



## 2023 Action Plan

(Board approved November 28, 2022)

Each year, department leaders of the Lucas County Board of Developmental Disabilities create a comprehensive list of actionable objectives and priorities for the coming year. Board leadership meets annually to discuss those goals, how they will be accomplished, and who is responsible for monitoring and measuring them. As each department shared its aspirations for 2023, the most common thread between them was creating a more inclusive community and utilizing technology for better efficiency and improved quality of life for both the individuals we serve and our staff.

**To continue building a more inclusive community, we will:**

- Place a special focus on aging parents who are currently serving as providers in caring for a son or daughter with a developmental disability. We must create an alternative for these parents as they reach an age where they are no longer able to provide optimal care for their child.
- Expand unified sports for Lucas County Special Olympics through the addition of local college students and growing participation options. By expanding on these offerings, where athletes with disabilities compete with college students and other members of the community on their teams, we can increase participation in our Special Olympics programs as well as raise awareness and inclusivity efforts in our area.
- Build an inclusive playground to create a more welcoming, engaging and fun experience for toddlers and their parents when visiting our Children's Department.
- Continue to build partnerships with other organizations in Lucas County for the betterment of our agency and, ultimately, helping the individuals we serve feel a greater sense of fulfilling membership in our community.
- Make major improvements to the entrances and lobbies of the 2 main buildings on our South Toledo campus to create a more comforting and welcoming environment for individuals and families that visit.
- Focus on the Diversity, Equity and Inclusion Task Force's efforts in three distinct areas based on the goals of Culture, DEI Plan, and Workforce, Training and Development.
- Improve the mental health and trauma informed care services available for the individuals we serve and trainings in those areas for the employees serving them. The pandemic

taught us a lot of things, especially the impact of mental health and trauma on our lives. The Board will work with our partners across the county to ensure both individuals and staff have as much knowledge and resources as can be made available to them.

- Continue working and training with law enforcement and advocacy groups toward human trafficking prevention efforts. As part of the Lucas County Human Trafficking Coalition, the Board recognizes the vulnerability of our area's geographic location, and the risk that has on the individuals we serve, which are already our communities' most vulnerable population.
- Work to increase employment numbers for individuals with developmental disabilities in Lucas County. This will be achieved through continuing education and advocacy for the importance of employment in helping these individuals reach their full potential.

**To embrace Technology First in everything we do, we will:**

- Gather data to increase the use of technology for improvements so that the people we serve have the opportunity for greater independence and increased privacy. This not only aids the individuals, but also aids the Board and the hundreds of area providers, all of whom are experiencing a work shortage of some kind.
- Develop data initiatives to increase efficiency and information to our providers. This will be achieved through utilizing more technological resources such as portable scanners, cameras, and wireless units.
- Stay updated with the latest technology that can be of value to families of children with developmental disabilities and implementing a program where LCBDD can loan devices to families. We will do the same for our adult population through the Board's Tech Hub, where individuals can come try the latest technology and see its benefits before committing to buying anything.

**The Long & Rich History of our Board**

Ohio's 88 County boards were created by the state in 1967, but the Lucas County Board of Developmental Disabilities traces the evolution of its programming all the way back to 1938. That year, Josina Lott began teaching children with developmental disabilities in the dining room of her apartment in Toledo's Old West End. Today, county boards are the only agencies providing services that could potentially cover an individual's entire lifetime. Our Board:

- Supports parents/caregivers to enhance children's learning and development through everyday learning opportunities, while also assisting families in the navigation of a new system of services and resources made available to them.
- Identifies a vision for the future, through person-centered planning, based on the strengths, interests and choices of each of the more than 4,000 individuals we serve.
- Provides support to help ensure quality service delivery from nearly 400 provider partners.

- Collaborates with other agencies, schools and employers to expand opportunities and help individuals reach their full potential.

As we enter our 56<sup>th</sup> year as an official county board, we will continue to provide excellent service and support to the individuals, families and providers we serve in 2023. We are mission-driven in everything we do in order to ensure that both our individuals and our employees are empowered to reach their full potential.

### **Mission Driven**

The mission of the Lucas County Board of Developmental Disabilities is *Improving LIFE so that individuals with developmental disabilities reach their full potential.*

**LIFE** is used as an acronym in our mission because it describes the four core values we see for the individuals we serve.

1. **Living Life:** I desire to live my life in the same manner as you. This means having the opportunity to choose my home, my relationships, my hobbies, my career and my beliefs.
2. **Inclusion:** I am included, accepted and able to participate in all things throughout my community.
3. **Freedom of Choice:** My voice is heard in decisions that affect me. My opinion matters.
4. **Everyone has Worth:** I have talents and abilities that I want to share. I deserve the chance to contribute to the betterment of my community.

Comments on this 2023 Action Plan may be addressed in writing to:

Office of the Superintendent  
Lucas County Board of Developmental Disabilities  
1154 Larc Lane  
Toledo, OH 43614

For more information on who we are, what we do, and to stay updated on our many activities throughout the year, please visit [www.LucasDD.org](http://www.LucasDD.org).