



Pickaway County Board of Developmental Disabilities

STRATEGIC PLAN 2023-2026



GOAL 1 Communication and Awareness

- Objective 1** | (External) Develop a comprehensive external communications program; create consistent staff communication expectations with families, individuals and support organizations.
- Objective 2** | (External and Internal) Establish consistent brand standards and messaging strategies to further reinforce the mission, vision and identity of Pickaway Co Board of DD.
- Objective 3** | (External) Continue to enhance the website making it more user-friendly and informative for families and others attempting to gain additional information about the Board.
- Objective 4** | (Internal) Define and develop clear expectations and practices for all forms of internal communication; enhance methods and frequency of internal communications to ensure all employees are knowledgeable and informed; ensure consistency of communication protocols and expectations and apply these consistently across all departments.



GOAL 2 Community Collaboration and Engagement

- Objective 1** | Provide our county and local community with information and educational opportunities about the services the Board provides to individuals with developmental disabilities.
- Objective 2** | Consider the creation of community events to allow individuals to participate, families to volunteer, and community members to come together and gain a broader understanding and acceptance of individuals with developmental disabilities.
- Objective 3** | Clearly communicate to the community the need for services for the individuals served. Actively recruit and assist those who may be able to provide such services.
- Objective 4** | Foster, grow and promote individual visibility in the community; actively look for ways for individuals to work through community partnerships and opportunities; celebrate and promote those working in the community to continue to strive for an acceptance of all.
- Objective 5** | Continue to look for opportunities to strengthen and develop trusting relationships within the k-12 school space. Provide educators with needed information about services provided and offerings of a more collaborative relationship with PCBDD.



GOAL 3 Business Operations and Technology

- Objective 1** | Develop a method to recruit and maintain stable, reliable transportation services for individuals; communicate with families about the opportunities available with regard to transportation.
- Objective 2** | Determine mechanisms to provide and expand technology utilization by staff members and individuals; study new and advanced forms of assistive technology to create new opportunities for the inclusion of all individuals.



Pickaway County Board of Developmental Disabilities

STRATEGIC PLAN 2023-2026



GOAL 4 Human Resources/Culture and Climate

- Objective 1** | Complete a comprehensive wage audit to ensure comparable yet competitive compensation to recruit and retain high-quality employees.
- Objective 2** | Develop an assistance program for those interested in the DSP position. Offer application assistance and provide a contact for anyone who may need help with the process.
- Objective 3** | Create a clear and engaging onboarding and training process for all new employees; ensure all new employees are provided with a unified system of dissemination of organizational policies, processes, and expectations; revisit this process within 60 days of hire to clarify and answer any additional questions once on the job; develop and create an onboarding checklist for employee files.
- Objective 4** | Create a method for employees to provide regular and meaningful feedback to management to share their concerns and issues; design a way to meaningfully address employee concerns in a timely manner.

For consideration - Bi-annual surveys are shared, and the issues raised are addressed regularly.
- Objective 5** | Explore options and create mechanisms to implement a direct pathway for others to enter the workplace at Pickaway County. Review hiring procedures and practices to ensure a timely process and consistency between departments so that all hiring practices are conducted with fidelity.
- Objective 6** | Study the efficacy of remote work for employees; ensure the accountability measures and processes are equal across all departments.
- Objective 7** | Continue to focus on a working culture that places an emphasis on employee morale and a "Culture of Appreciation" for all personnel, at all levels, one that recognizes the dedication and hard work of those who interact with individuals we serve on a daily basis.

For consideration - Create a way to meaningfully celebrate employee and organizational successes and accomplishments; communicate said successes with all staff and stakeholders on a regular basis.



GOAL 5 Board Relations and Succession

- Objective 1** | Increase the amount of board member involvement and visibility at all community events; and add an individual receiving services from the county as a board member.

Develop and communicate a management development program to internally and organically grow the organization's own leadership; create a strategic succession plan for senior staff positions to help maintain quality leaders.
- Objective 2** |



GOAL 6 Finance

- Objective 1** | Continue to utilize financial resources in the most efficient manner possible; create user-friendly graphics to share financial information on the website to increase transparency.