



2024 Action Plan

Board Approved: November 27, 2023

Department leaders of the Lucas County Board of Developmental Disabilities meet annually to go over actionable objectives and priorities for the coming year. For 2024, through programming, grants, and other initiatives, Lucas DD will drive efforts to continue to make our county a more inclusive one. It is through these efforts that we can advance LIFE so that individuals with developmental disabilities can reach their full potential. Below are a few highlights of what we will strive to achieve in the next year.

Build an inclusive playground outside our Children’s Department

Intellectual and/or developmental disabilities should not be barriers to enjoying the most fun attributes of a playground. That’s why we want to build a place that creates a welcoming, engaging and fun experience accessible by all individuals and their families when visiting the Children’s Department on our South Toledo campus.

Create programming for young (ages 2-7) athletes

Early Intervention Developmental Specialists will work with members of our Lucas County Special Olympics team to establish an education of and connection to sports. The goal is to build off of this foundation and, as they age, have these young athletes make a seamless transition to our Special Olympics programs, which start at age 8.

Add universal changing tables to both buildings on our campus

So many of the individuals we serve feel a sense of exclusion when out in public due to a complete lack of accessible restrooms that have height-adjustable adult size changing tables. It would not be just our individuals that could benefit from this. Upon completion, Lucas DD would add its location to an interactive nationwide map regularly used by individuals that are planning trips across town, across the state, or across the country. We will also launch grant funding opportunities to encourage other Lucas County organizations to follow.

Work backwards to move employment forward for our individuals

Lucas DD Employment Navigators will assist individuals through backwards planning of desired outcomes and goals to better understand and guide them on the journey to finding employment. They will also develop a model to assess job placement, tasks, observations, and work studies. Employment Navigators will also work with local school districts to assist teachers and staff in understanding the importance of employment for their students as well as work with Adult Day Service providers and their program participants.

Develop improved documentation to share with individuals, providers, community

To better serve our more than 4,000 individuals, our nearly 600 providers, and the community at large, all departments are committed to redesigning or creating documents that will make complex Board processes or information easier to explain and understand. We will also revamp our general marketing brochures that get dispersed at community events to better educate community members on who we are and what we do. The latter will enhance our reputation and increase awareness with the general public. The prior will make things easier to read, understand, and access by our individuals. It will also make our providers more knowledgeable on what expectations and processes are for, among other things, a MUI investigation or a compliance review.

Cultivate a harmonious workplace by following our Diversity, Equity, and Inclusion plan

Lucas DD values diversity and is committed to providing an inclusive environment where every employee, individual served, family, and provider is heard and respected. By collecting data through anonymous surveys and increasing opportunities for employees to have open, safe, and respectful dialogue regarding DEI issues, we can better ensure that everyone at work feels included and respected. Utilizing the DEI plan will keep us better engaged and understanding of what is important to individuals served, their families, providers, and our employees.

Optimize the recruitment process for prospective Lucas DD employees

In order to attract top talent and fill open positions more efficiently, we want to develop a recruitment strategy and implement it with feedback from stakeholders. We also want to implement more automation and technology in the recruitment process and the orientation process once employment starts.

The Long & Rich History of our Board

Ohio's 88 County boards were established 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 600 provider partners.
- Collaborates with other agencies, schools and employers to expand opportunities and help individuals reach their full potential.

As we enter our 57th year as an official county board, we will continue to provide excellent service and support to the individuals, families and providers we serve in 2024. We are mission-driven in everything we do to empower our individuals and employees.

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 2024 Action Plan may be addressed in writing to:

Office of the Superintendent

Lucas County Board of Developmental Disabilities

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Toledo, OH 43614

Stay updated on our many activities throughout the year by visiting www.LucasDD.org.