



2026 SUMMIT DD  
**ACTION PLAN**

SUMMITDD.ORG | 330-634-8000



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## 2026 ACTION PLAN

## MESSAGE FROM THE SUPERINTENDENT

The past year has tested Summit DD in ways few of us could have anticipated. Like many organizations across Ohio and beyond, we have navigated significant financial pressures, difficult decisions, and moments that required us to pause, listen, and adapt. Throughout these challenges, one constant remained clear: our responsibility to the individuals and families who rely on us, and the trust they place in our work, has never wavered.

The 2026 Action Plan represents both reflection and resolve. It builds on the goals of our 2025–2030 Long-Range Plan while acknowledging the realities of today's environment. We enter 2026 with a clear understanding that the path forward will not be without obstacles. At the same time, we move ahead with purpose, guided by our mission to help people of all abilities reach their full potential, one person at a time.

This action plan focuses on what matters most: ensuring individuals and families have equitable access to services and funding; strengthening partnerships across our provider and community networks; and supporting a skilled, resilient workforce equipped to meet evolving needs. It emphasizes thoughtful use of data, intentional engagement, and responsible stewardship of resources, while remaining flexible enough to respond to change.

Most importantly, this plan reflects our belief in the power of collaboration and inclusion. We will continue to listen to those we serve, work alongside our partners, and invest in our employees as we navigate the years ahead together. With transparency, innovation, and care, Summit DD remains committed to building a community where everyone feels included, and where opportunity continues to grow.

Sincerely,



Lisa Kamlowsky  
Summit DD Superintendent

**SUMMIT DD VISION 2030****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** 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.

# SUMMIT DD BOARD

Our Board is made up of community leaders, family of individuals with developmental disabilities, and an advocate who has lived experience with disabilities, each appointed by the Summit County Executive or the Summit County Court of Common Pleas Probate Judge.

Our volunteer Board is passionate about being the community resources to change perceptions about children and adults with developmental disabilities.

**RANDY BRIGGS**  
County Executive  
Appointment  
Through  
December 2028

**ALLYSON V. JAMES**  
Probate Judge  
Appointment  
Through  
December 2026

**GREGG P. CRAMER**  
County Executive  
Appointment  
Through  
December 2029

**ELIZABETH SCHRACK**  
County Executive  
Appointment  
Through  
December 2029

**JASON DODSON**  
County Executive  
Appointment  
Through December  
2028

**STACY YOUSSEF**  
Probate Judge  
Appointment  
Through  
December 2027

**TAMI GAUGLER**  
County Executive  
Appointment  
Through  
December 2029

## 2026 ACTION PLAN

# INDIVIDUAL & FAMILY FOCUS

Ensure Individuals with Developmental Disabilities have equitable access to services and funding that empowers them to achieve their personal goals.

### 2026 Action Items

- Use data and insights to engage in the appropriate community settings and provide continued, individualized support so people move from initial contact to full completion of the intake and eligibility process and are connected to services that meet their individual needs.
- Align internal teams, providers, and community partners to meet individuals where they are on their employment path and help them pursue meaningful work in the community.

Continuously engage individuals and families to identify service and support needs, using available funding to prioritize the identified needs of eligible children and adults.

### 2026 Action Items

- Ensure recent cost-saving measures remain sustainable while actively monitoring impacts, filling service gaps, maintaining connections for individuals, and advancing long-term revenue solutions.
- Monitor and analyze upcoming state rule and rate changes, engaging appropriate workgroups to determine service and financial impacts and update long-term financial forecasts to prepare for mandated changes.





Strengthen key transitions for individuals and families, offering tailored resources and support to ensure the continuity of care throughout an individual's lifetime.

### **2026 Action Items**

- Establish transition-focused workgroups and use feedback from individuals and families to assess and refine our processes, information, and support at key life transitions, ensuring they align with organizational resources and priorities.

Facilitate opportunities for individuals and families to connect and share information and experiences with one another, fostering an environment where families can learn from each other as Summit DD learns from them.

### **2026 Action Items**

- Leverage feedback gathered from individuals and families to create meaningful connection opportunities and informational resources that align with their priorities and interests.
- Develop informational resources about certified service providers to support families through the free choice of provider process.

## 2026 ACTION PLAN

### **STAKEHOLDER & COMMUNITY FOCUS**

Continuously evaluate the capacity and needs of community partners to collaboratively support the best outcomes for individuals with disabilities in Summit County.

### **2026 Action Items**

- Define key stakeholders, needs and communication channels.
- Leverage our strong provider partnerships to advance assistive technology, residential options, support those with complex needs, and the successful implementation of coordinated initiatives.

Actively engage the community with targeted outreach efforts and awareness campaigns, fostering a greater understanding of developmental disabilities and increasing visibility and support for Summit DD's Mission.

### **2026 Action Items**

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- Ensure SummitDD.org, digital forms, and online materials are fully accessible and meet ADA digital accessibility requirements to provide an inclusive user experience.
- Launch updated advertising campaign focusing on stories of individuals receiving core services.

Reposition Summit DD as a facilitator of inclusion for individuals with disabilities, leveraging community partners and resources to integrate inclusive practices in all aspects of community life.

### **2026 Action Items**

- Implement a coordinated strategy to strengthen self-advocacy by increasing opportunities for individuals to build skills, participate in decision-making, and engage meaningfully in their communities.

## 2026 ACTION PLAN

# **EMPLOYEE FOCUS**

Integrate a diversity and inclusion focus into all workforce practices, ensuring commitment in building and maintaining a workforce that is representative of the community served.

### **2026 Action Items**

- Ensure consistent and transparent communication by disseminating Executive Leadership Team updates via organization-wide informational sessions, InspireDD messaging, and supportive guidance materials.





- Strengthen a trauma-informed workplace by equipping managers with training, tools, and support strategies to help staff navigate traumatic events and promote emotional well-being and psychological safety.

Enhance employee training and development efforts to foster professional growth, develop future leaders, promote a culture of belonging, enhance technology and ensure that staff are well-equipped to meet the needs of the individuals we serve.

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## 2026 Action Items

- Evaluate and enhance new employee orientation.
- Create personalized training and development pathways for employees and managers, integrating feedback to support skill-building, leadership readiness, and long-term career success.

Strengthen employee engagement by fostering a supportive, inclusive, and rewarding work environment that recognizes our commitment to core values.

## 2026 Action Items

- Begin long-term succession planning by identifying essential leadership roles and evaluating transition needs to support organizational stability in future years.
- Conduct an employee satisfaction survey and identify areas of strengths and opportunities for improvement.



LEARN MORE ABOUT  
SUMMIT DD SERVICES FOR  
INDIVIDUALS, FAMILIES,  
AND THE COMMUNITY



SummitDD.org/  
Supporting-People

# EXPLANATION OF SERVICES: WHAT IS THE ROLE OF A COUNTY BOARD OF DEVELOPMENTAL DISABILITIES?

County Boards of Developmental Disabilities, like Summit DD, help children and adults with developmental disabilities participate fully in their communities while keeping them safe. We use local levy dollars, along with some state and federal funding, to help people get the right services based on their individual assessed needs.

County Boards of Developmental Disabilities in Ohio operate under a strict statutory framework established by the Ohio Revised Code (ORC) and the Ohio Administrative Code (OAC). These laws, originally created through House Bill 169 in the 1960s, define our responsibilities, outline how services must be delivered, and set the parameters for how local dollars can be used. This structure ensures statewide consistency and accountability, but it also means that many decisions are not made locally. Instead, Summit DD implements and advocates within the rules we are required to follow. Our role is to navigate this regulatory framework on behalf of individuals and families, ensuring they receive the services, safeguards, and opportunities they are entitled to under Ohio law.

Here is an explanation of our major responsibilities and how we use our resources to support people across their lifespan.

## EARLY INTERVENTION (BIRTH TO AGE 3)

We support families with infants and toddlers who have developmental delays or disabilities with Early Intervention services until a child's third birthday. Our Early Intervention team provides:

- Developmental evaluations
- Evidence-based family coaching and home-based support
- Access to speech, occupational, and

physical therapy strategies through a teaming model

- Coordination with child-care settings

The goal is to help young children work toward developmental goals during the most important years of brain development

## INTAKE & ELIGIBILITY (AGES 3+)

We are visible in the community to reach those who need our service and when people reach out for help, we guide them through:

- Intake and eligibility determination
- Connecting to community resources

Our job is to make this process simple, respectful, and person-centered. We work with people and families to gather the required information and documentation and complete assessments for eligibility determination. Once someone is eligible, we help them understand their choices and next steps throughout their entire life.

## SERVICE & SUPPORT ADMINISTRATION (SSA)

Service & Support Administrators help adults and families:

- Create an Individual Service Plan (ISP) based on assessed needs and individual goals
- Understand service options
- Navigate daily supports
- Coordinate providers
- Advocate for their needs

SSAs connect people to resources, identify available funding, and monitor services and support so they can live the life they choose in the most integrated setting possible.

## MEDICAID WAIVERS & LONG-TERM SUPPORTS

County Boards help people access long-term supports, often through Medicaid

waivers, which provides funding for services based on a statewide needs assessment, such as:

- In-home care
- Supported living
- Adult day and employment services
- Transportation
- Respite
- Assistive technology

We use assessments to determine what type of services a person needs, plan for funding, and make sure services meet federal and state requirements. This includes annual projections about how many people we can support with a Medicaid Waiver based on our annual budget.

### PROVIDER SUPPORT & QUALITY ASSURANCE

We partner with local agencies and independent providers who deliver daily services to those we serve. Our responsibilities include:

- Helping providers become certified by the state and understand their responsibilities
- Supporting providers with training and problem-solving
- Monitoring health, safety, and service quality
- Investigating incidents that impact health, safety and welfare and creating prevention plans
- Ensuring services are person-centered and meet people's needs

### RESOURCE MANAGEMENT & FISCAL ACCOUNTABILITY

County Boards are responsible stewards of taxpayer dollars collected through a property tax levy. This includes:

- Managing levy funds responsibly
- Matching federal Medicaid dollars using local levy dollars
- Ensuring we have the right financial controls
- Coordinating our Medicaid responsibilities

The Business Manager oversees finances, and the Medicaid Services Manager ensures compliance with Medicaid rules. These roles work together to ensure services are sustainable and federally compliant.

### COMMUNITY INCLUSION, EMPLOYMENT & INDEPENDENCE

We help people participate in their communities through:

- Employment supports
- Transportation connections
- Community integration opportunities
- Self-advocacy and leadership development
- Partnerships with schools, employers, and community organizations

Our focus is on creating a community where everyone belongs.

### EVERYTHING WE DO ENSURES:

- Children get the best start possible
- Adults have choices and control over their lives
- Families get support through every stage of life
- Resources are used responsibly and transparently
- Our community becomes more inclusive and welcoming

### LEARN MORE ABOUT US AT [SUMMITDD.ORG](http://SUMMITDD.ORG)



# CONTACT US

## Summit DD Executive Leadership Team



**HOLLY BRUGH**  
Assistant Superintendent  
330-634-8514



**DREW WILLIAMS**  
Assistant Superintendent  
330-634-8083

## Summit DD Executive Leadership Team



**MAGGI ALBRIGHT**  
Executive Administrative Assistant  
to the Superintendent  
330-634-8082



**BILLIE JO DAVID**  
Director of Quality, MUI  
& Communications  
330-634-8073



**LAURA GLEASON**  
Director Of Human Resources  
330-634-8049



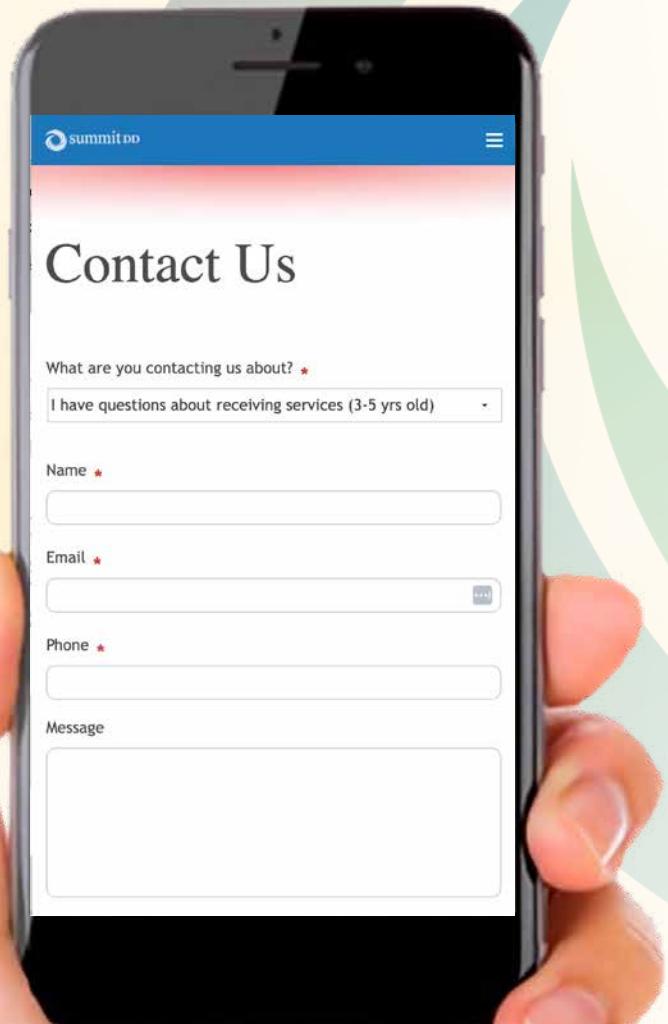
**LISA KAMROWSKY**  
Superintendent  
330-634-8090



**RUSSELL DUPLAINE**  
Director of Information  
Technology & Facilities  
330-634-8830



**MIRA POZNA**  
Director of Fiscal  
330-634-8833



**Summit DD Main Line**  
330-634-8000

**After Hours MUI Reporting**  
1-877-271-6733

**Business Hours MUI Reporting**  
330-634-8684

**Provider Support**  
330-634-8110

**Intake/Eligibility**  
330-634-8676

**Service Coordination/  
Case Management**  
330-634-8958

#### **SUMMIT DD FACILITIES**

**Cuyahoga Falls**  
2355 Second St. 44221  
(330) 634-8000

**Barberton**  
501 W Hopocan Ave. 44203  
330-634-8000



For additional  
contact assistance,  
visit us at  
[Summitdd.org/Contact-us](http://Summitdd.org/Contact-us)



**SUMMITDD.ORG | 330-634-8000**

2355 2nd Street, Cuyahoga Falls, OH 44221  
501 W Hopocan Ave, Barberton, OH 44203