

MINUTES – Strategic Planning Meeting
Tuesday, August 16, 2016

Summit County Board of Developmental Disabilities

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1:00 p.m.

The **strategic planning meeting** of the Summit County Board of Developmental Disabilities was held on Wednesday, August 16, 2016 at the Summit DD administrative offices located at 89 East Howe Road, Tallmadge, Ohio 44278. The meeting convened at 1:00 p.m.

BOARD MEMBERS PRESENT

Joe Siegferth, President
Dave Dohnal, Vice President
Denise Ricks, Secretary
Randy Briggs
Jennifer Dwyer
Meghan Wilkinson

BOARD MEMBER EXCUSED

Tom Quade

ALSO PRESENT

John J. Trunk, Superintendent
Lisa Kamlowky, Assistant Superintendent
Mira Pozna, Director of Fiscal
Billie Jo David, Director of Communications,
Quality & MUI
Tom Jacobs, Director of Operations/SHDC
Holly Brugh, Director of SSA and Children's
Services

Joe Eck, Director of Labor Relations &
Risk Management
Lynn Sargi, Director of HR
Russ DuPlain, Director of IT & Records
Drew Williams, Director of Community
Supports & Development
Diamon Perry, Ombudsman
Maggi Albright, Recording Secretary

I. LONG RANGE PLAN

The Summit DD Long Range Plan establishes the Mission, Vision and strategic priorities that guide decisions and direct our journey forward. Each of the five goals were discussed.

Inclusive Communities – Summit DD is cultivating partnerships that offer support and opportunities so individuals with disabilities are able to live fully inclusive lives. Several examples were provided by staff. The need for transparency, education and communication are all key components to achieve this goal. Fear must be alleviated so change can be embraced. Discussion continued around options available if providers and other stakeholders are not supportive of this direction. There was conversation about the need for community support and partnerships, however, the Board and staff should never be afraid to do what is right. Obligations should be spelled out first before taking any necessary legal steps. There was dialogue about possible shift in resources to continue moving forward and creating inclusive opportunities along with the need to develop measures to determine how the needle is being moved.

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STRATEGIC PLANNING MEETING (continued)

I. LONG RANGE PLAN (continued)

Inclusive Communities (continued)

The Board continues to build capacity, particularly for graduates, so there will be greater access to services and a larger array of providers available. No new enrollment is occurring with some of the legacy programs. There may need to be policy changes to align with the system transition.

Person Centered Planning – Summit DD is committed to active listening to empower individuals to create their own path with individualized supports through a person-centered service plan. Staff gave several examples relative to guardianship issues. When individuals are their own guardians they need to be given the opportunity to make their own choices and it can be a balance between what the individual wants and what the family wants. Staff review risk of choice and consequences of actions. There was discussion around situations when probate court issues orders that the individual or the Board doesn't agree with and the potential for rights restrictions. Several Board Members expressed their view that individuals who are their own guardian have the right to make their own decisions and they will be supported by the Board. Additionally, guardians should be keeping the best interest of the individual in the forefront. Ultimately, the Board wants to continue working with probate court to help them recognize the team process and that the team typically has lots of additional information that is helpful in making decisions.

Individualized Supports – Summit DD uses individualized service plans (ISP) to connect people with disabilities to providers in the community. Summit DD partners with providers do develop service options that meet the needs of individuals supported that afford each person the opportunity to be included in their community. Staff have been working on developing provider relationships and employment options and have been working with school districts on transitional services. It is anticipated that by mid-2017 there will be enough provider capacity to serve all individuals that the Board currently supports. Employment may be a long-term goal and may look different for some individuals, however, Summit DD continues to work toward that goal. There was discussion around engaging school districts and it was suggested to start small and build success to lay a strong foundation. When one school district sees another succeed, more will want to participate and this could eliminate some barriers. The Board will continue to shift away from being a provider and become more of a connector, which will be a different role than the community is used to seeing from Summit DD.

Quality – Summit DD is committed to quality and best practice services that are innovative and that promote health and safety. The Board wants to ensure the same quality services are delivered from private providers as individuals and families are accustomed to through Summit DD. Staff have been meeting with a core group of providers to identify best practices that providers can commit to, along with developing a training curriculum to infuse best practice standards. There needs to be accountability if expectations are not met. Staff will also be working with families to get input on their view of quality.

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STRATEGIC PLANNING MEETING (continued)

I. LONG RANGE PLAN (continued)

Quality (continued)

The Board commented that trust is a big consideration for parents and indicated that provider certifications, reviews, training and implementation of training, customer feedback and accessibility are all very important. The Board also noted a desire to have a parent network where parents can talk with each other about their experiences with providers. Staff can work with providers and coach on how to present their positive statistics (i.e., no citations, minimal MUIs, participation in county board trainings, etc.) to families that are interviewing for a new provider. There was some discussion about using another organization, such as The Arc, to share information about providers since the Board is not permitted to endorse.

Organizational Success – Summit DD strives to develop innovative solutions to complex problems in a service delivery system that is undergoing transformation. The challenge is to achieve long-term sustainability in order to provide a lifetime of supports to individuals with disabilities. Resources need to be shifted to meet the needs of the changing system and staff will need to measure what is being done differently. There was discussion around implications of current Summit DD policies and whether some policies would need to be revised, such as Policy 1119 – Board Payor of Last Resort. The Board commented they are committed to transparency and want the opportunity for people to be heard so it is their hope that when sensitive decisions are being discussed that the opposition appear before the Board to express their point of view so that the Board has a clear understanding of both sides of the issue and a fair decision can be made.

II. LEVY PLANNING

With the levy coming up in fifteen months, November 2017, it provides the opportunity to talk with the community about the Board's Mission and Vision. The previous 90% passage rate indicates the community has a greater understanding of how the Board supports individuals. In order to achieve success people in the community outside of employees will need to become involved in the campaign so that everyone is talking about the Board's message. A company called Impact Group has been hired to assist with the levy campaign. They are a very experienced firm that has run levy campaigns for DD boards and school districts previously and have done work in Summit County. Internal staff will craft the levy messages. Key messages will include – *not a new tax, empowering adults and kids to lead engaged and inclusive lives, health and safety*, and more. There will be a variety of committees to spearhead particular aspects of the campaign and committee coordinators will be needed for each one. The role of each committee was reviewed. The hope is to have community members, particularly those with influence and recognition, serve as committee coordinators in lieu of staff. The role of levy campaign chair also needs to be filled. The committee coordinators along with the levy committee chair will make up the levy committee.

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STRATEGIC PLANNING MEETING (continued)

II. LEVY PLANNING (continued)

There is currently approximately \$190,000 in the levy account with one more golf outing to go next year. The goal is to run the campaign for \$185,000. The previous levy campaign cost \$210,000, however, staff believe there are cost effective measures that can be taken to reduce the amount needed. The Board asked if there are any other issues that will be on the ballot at the same time. Mr. Trunk replied that when Summit DD is on the ballot next fall, there should not be any other issues at that time. The Roadmap to the Ballot timeline was discussed. It outlines target deadlines for various mile markers. There was discussion about engaging the support and assistance of providers. Mrs. Kamlowksy commented that AFSCME has made a commitment to help with passage of the levy and understands the impact on the community if it does not.

III. FISCAL FORECAST

If the levy passes, the Board would begin collecting dollars in 2019 and tax dollars would remain fairly flat for the next 7-8 years. The budget for salaries would decrease and other line items reflect decreases beginning in 2019. The Medicaid line item will increase since more dollars will be spent in contract services and Medicaid match. The fund balance at the end of 2024 is projected to be \$3,315,062. Mrs. Pozna noted that in 2016 there are several one-time reimbursements expected which will make the revenue higher than projected. There was much discussion around what the ideal fund balance should be. It was noted that in future planning years the Board may want to build a budget around a percentage of revenue. The next levy will be in 2023 and at that time the Board may need to request new revenue since the Agency will have operated on renewal dollars for about eleven years.

The strategic planning meeting adjourned at 4:00 p.m.



Denise Ricks, Secretary