

STRATEGIC – SPEED – PLANNING



All-Staff In-Service Day
Annual Review & Discussion

Tuesday, March 24, 2026

During the annual all-staff in-service training, the collective team was divided into five groups and spent thirty minutes reviewing each strategic plan initiative. Each group spent four minutes per initiative and discussed what was working, what initiatives were in place for that topic, and what additional areas could be explored or considered. Then, throughout the day, each employee had the opportunity to provide additional thoughts or information on four topics. The results of the day's activities are not verbatim from the small group or employee's post-it notes, rather a culmination of thoughts and themes shared.

INITIATIVE 1: TECHNOLOGY ADVANCEMENT

- **What current efforts, programs, or practices are already supporting this initiative?**

Staff responded with several repetitive responses, indicating a theme of consent. The Lending Tech and the EI Lending Libraries, virtual tech tours at the respite home, Tech Ambassadors, and the 3D printer received multiple responses. Additional items included: the Padlet resources, more trained self-advocates who are becoming trained as Tech Ambassadors, and the development of the 'Tech House' at the respite home. Recognition for SSA Saydie and her knowledge and skills were also noted as a great asset with this initiative. Staff encouraged to continue to grow the lending libraries, partnerships with statewide organizations, and acknowledged the new technology in the building and the capabilities to text with individuals and their families as an asset.

- **What gaps or challenges should we address? What new or recycled ideas should be considered?**

A variety of suggestions were offered for consideration. Training for the board's phone system, board issued cell phones, and having the ability to navigate to the main line were suggested. *(Insight: with the new construction, a new phone company and system are in the works. This also includes a new PA system and new work issued cell phones. A new system and subsequent training are forthcoming.)* Ongoing training in technology in general for staff and individuals on new devices, and in the new construction and remodeled areas were requested. Areas of constructive insight and service suggestions included:

- Many parents are resistant, particularly the 'older generation', to technology resources and related services. In general, they are more comfortable with a traditional staffing models rather than technology service alternatives.

- A service where technology specialists could go to the individual's home to try and see the technology firsthand versus the unfamiliar respite home environment.
- Continue to provide education to families and the public about current technology services as there is a general lack of knowledge about available technology services.

INITIATIVE 2: COLLABORATIVE OUTREACH

- **What current efforts, programs, or practices are already supporting this initiative?**

Staff listed a variety of strategies that the board has utilized for outreach purposes. The educational postcard mailer series reached residents across the county. The Family Engagement and provider support and engagement events have brought a wide variety of stakeholders together for educational and social opportunities. The provider support communications further enhance critical and time sensitive communications. Seasonal events such as the Council's dance and ice cream socials have brought a wide variety of those the board supports together for quality social interactions. The Board's social media presence on Facebook and the newly developed and deployed Facebook for Sandusky County Special Olympics positively communicates and engages stakeholders. The new and more accessible website is actively in its redesign and close to utilization. The current website also provides a variety of communication, resources, and events. The DD Awareness '31 Days Of' campaign continues to have strong support and interest. In general, there has been an increase in community presence, communication releases, and communications.

- **What gaps or challenges should we address? What new or recycled ideas should be considered?**

Several constructive suggestions were provided. Creating and expanding a more robust communication strategy and outreach initiatives in the county's rural communities were noted by several breakout groups. Another theme was the generational preferences and ensuring communications are hitting all generations and preferred communication modalities. Examples were people who don't or can't utilize QR codes for signups, or don't use social media. Additionally, however, there was encouragement to expand the board's social media presence even further with TikTok and Instagram. Of note though, the board has had an Instagram account in conjunction with its Facebook account for many years. Both are actively utilized weekly, so this indicates further promotion and communication may be needed to share this information. On a similar note, one suggestion indicated a need for a text messaging system for families. This currently exists for two departments; thus, further education, expansion, or clarification of what this suggestion was intended for or identified may need to be considered. Service considerations that were suggested including: expand the YEL group, consider a Facebook account for the CCC Department, consider trained people who focus on developing community support, and a position for public speaking. The US postal service was noted as a struggle while the board's utilization of billboards was noted as a strength. Comments that were not expanded on and remain somewhat unclear were: technology and Commissioner Corner.

INITIATIVE 3: EMPLOYEE EXCELLENCE

- **What current efforts, programs, or practices are already supporting this initiative?**
In general, breakout groups reported strengths in various skills, service, and leadership training. Specifically, the following: PLAY Project, Triple P, Jai coach, and parent coach training. Two staff are enrolled in the Sandusky Leadership class, two for OACB's Executive Leadership, other leadership training courses as they become available, specialty trainings for various positions. The joint SSA and Provider training sessions and meetings were viewed positively. Positive sentiments were received for the board's efforts and practices to expand and refine job positions, fill open positions, define skill needs and fill, and evaluate and restructure when needed for specialty skills. Other strong characteristics were active state committee participation and partners in policy making. Supporting our providers was also noted.
- **What gaps or challenges should we address? What new or recycled ideas should be considered?**
Cross training and cross-departmental engagement opportunities were noted as consistent themes. This extended to both learning and social opportunities as well as 'less department segregation' noted. Creating more opportunities for leadership positions and virtual all staff meetings were both noted twice. From the board's hiring perspective, suggestions included having more support positions and making digital applications. Service-related suggestions noted recruiting providers and affordable housing and partnerships.

INITIATIVE 4: SERVICE OPPORTUNITIES

- **What current efforts, programs, or practices are already supporting this initiative?**
The following services and initiatives were noted:
 - Triple P
 - Extended EI and Early Childhood Pilots
 - Sib Shop
 - YEL Group
 - Wiggle Wednesday
 - Family Functions
 - Developmental Screening Day
 - Parent Cafes
 - Summer Program
 - Unity's After School Program
 - Jai
 - Tech Ambassadors
 - Cross connection with self-advocacy and YEL
 - Community calendar
- **What gaps or challenges should we address? What new or recycled ideas should be considered?**
Various themes and standalone suggestions were noted in this area for consideration.
 - Employment: Improvement with OOD services and the need for more providers to fill gaps. Strengthening relationships with employers for job-carve opportunities. A lack of variety

with community employment opportunities was also noted, and transportation is needed to support successful employment.

- Independent Living: Training opportunities for independent and life skills need developed. Furthermore, utilizing someone who possesses these skills to serve as a mentor may be a good opportunity.
- Miscellaneous suggestions:
 - ‘Transportation’ was noted but is unclear what it was suggesting.
 - Create a housing unit
 - Host a Parents Day to see how a SOH day goes with teachers, etc
 - Big Brother/Big Sister
 - Mental Health provider who specializes in dual diagnosis services
 - More PLAY training
 - “Free loaders” in *Special Olympics*: people want social connections but don’t want to participate

INITIATIVE 5: FACILITY RESOURCES

- **What current efforts, programs, or practices are already supporting this initiative?**

The following was noted as positive attributes the new renovations and construction would support:

- More accessibility
 - Ability to bring the community in
 - More events in the gym
 - Improved safety features
 - Improved internet and phone connections
 - Dimmable lighting
- **What gaps or challenges should we address? What new or recycled ideas should be considered?**

Areas that staff had concerns or questions about and would like to see improved include:

- Concerns & Desires:
 - Better cell service and Wi-Fi connectivity
 - Warmer lights
 - ALICE training when the renovations are done
 - Able to host community informational meetings
 - Host an open house after construction is complete
- Questions:
 - Would the board be able to host (more) community events?
 - Will there be enough people to clean?
- Bathrooms: “we think are being addressed.” *It is unclear what this means.*

Additional Insight

The following four prompts were asked for all staff to complete as an independent task. Employees were encouraged to consider these and share their constructive thoughts. The responses were taken verbatim from their anonymous notes; however, they are grouped in the report amongst possible themes.

Prompt 1: SCBDD's Biggest Opportunities

- Different/move
- Job duties
- Offer incentive to not participate in company insurance
- Social outreach & support groups
- Building Opportunities:
 - Bigger building – more space for events, etc
 - To be able to now provide more space and more comfortable settings for meetings. Being able to host more for community to attend.
 - New building renovations
 - New building – increased opportunities for events to bring people together.
 - New building gives opportunity for new services.
 - Presenting the completed expansion to the community and gaining buy in to support future needs.
- Support from community and area agencies
- Serving more youth in meaningful manner. More specialized service skills of staff.
- More outreach for tech and informing community/families/and individuals more. Tech ambassadors.
- Create leadership opportunities within departments.
- Hire people with disabilities at SCBDD. More staff.
- Trainings
- Getting youth involved in self-advocacy & Special Olympics.
- Transition from child to adults (2 responses)

Prompt 2: Most urgent gap or need

- Transportation & Employment:
 - More Non-Medical Transportation (NMT) options to help encourage community employment.
 - Employment opportunities for individuals with DD at SCBDD.
 - Transportation. Opportunities for community employment.
 - Job developers that will talk to employers about job carves.
 - Transportation for people with disabilities to community resources.
 - Transportation in the rural areas of the county.
 - Resources and assistance with community employment.
 - Adequate transportation for community employment.

- Assistance with recruiting more employment/job development providers to assist with job crews – “old enclave – job sites to give our individuals more options for voc hab services.
- Youth:
 - YEL attendance to increase for individuals after HS graduation. SSA encouragement.
 - Mentor programs for youth in elementary years.
 - Childcare providers to support our higher need youth and that can support 12 or older youth.
 - Independent living ages program and services for 18–22-year-olds.
- Services:
 - Needing to help with recruiting staff for providers.
 - Storage for SSA donated items (which is coming). (*Insight: this is incorporated into the new building design.*)
 - Not enough activities in outlier neighborhoods. Hold events throughout the county.
 - Dual dx/mental health problems.
 - Affordable housing, childcare providers, and providers in general.
- Quiet work time, door closed, etc.
- Avoid lengthy emails – if it can be done in person, do it. Too long is too much information to process.
- Team collaboration (between all departments).
- Wellness, yoga, stress relaxers, etc.
- Mental health supports.
- Clear vision from leadership – give the why – how you came to the why – help support the vision.

Prompt 3: What are you most proud of from SCBDD’s past 12 months?

- Youth:
 - Respite house
 - CCC protocols in place and workflows.
 - Increase in programming for youth, parents, and families.
 - Increased outreach of Family Engagement (FEC) events, more families know, and others in the agency know what the FEC is doing. Can share this with families.
 - More family groups.
 - Family engagement efforts of the CCC department. Reaching young families.
- Personnel:
 - The positivity in our workplace.
 - Department wide effort to maintain quality programming with open position.
 - Different job duties. More trainings.
 - Accepting and facing continuous change.
 - Integrity of staff.
 - Proud that we are starting to really work together as a whole building despite being in different parts of the building.
 - All the changes everyone has dealt with regarding the building’s construction.

- All the changes SSAs have dealt with regarding OISP.
- Witnessing the community support in passing the levy.
- Provider connections. (*mentioned twice*)
- Playground and all the events where our individuals and community visited (ie: ice cream social). It was so wonderful to see those we serve and their providers enjoying this and getting to spend time with them there while also monitoring.
- Tech reach and the lending library being utilized with hopes of growth. Having a virtual tour of respite home and tech for people to view.
- Tech assistance for families.
- Offering more services across all ages.
- Addressing needs from strategic plan.
- Connecting individuals to needed services.
- Self-advocacy membership increases, cross training occurring, and Special Olympics are increasing athletes and volunteers.

Prompt 4: Most impactful CURRENT effort in 2026?

- Using and teaching the use of technology.
- Supports and services throughout all ages.
- Community outreach
- Ongoing support for individuals and families
- All efforts of communicating with community members about services SCBDD provides.
- Individuals making connections with others.
- Transparency: all staff meetings
- Youth:
 - YEL – reaching out for youth and Early Intervention
 - Respite, SIBS group, caregiver cafes, and Family FUNctions
 - Wiggle Wednesdays at the YMCA
 - Expanding CCC & FEC events
- Building:
 - New building – more space – hopefully upgraded Wi-Fi!
 - Building renovations and new security.
 - Building renovations to grow and continue to meet the needs of individuals we will serve in the future.