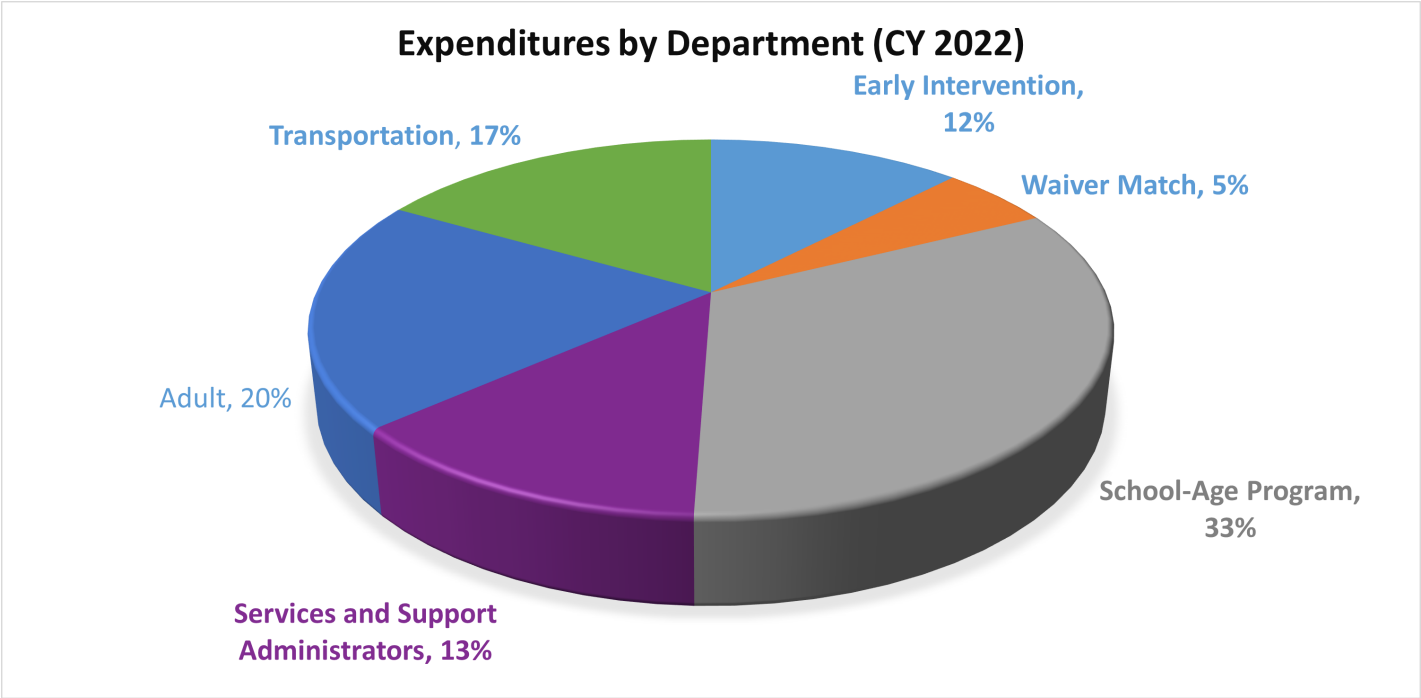


Revenue Streams

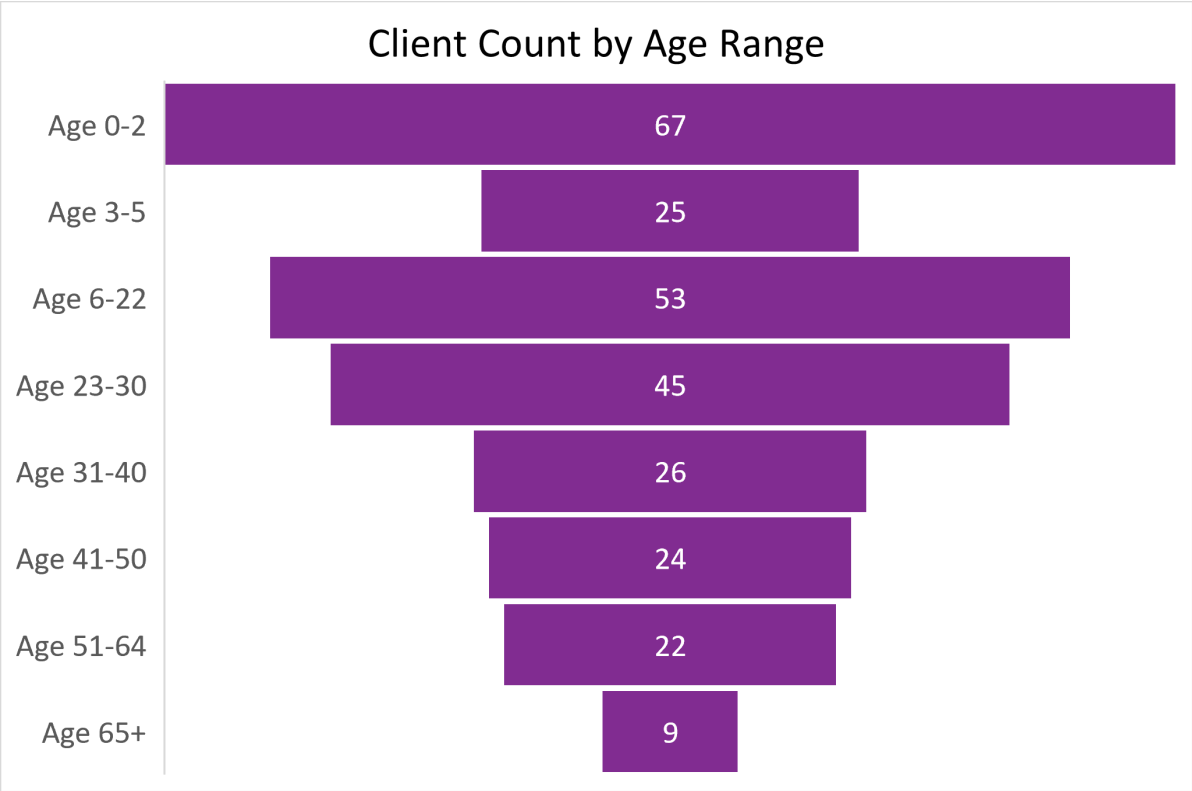
HCBDD supported 22 students with nearly 80 hours of speech, physical, occupational, and music therapy in their home over the summer through the Governor's Emergency Education Relief Grant in 2022. Funds were also used to upgrade two homes, build phase two of the playground, provide preschool transportation, school activities, lift maintenance, physical therapy equipment, and an AED.







HCBDD supported 271 people from June 1, 2022 through May 31, 2023.



Increase Community Awareness

Over 500 people attended the following Bucks games: Bucks and local churches, Bucks and local businesses, Bucks All-Star game, and Bucks and Park Bank staff hosted by the Holmes County Chamber.



Early Intervention Outreach to medical professionals in Holmes County and at East Holmes School District's Kindergarten screening.

In honor of DD Awareness month, all 2nd grade public classrooms and public libraries in Holmes County received the book *Just Ask: Be Different, Be Brave, Be You* by Sonia Sotomayor.

Five Central Christian School students and one teacher spent the day with students from Holmes DD school and learned about the students and work of Holmes DD.

Holmes DD students regularly volunteer at five organizations:



Mission Thrift



Love Center Pantry



Dog Warden



Harvest Thrift



Martins Creek Mennonite Creek

Night to Shine, hosted by Grace Church and coordinated with help from Holmes DD staff, was enjoyed by over 100 volunteers and 75 honored guests.



Holmes DD staff presented information to 50 community members at Millersburg Rotary Club, County Commissioners, and Holmes County Chambers Leadership Holmes County participants.

HCBDD communicates with the community in the following ways:



HCBDD Facebook
Page and El
Facebook Page



Bargain
Hunter
Articles



Radio
Interviews



Holmes County
Transition
Partnership Network
Website and FB
Page

15 representatives from the Holmes County Emergency Management Agency, Holmes County Sheriff's Department, and the Prairie Township Fire Department participated in a full-scale exercise of Holmes DD's School Emergency Operations Plan.

30 local first responders were trained on how to evacuate students who use a wheelchair from a school bus.



Customer Results

A major focus for June 1, 2022 through May 31, 2023 was strengthening relationships by increasing community engagement and growing listening opportunities. To accomplish these objectives Holmes County Board of Developmental Disabilities focused on self-advocacy expansion, community integration and participation, provider recruitment and support, and increasing opportunities for feedback. Below are some key action steps that were accomplished.

Self-Advocacy Expansion

Monthly meetings consisted of 12-14 individuals and topics included: community safety, interacting with law enforcement, staying healthy during cold/flu season, and social/emotional learning.

Two advocates attended DD Awareness day at the Statehouse and spoke with Senator Andrew Brenner. Two advocates attended the Statewide Advocacy Conference, Synergy.



Community Integration and Participation

Types of Community Integration Events:



Early Childhood Department hosts monthly play groups that are open to children receiving Board services and community peers.



The Easter Egg Hunt held in 2023 will be expanded to Halloween and Christmas events later this year.



School volunteering and participation: Love Center Pantry, Dog Warden, Martins Creek Mennonite Church, Harvest Thrift, Mission Thrift, Holmes County Chamber of Commerce, Rodhe's and Dollar General.



Many children with sensory processing issues benefit from smaller, lower key events as opposed to community-wide events drawing large groups.



Night to Shine



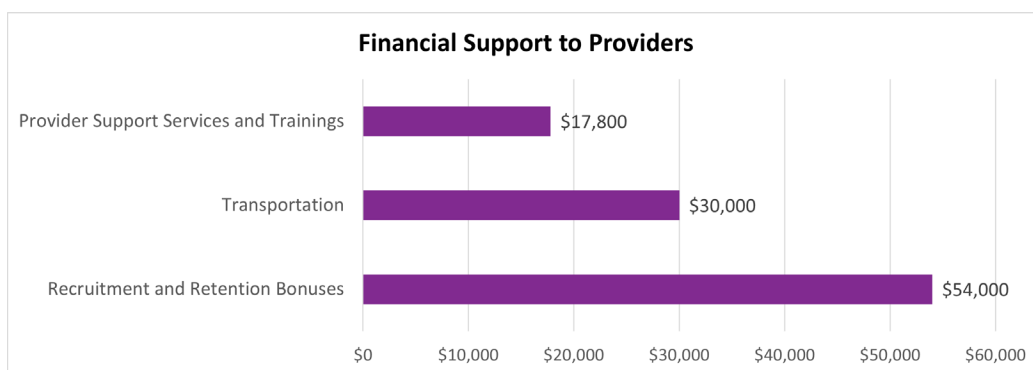
Bucks Basketball

Provider Recruitment and Support

Through the HCBDD's relationship with MEORC, hundreds of trainings and business services totaling \$17,800 are made available to providers for no or little cost.

Transportation providers who were struggling with the increased cost of fuel were provided grants totaling \$30,000.

To help with the chronic shortage of staff, HCBDD provided \$54,000 of financial support to agency and independent waiver providers for direct support professional recruitment and retention bonuses.



Holmes County added two new transportation providers in past year: DOY and LHI



HCBDD conducted a Provider Fair in March 2023. Six providers met with prospective families to gain information.

Increase Opportunities for Feedback



Ohio Department of Developmental Disabilities reviewed the Service and Support Department, Early Intervention, and Human Resources and found substantial compliance and awarded HCBDD a 3-year accreditation, the highest rating level possible.



Ohio Department of Education reviewed the HCBDD School and rated us as "Meets Requirements," the highest rating level possible.



The Ohio Department of Developmental Disabilities surveys families receiving Early Intervention Services on an annual basis. The 2022 results show all 13 statements in the survey had a positive response of 100%.

Internal Process Results

A major focus for June 1, 2022 through May 31, 2023 was to increase program options by expanding service offerings and improving communication. To accomplish these objectives Holmes County Board of Developmental Disabilities focused on increasing community employment, expand services for youth 3-5 years, housing growth, effective communication, and privatization. Below are some key action steps that were accomplished.

Community Employment



2 adults have obtained and maintained community employment.



5 community employment referrals.



3 kids in Youth Summer Employment in 2022 and 6 in 2023.



14 people completing pre-employment transition services.



Expand Services for Youth 3-5 Years Old

HCBDD moved Learning Bridge from a pilot to a permanent program. This program started with 2-3 children and now supports 14.



Other activities for youth 3-5 years include the egg hunt and play groups.

Housing Growth

HCBDD partnered with Summit Housing Corporation to obtain \$82,000 of capital funds from DODD for renovations to two homes. One home received a new roof while the other received new flooring, roof, windows, siding, waterproofed the basement, and updated the electrical system.

Effective Communication

Prentke Romich Company provided training to 20 school staff.



HCBDD has 8 students using communication devices in the school.

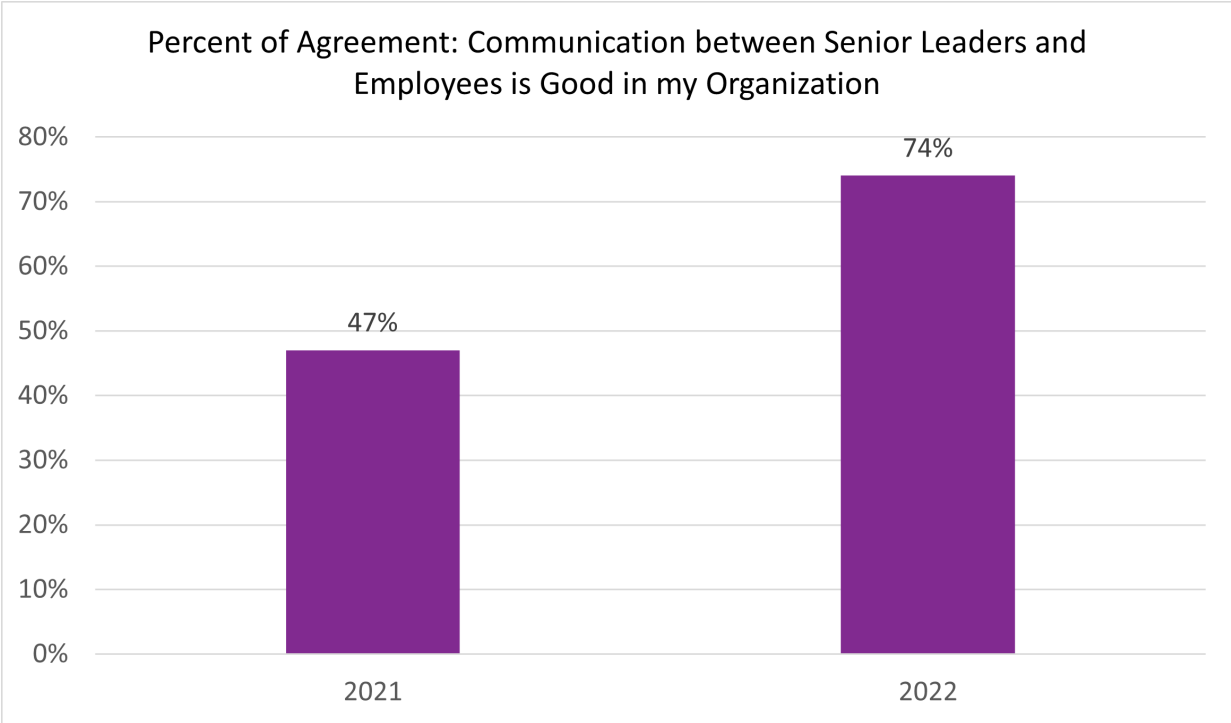


HCBDD has 4 Early Intervention Children using Augmented Alternative Communication.



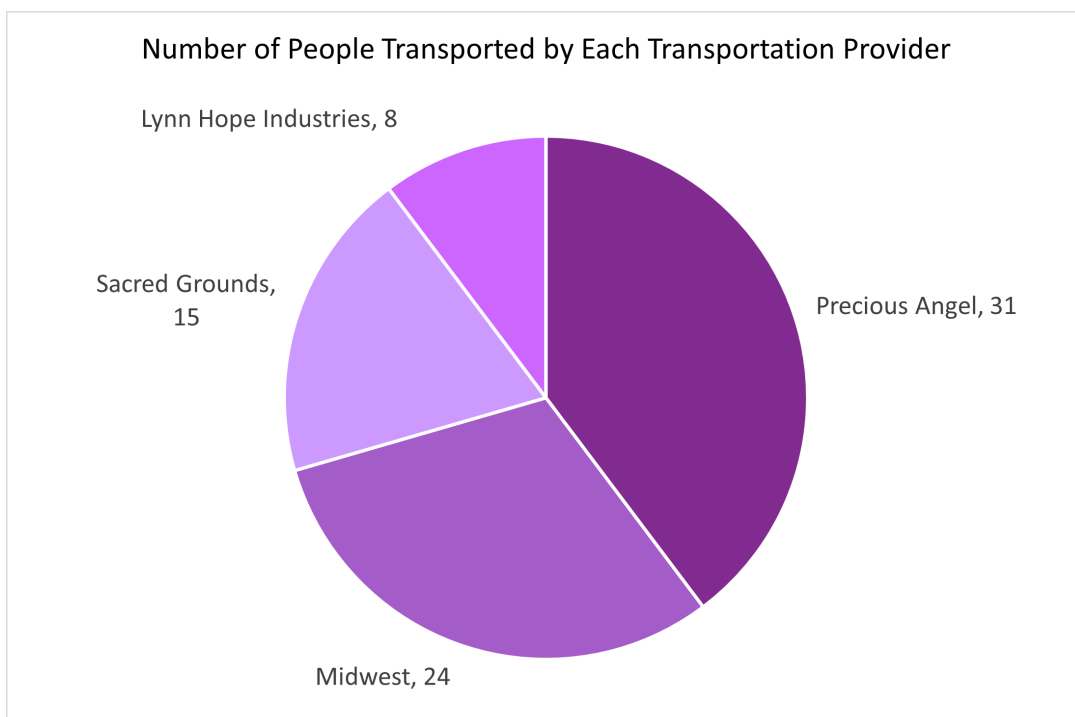
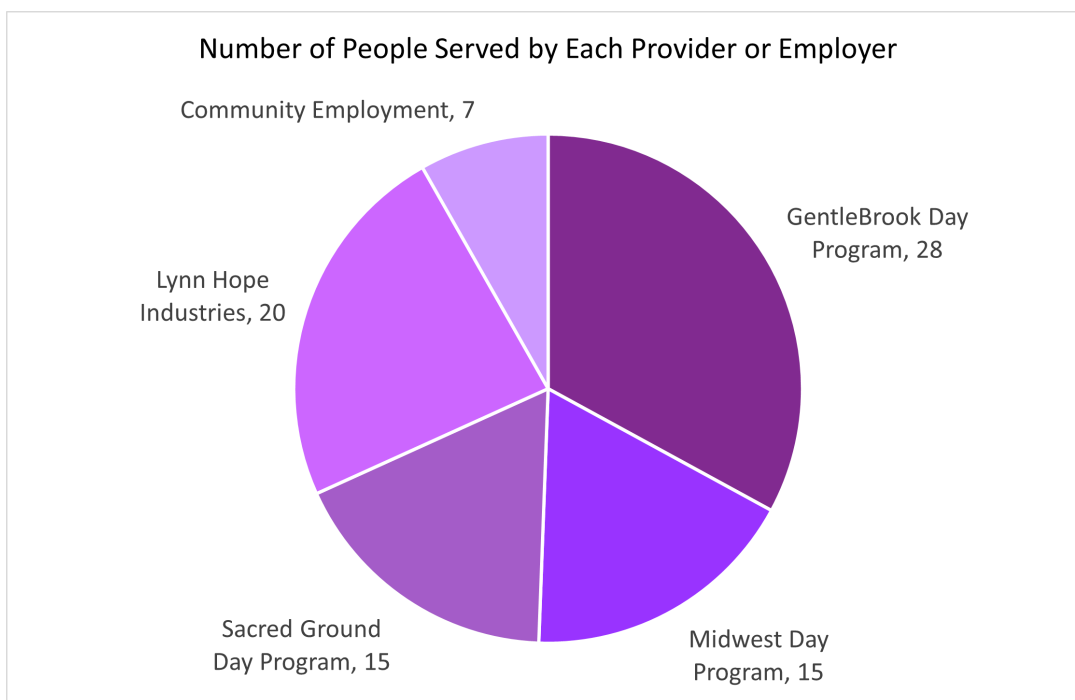
HCBDD Leadership Team uses the 5 Languages of Appreciation and Crucial Conversations and all 55 staff members attend workshops on the 5 Languages of Appreciation.

Communication between senior leadership and employees has increased 27% from 2021 to 2022.



Privatization

HCBDD finalized their privatization July 2022 so that individuals are being served by private providers with HCBDD support.



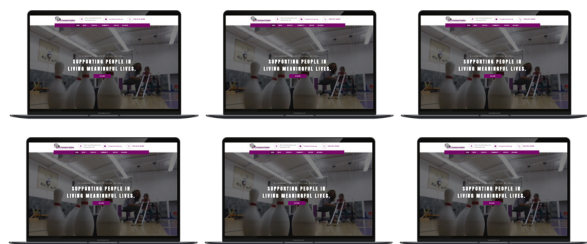
Learning and Growth Results

A major focus for June 1, 2022 through May 31, 2023 was workforce development by increasing employee engagement and technology advancements. To accomplish these objectives Holmes County Board of Developmental Disabilities focused on expanding technology, employee development expansion, and person-centered and good life culture. Below are some key action steps that were accomplished.

Expanding Technology

HCBDD made the following upgrades to technology:

- | | |
|---------|---|
| VPN | BDI3 on iPads |
| Brittco | EI augmentative communication with Cardinal Rehab |
| OISP | Interpreter services virtually or via phone |



The Early Intervention Department received 6 new computers through the ARPA grant.

HCBDD website was upgraded and accessibility features have been added.



6 people are currently exploring remote supports as a way to use technology to increase independence and decrease reliance on paid and unpaid caregivers.

The Early Intervention student using augmentative and alternative communication (AAC).

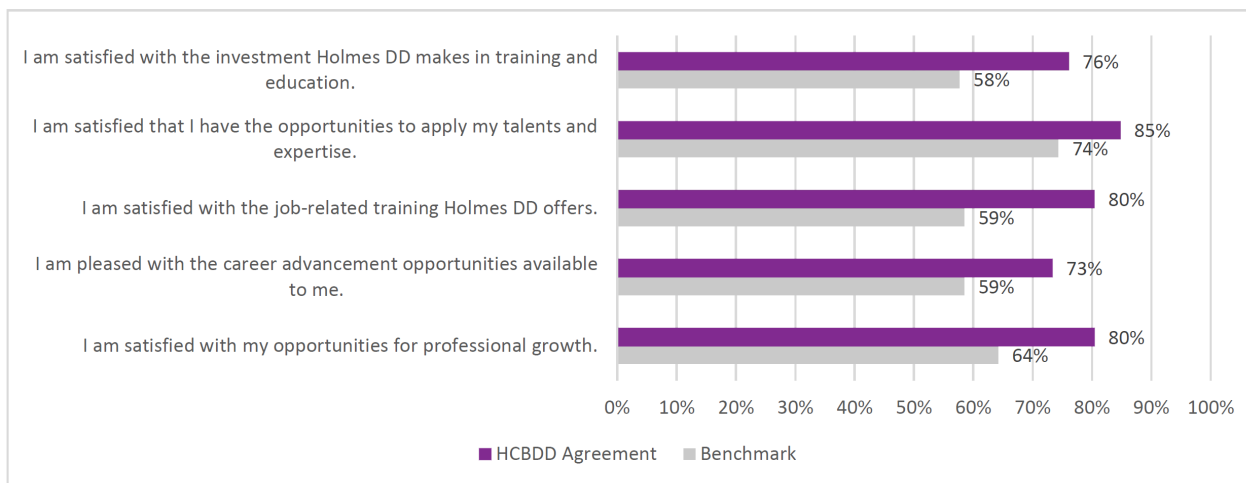


Employee Development Expansion

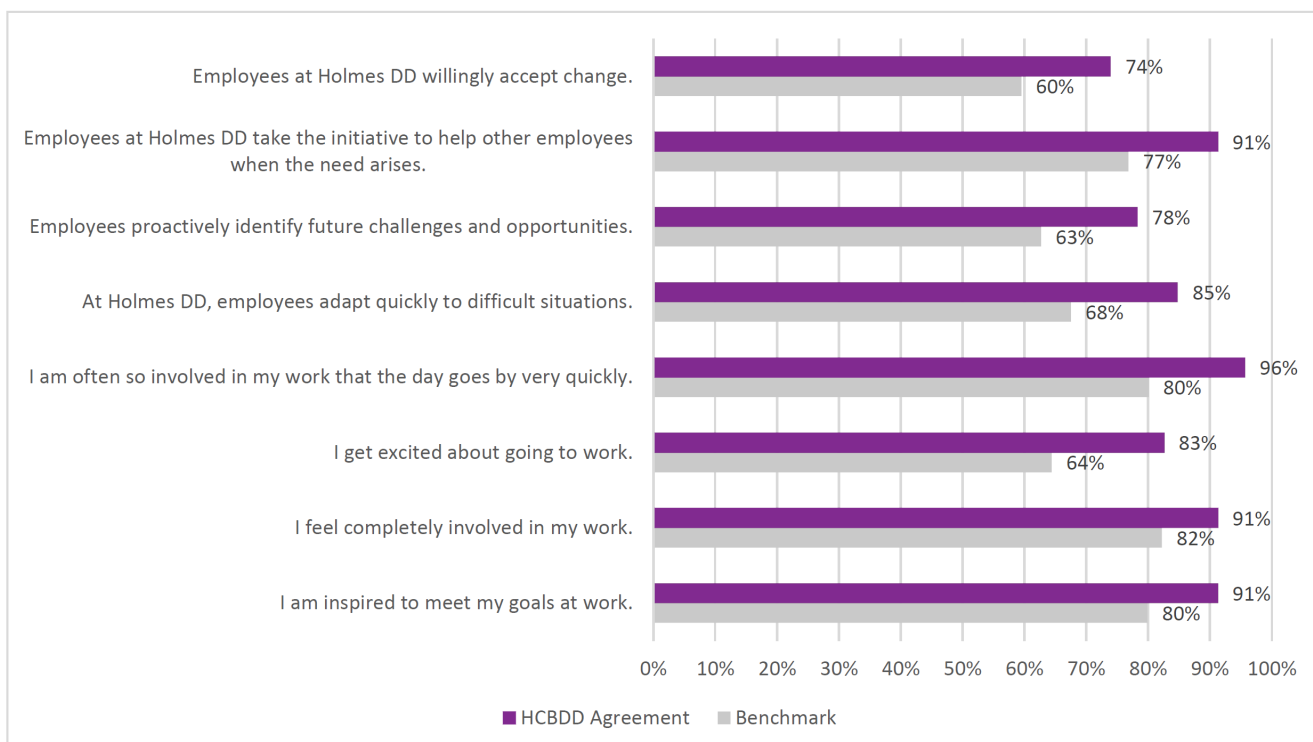
HCBDD surveyed staff regarding retirements identifying the need to develop a succession plan.

HCBDD conducted an Employee Engagement Survey and strengths were revealed in 27 of the 40 statements in the following areas: Benefits, Career Development, Relationship Management, Work Engagement, and Work Environment. These statement were more than 10% higher than the benchmark. Shown below are two areas and their scores.

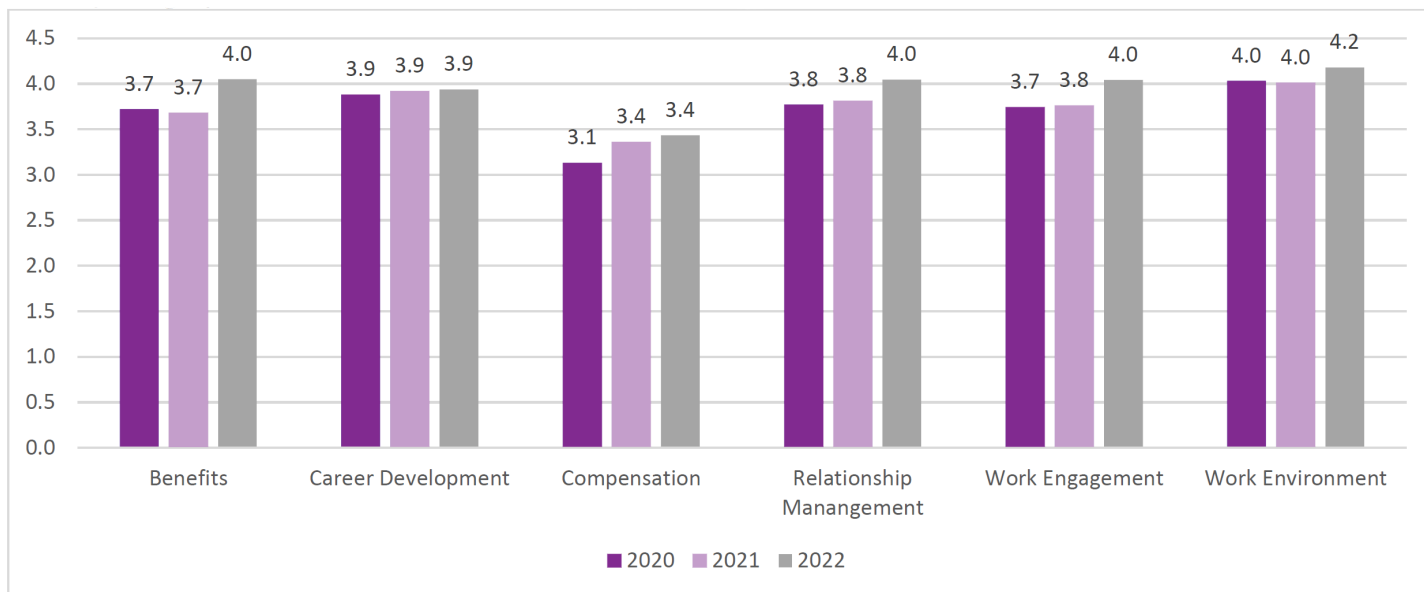
Career Development



Work Engagement



Comparing 2020, 2021, and 2022 category results, the overall category scores are increasing. Career Development is the only category that has remained stable over the past three years.



In comparison to 9 nearby County Boards, HCBDD ranked first or second in all categories: Career Development, Benefits, Work Engagement, Relationship Management, Work Environment, and Compensation.

Person-Centered / Good Life Culture

Katrin Wooldridge, SSA, presented at the 2023 Innovation Series Summit. The purpose of the summit is to explore how innovation has moved forward in Ohio. Katrin had been identified by DODD as a model for providing important person-centered information regarding wants, needs, and preferences of non-verbal individuals; an area frequently cited as difficult for many SSAs.

HCBDD is 70% transitioned to the Ohio Individual Service Plan (OISP).

All 55 staff received the book *The 5 Languages of Appreciation in the Workplace*.

The HCBDD focused on staff appreciation. The following Employee Engagement graphs indicate how these activities have impacted the workforce.

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