



# 2021 ANNUAL STRATEGIC PLAN SUMMARY

**Bring about a vibrant  
community where  
people lead fulfilling  
lives and make  
meaningful  
contributions.**



[www.fairfielddd.com](http://www.fairfielddd.com)

# FROM THE BOARD

Serving on the Board for Fairfield DD has always been a rewarding, albeit, eventful, charge. Over the years, my fellow Board members and I have proudly watched Fairfield DD grow in the number of people it supports and in the way it supports them.

We have spent many hours helping to determine the future steps of the organization while overseeing the current operations. We have pledged ourselves to be good stewards, faithful advisors and ethical representatives.

Yet never have I been more assured that Fairfield DD is fulfilling its mission. On behalf of the Board, I commend the entire Fairfield DD family - from the Superintendent and staff, to the families and providers of those supported.

Your commitment is unwavering and your resiliency is unmeasured.

**sharon scruggs**

BOARD PRESIDENT

# SUPERINTENDENT'S LETTER

As we continue to navigate through differing stages of the pandemic, we at Fairfield DD have observed what we feel in many cases is the strength of true heroism. Heroes come from many professions, like law enforcement, EMS, medical personnel, and essential grocers and retailers. In our field, we have essential workers - heroes - as well. Our Forest Rose School staff, Individual Support Coordinators, support staff, providers, and direct support professionals work every day to make sure that people receive the supports they need to live fulfilling lives.

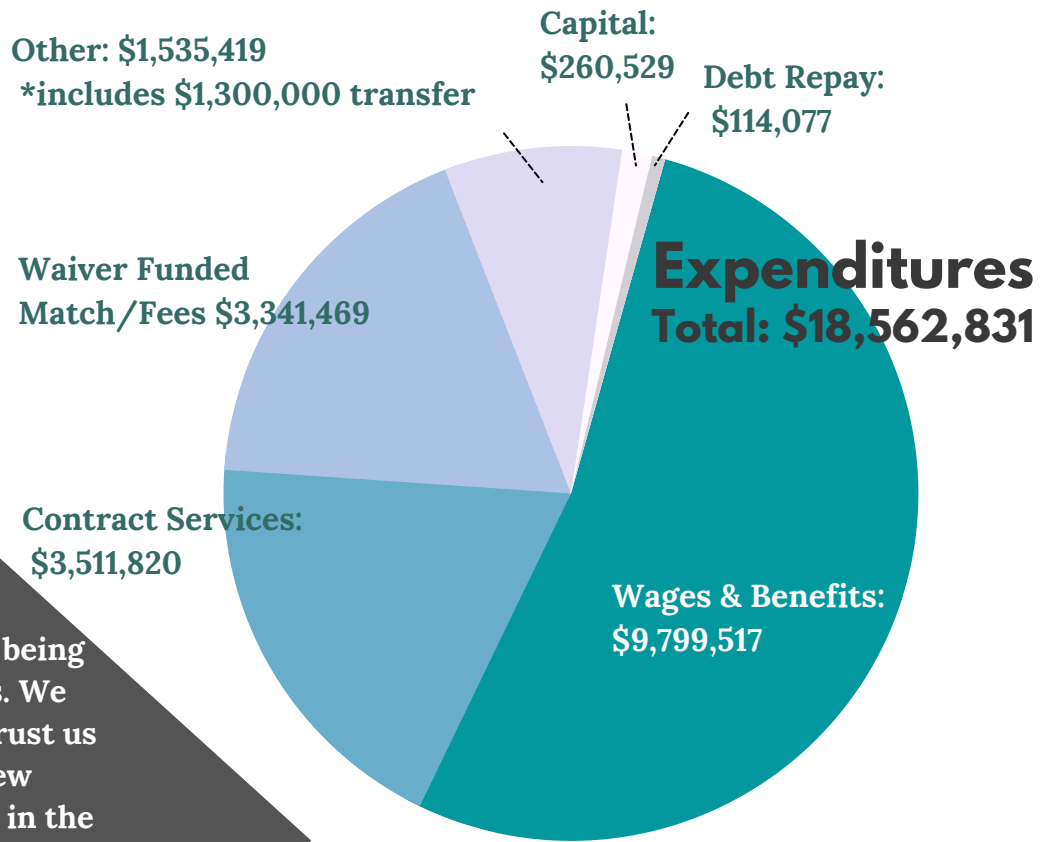
In addition, we deeply appreciate our community of businesses and individuals who have partnered with us or reached out to collaborate and offer help and support. Without our strong system and tremendous local support, our challenges would be much more daunting. In true Fairfield DD style, we have all pulled together as one and have continued moving forward, living our mission every day.

**john pekar**

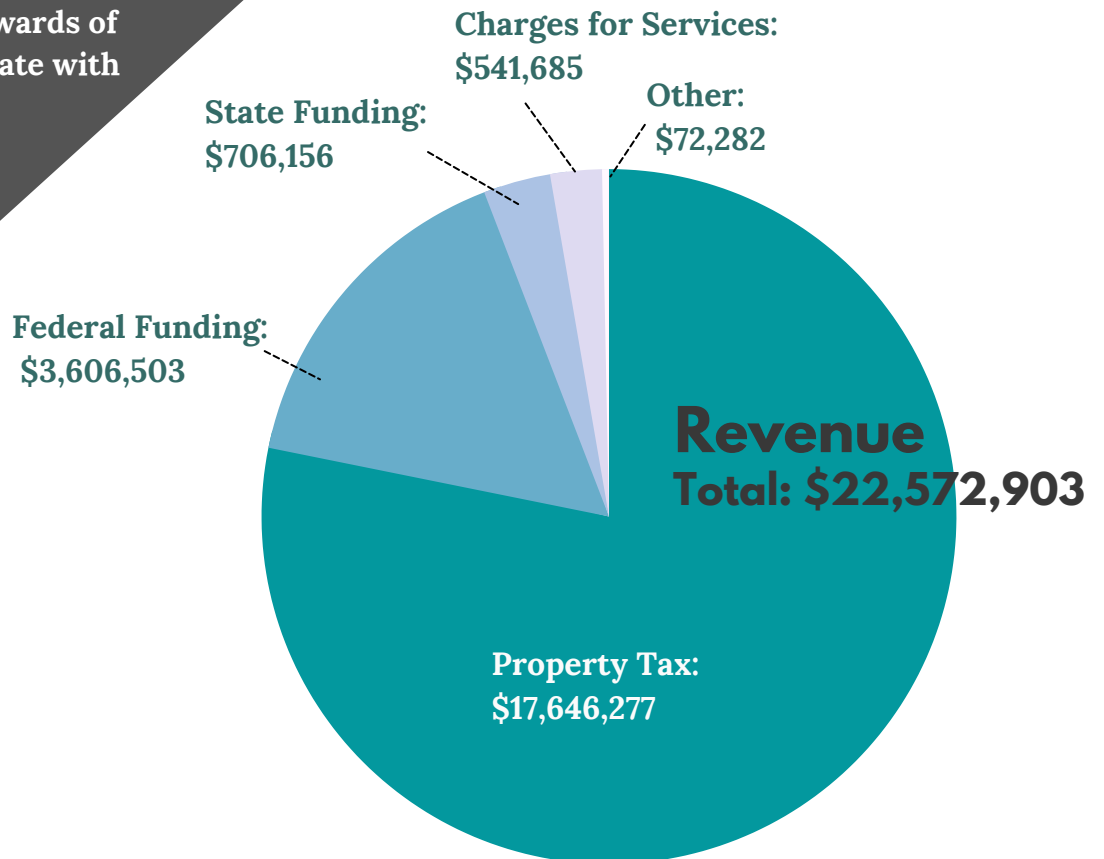
SUPERINTENDENT



# FINANCIALS 2021

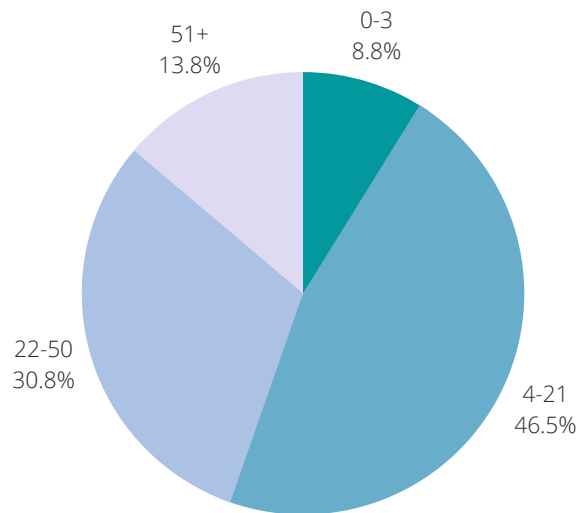
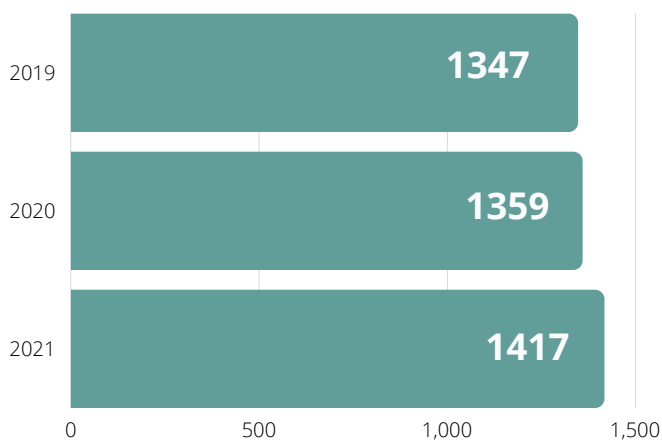


Fairfield DD is committed to being good stewards of resources. We recognize that taxpayers entrust us with public funds. We view expenditures as investments in the futures of the people we support. Our Financial Advisory Committee commits to be "prudent stewards of the agency's funds and operate with financial diligence."



# ENROLLMENT

## Enrollment History

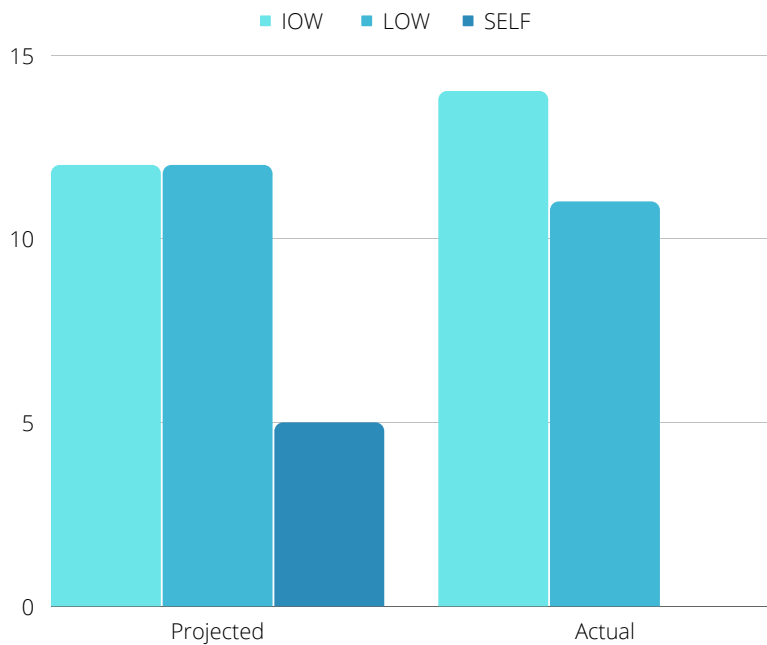


## Enrollment by Age

Fairfield DD currently supports more than 1400 people, and their families, throughout Fairfield County. Fairfield DD does not have a waiting list. When needs arise, we connect people with community resources that can assist them.



## 2021 Waiver Enrollement





# CHILDREN & TRANSITION AGE YOUTH

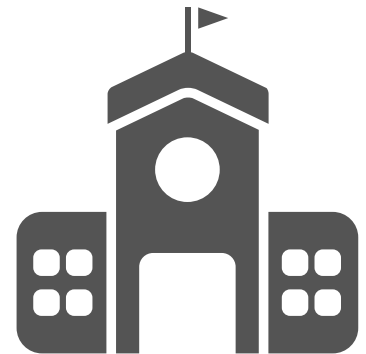


## Early Intervention

Fairfield DD proudly supports children as early as newly born to age three who have a developmental delay or diagnosed medical condition. Eligibility for services is established through an evaluation from the Help Me Grow Program. In 2021, the Early Intervention team transitioned to a hybrid version of service delivery, utilizing both virtual platforms and in-person home visits, and provided support to 352 children, and their families.

## Forest Rose School

Forest Rose School's enrollment for 2021 was 21 school-age students, ages 6 to 22, along with a total of 24 total students in the Integrated Preschool Program which includes 12 peer role models.



## Transition Age Youth

People considered of transition-age typically are ages 14 - 22. Fairfield DD supports this group in a variety of ways. Currently, there are 151 transition-age youth in public schools throughout Fairfield County. In addition, students have the opportunity to participate in Summer Youth Experience through the Bureau of Vocational Rehabilitation. Students participating in ProjectSEARCH at Fairfield Medical Center completed their internships and instruction, despite the pandemic, and the program continues to be a success.

# EMPLOYMENT

Fairfield DD fosters Collaborative Networks, practices Individualized Career Development and Community Based Work Experience, promotes Generally Accepted Work Conduct, supports Occupational Education and Preparation, Family Involvement, and supports people on their journey toward independence. Fairfield DD collaborates closely with an important funding partner, Opportunities for Ohioans with Disabilities, as well as a team of local employment vendors. It is our belief that by working closely with a wide variety of resources, the opportunity for successful employment increases dramatically. Here at Fairfield DD, we presume anyone is capable of employment. Fairfield DD understands, practices, and promotes evidenced-based predictors for successful post-school success as outlined on the Employment First website. Fairfield DD staff model conduct as required in the business community to build those habits in job seekers.

The number of people employed in December of 2020 & 2021:

December 2020: 132

December 2021: 145

2020 vs. 2019

Fairfield Avg. Wages 2020: \$10.63 2019: \$9.87

Fairfield Avg. # of hours 2020: \$20.80 2019: \$19.66

2020 Top Occupations: 1. Food Preparation & Servicing Related (32) 2. Sales & Related (17) 3. Building & Grounds Maintenance (15)

2019 Top Occupations: 1. Food Preparation & Servicing Related (26) 2. Sales & Related (19) 3. Building & Grounds Maintenance (17)



**Opportunities for Ohioans with Disabilities recently created an Employer Toolkit which provides information and resources to help employers recruit, hire, and retain employees with disabilities and promote best practices to foster an inclusive workplace.**

**All of OOD's employer resources can be found in one place!**

**Click on the video above to view.**

# INITIATIVES

VIBRANT COMMUNITY, FULFILLING LIVES & MEANINGFUL CONTRIBUTIONS.



## STAFF DEVELOPMENT

Fairfield DD supported 24 employees to complete the NACo High Performance Leadership Academy in 2021. The NACo Leadership Academy equips frontline county government professionals with practical leadership skills to deliver results for counties and communities. The curriculum was developed by the Professional Development Academy in partnership with Fortune 1000 executives, public sector leaders, world-renowned academics, and thought leaders, including General Colin Powell and Dr. Marshall Goldsmith. HPLA was designed specifically for the unique challenges and opportunities of serving in county government.

## TECHNOLOGY

Assistive technology & remote supports are a high priority to support people to have more access to society than ever before. In 2021 a new position was created so that people who need it, can obtain the specific technology that will best support them in achieving greater independence. In Fairfield county this resulted in wheelchair mount modifications, visual enhancements that assisted in accessing the online world more easily, increasing independence to navigate a vocational experience by scanning QR codes and stocking shelves created with auditory outputs allowing the job to be maintained without much DD assistance.

## EMPLOYMENT

Fairfield DD strives to increase the number of individuals of working age engaged in community employment.

Total people employed in 2021:

38 obtained employment

145 individuals were employed in the community.

#of people who have received support, or navigation regarding employment in 2021:

237 adults

135 transition-aged

## PREVENTION & SUPPORT

Offering and providing ongoing support in schools is a way we are impacting and pushing prevention tactics instead of reaction responses. Team members are using Crisis Prevention Interventions and training opportunities as a more in-depth way to partner with schools, leading to even further inclusion in the public school setting. We are actively partnering with agencies from across the county to build connections and opportunities for training.

# INITIATIVES

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## INTEGRATION & INCLUSION

To ensure integration, Fairfield DD focuses on person-centered assessment and planning. The goal is always to identify strengths, abilities, and talents and match those in a person's community. Services and supports are identified through the lens of a community-first approach to identify resources, including home and community-based services, that assist the person to connect and engage within their chosen community.

## TRAUMA INFORMED CARE

Trauma Informed Care (TIC) identifies trauma symptoms and recognizes the role trauma may play in a person's life. Fairfield DD strives to expand opportunities for all to receive trauma-informed interventions by enhancing efforts for providers, service coordinators, and families to become competent in trauma-informed practices. From the second day of employment, staff members are exposed to the ideas behind Trauma Informed Care and educated on the unique needs some in our community may have. We also partner with local and regional groups to move TIC forward.

## COLLABORATION

Fairfield DD encourages partnerships that are built around our compass of values that will further develop our vision of a community that empowers people to realize their potential. Through local and government agencies, school districts, and providers we increase engagement and expand opportunities for funding to further the support offered. Through listening and learning from team members, we can help each other reach goals.

## VIBRANT COMMUNITY

Art & Clay on Main and Square Seven Coffee House are social enterprises of the Fairfield County Board of Developmental Disabilities. These two businesses have become the front door of Fairfield DD. Created to train and employ people with developmental disabilities, but now demonstrating how the community can be inclusive, these businesses pursue endeavors to generate revenue that supports and furthers Fairfield DD's mission. All business practices and expectations, including hiring, are consistent for all job seekers and employees.



# INITIATIVES

VIBRANT COMMUNITY, FULFILLING LIVES & MEANINGFUL CONTRIBUTIONS.



## LIVING THE MISSION

So many of us take for granted CHOICE. Choice, to create a day the exact way we want, choice to eat the food we want to eat, work in a place of employment that not only brings us joy but also encourages us to be, learn and live with excitement and encouragement. Here at Fairfield DD, we use Person-Centered Planning that pushes people to dig deeper into what it means to be truly in control of it all. We then offer support and guidance so that THEY can be as independent as possible on the way to living and achieving the BIG goals while also celebrating the small ones.

## ACHIEVING MORE

A young man achieved a dream to become more independent by increasing his skills so that he could complete certain tasks easier in order to be assigned new tasks that include running and monitoring meetings as a facilitator. He worked on this for over a year but didn't give up and is now the main facilitator due to his perseverance as well as continuing his ongoing job of 13 years as a cashier.

## ACHIEVING MORE

A man of few words is changing his life by learning ways to use non-vocal facial gestures and some signs to communicate his needs/preferences, though he is getting better with using speech and/or writing down what he means when working with his provider. It was recently determined that he would benefit from the use of an iPhone with applications to assist him with communication skills. NP's team will be supporting him with using the iPhone to increase his communication independently and consistently. Being understood is something everyone works toward and by using the right type of device, a person's safety, happiness, and overall skills and relationships can be impacted in a deeper and more impactful way.

Others are beginning to increase their ability to develop cooking skills which can lead to moving out to be on their own. Freedom, choice, and control are the attributes of a valued member of society and we are so honored to offer guidance and support to increase a more independent life for people just like her. Her name isn't mentioned at her request, but her mom wanted to add some words of wisdom, "Sometimes we take these things as personal little wins, but we forget that this is pretty awesome in general and those small wins are the ones that matter the most".

# INITIATIVES

VIBRANT COMMUNITY, FULFILLING LIVES & MEANINGFUL CONTRIBUTIONS.



## THE EXCELLENCE NETWORK

In 2021, County Board staff provided over 15 different trainings to all independent and agency providers. Additionally, 48 providers have created a network to embark on a journey of quality over mere compliance. Sharing a common desire to deliver exceptional service, they met regularly to share their expertise and learn and grow from each other. DD staff worked with many different providers to offer trainings and support related to their day-to-day operations. Staff also met with 16 newly certified Independent Providers to ensure an understanding of the Individual Service Plan.

## COMMUNITY STARTS WITH YOU

We are so grateful to live in a community that sees and recognizes the potential in all. From this amazing community, DD staff were able to partner with the Key Club of Lancaster High School to offer leadership activities and support their membership of over 100 Students. We assisted with the Salvation Army Christmas Cheer campaign which provided presents to over 400 area families. We were host to a monthly show highlighting people and places through a virtual community. The goal was to learn about our community even while being virtual and unite to experience the community during the pandemic.

## MENTOR ACADEMY-SELF ADVOCACY

Fairfield DD offered to partner with SOCIL to develop a new format to promote self-advocacy. The program is called “Solutions for Life,” where they are collaborating with Connexion West to provide the “Mentor Academy.” This program provides a structured platform with facilitated conversations. It encourages talking, listening, and forming connections. Ten participants met weekly to review values including but not limited to attitude, generosity, responsibility, and resolving conflict. This is only just the beginning of a new and exciting initiative.

# LIVING THE MISSION



## Meet the Board



**Sharon Scruggs**  
President



**Bob Competti**  
Vice President



**Elizabeth Burwell**  
Secretary



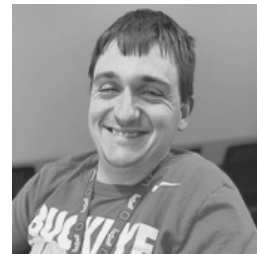
**Matt Wideman**



**Theresa Mowen**



**Pamela Barkley**



**Derek Upp**

