# Mission

Helping people of all abilities reach their full potential, one person at a time.

# Vision

Summit County is a community where people feel included.

# Values

**Trust - Respect** - **Collaboration** - **Innovation** - **Inclusion** - **Excellence**

***Trust***

We want to earn the trust of people we support with every interaction. We realize that this can only be accomplished by delivering on our promises and remaining transparent. It is an honor that people accept us into their lives and we will not take that for granted.

***Respect***

We will actively listen to people we support to understand where they are on their journey and what they want to achieve next. We respect people’s choices about their lives.

***Collaboration***

We will partner with those we support every step of the way. We will work with community organizations to build relationships that open doors for those we support.

***Innovation***

We consistently look for ways to challenge the status quo. We create new opportunities that provide more choices for people of all abilities. We encourage our staff to pursue opportunities to better their skills and knowledge.

***Inclusion***

We believe that everyone has a right to live a life where they feel included in their community. We also understand that community means something different to each person. We are committed making connections that are meaningful to those we support, building a community that only sees opportunity in each other.

***Excellence***

We believe those we support, parents and the community deserve our very best and we are committed to giving it. We will work to understand the needs and expectations of those we support and continually find ways to meet and exceed those expectations.

# Long Range Plan Priorities

**Priority 1: Innovate Services**

**LRP Objective 1: Using evidence-based best practices, deliver in-person and virtual Early Intervention Services that support the individual outcomes of each child and family.**

2023 Action Plans

1.1 Complete a program evaluation of Summit County’s Early Intervention service delivery model and incorporate best practices into in-person and virtual EI support.

1.2 Using established relationships with local childcare centers, increase Early Intervention services to underserved populations by tracking and supporting families from referral through eligibility determination.

**LRP Objective 2: Implement person-centered thinking initiatives.**

2023 Action Plans

2.1 Implement updated employee orientation modules for newly hired SSA’s and RSS’s that reflect best-practices in person-centered planning and service coordination.

2.2 Engage providers in person-centered planning and the critical role they have in the process.

**LRP Objective 3: Empower independence through access to technology, transition age support and meaningful day program/employment opportunities.**

2023 Action Plans

3.1 Increase access to technology and remote support.

3.2 Increase the number of people accessing community-based employment.

**LRP Objective 4: Empower people to live in the community of their choice, as independently as possible, while maintaining health and safety.**

2023 Action Plans

4.1 Utilize the new smart model home for individuals to experience assistive technology and remote support options which will help them live more independently.

4.2 Implement a pilot curriculum to support youth and adults to gain independent living skills.

4.3 Increase access to a variety of residential support options based on the needs of the individual.

**Priority 2: Support Children and Adults With Intensive Needs**

**LRP Objective 5: Capitalize on collaborations with community partners and providers to enhance services for children and adults with intensive needs.**

2023 Action Plans

* 1. Use data to evaluate and make recommendations regarding the success of current projects and collaborations that support individuals with intensive needs

**Priority 3: Support Our Provider Community**

**LRP Objective 6: Assist providers with recruitment and retention efforts for Direct Service Professionals.**

2023 Action Plans

6.1 Using data obtained through a partnership with Kent State University, implement a strategy to expand Direct Support Professional recruitment and retention activities.

**Priority 4: Internal Culture of Innovation and Accountability**

**LRP Objective 7: Capitalize on the diverse backgrounds, experiences, and cultures of Summit DD team members to support a high performing workforce that reflects the community we serve.**

2023 Action Plans

7.1 Develop a Diversity, Equity, and Inclusion improvement strategy through a third-party evaluation.

7.2 Capitalize on the unique backgrounds, education and experiences of employees through team-based problem-solving.

**LRP Objective 8: Ensure the public understands the value of Summit DD support.**

2023 Action Plans

8.1 Implement an educational campaign that educates the public on the investment and value of local dollars for children and adults with developmental disabilities and the economic impact to local economy.

**LRP Objective 9: Invest in technology and infrastructure that supports the Mission, Vision and Values of the Agency.**

2022 Action Plans

9.1 Implement new software that will enhance and support Summit DD’s core functions.

9.2 Implement a new financial management system through the County of Summit.