

# Annual Report 2022



LAL Carrollton and Carroll Hills High School

Carroll County Board of Developmental Disabilities

540 High St. NW , P.O. Box 429, Carrollton, OH 44615

Website: [carrollcbdd.org](http://carrollcbdd.org)

Phone: 330-627-6555



## A MESSAGE FROM MATHUAL J. CAMPBELL, SUPERINTENDENT

2022 was a great year for Carroll County Board of DD. The Board had the one mill ten-year school renewal levy on the ballot which passed by 63.77%. The Board was also able to hold our main operating levy back by a half mill in 2021 and 2022. The Board continued to work diligently on the 2022-2024 Strategic Plan goals and had much success with developing an engaged workforce, building relationships, improving customer satisfaction, and fiscal longevity.

The Board continued working on an engaged workforce. We moved the employee engagement survey until March of 2023 to work on issues to address our workforce. The Board was able to address pay with a three percent raise in June for staff. We also completed succession planning. The Board completed a wage comparison analysis and adjusted pay scales. Incentive pay was also increased for most staff.

The Board's contract with Mid-East Ohio Regional Council helped with supporting providers. The Board continued support of providers with free Personal Protective Equipment, gift cards for Direct Support Professionals, and approval of a 6.5% retention payment. SSA Department has been meeting with providers to improve relationships.

The Board paid for six individuals to attend the Synergy Conference. We had seven successful job placements in 2022. The Board served 58 early intervention children and completed 15 evaluations. The Board served 56 individuals in Family Selected Services.

Carroll County Board of DD remains in great financial shape. We reached our goal of one year of reserve and were able for the fifth time to hold back our main operating levy by a half a mill for 2023 calendar year. We ended the year with 86 Individual Options Waivers, 42 Level 1, and 3 Self Empowered Life Funding Waivers. Most importantly our waiting list has four people on it and we have resources to address their needs.

I know we faced the challenge of workforce shortage at the provider level. We are in this together and will work with providers to hire staff, maintain staff, and utilize other options such as technology to fill services. I want to say thank you to all staff, providers, and the community for making the most out of 2022. Thank you for your support and making a difference in the lives of people with disabilities!

Kimberly Hauck, Director of the Ohio Department of Developmental Disabilities, visited Carroll County on October 20. Ms. Hauck met with Superintendent Matt Campbell and his team who shared success stories and discussed the challenges Carroll County Board of DD is facing. It was great meeting with Ms. Hauck in person, thank you for visiting!

### 2022 CCBDD Employment - 53

■ Administration .....	5
■ Preschool .....	9
■ School Nurse .....	1
■ Employment .....	2
■ Maintenance/Janitorial .....	3
■ Early Intervention .....	2
■ School-age .....	18
■ Service and Supports .....	9
■ Advocacy.....	1
■ Transportation .....	6

### Individuals Receiving Services

#### Carroll Hills School Enrollment

■ Early Intervention .....	58
■ Preschool .....	64
■ School-age .....	23

Individuals served by CCBDD

292 Individuals based on DODD/IDS





## Commissioners Proclamation Ceremony



<https://www.facebook.com/carrollcbdd>

## Employee's Years of Service Recognized



**Tara Burke**  
30 Years



**Shannan Boone**

15 Years



**Debbie McCauley**



**Randy Mullen**

## 2022 DEVELOPMENTAL DISABILITY MONTH

The County Board, in conjunction with the Carroll Hills Council, honored eight award recipients. 2021 was the third year we adjusted DD Month and were not able to hold our awards banquet in person. Due to COVID we shared the winners on social media.



**Adult Personal Achievement Awards Winners**  
Matt Crough and Wanda Satterfield

**Children Personal Achievement Award Winner**  
Rosalyn Detweiler



**Helen Eick Outstanding Provider Employee Award Winner - Bridget Case**

**Helen Eick Outstanding Employee Award Winner**  
Kaitlyn Carte



**Helen Eick Outstanding Volunteer Award Winner**  
Barb Dine



**Business/Industry Award Winner**  
ODOT



**Service Award Winner**  
Carrollton Masonic Lodge



**Partnership Award Winner**  
Abbi Bausell



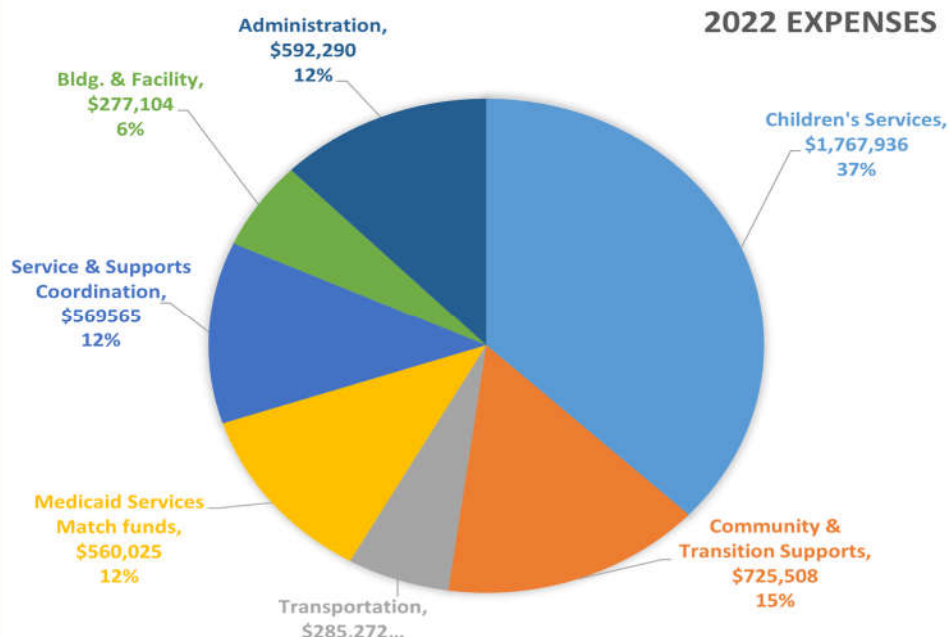
**Superintendent Award Winner**  
Brandon Hixenbaugh

# FINANCIAL REPORT



Ray Heaston  
Business Manager

Carroll County Board of DD  
2022 Annual Expenses  
\$4,777,701.35



**Children's Services:** Preschool through High School educational and therapy services at our Carroll Hills School. Also Early Intervention services provided to children from birth to 2 years old that are experiencing developmental delays or disabilities.

**Community and Transition Supports:** The Board uses funds to provide supports in many different areas throughout the lifetime of a Carroll County Citizen with developmental disabilities. These areas include helping students transition to community living and employment, rent subsidy, Room and Board expenses, self-advocacy, community inclusion activities, adaptive equipment, home modifications and emergency placement care. Special Olympics coordination and support is also included in this area.

**Transportation:** The Board provides student bus transportation to and from Carroll Hills School as well as transportation for student transition and employment services. A small portion of the costs would also be miscellaneous travel and maintenance costs to vans used in various ways throughout the organization.

**Medicaid Services Match funding:** With local levy dollars, our Board provides funding, training and support to several agency and independent providers who deliver quality homemaker, personal care, employment and transportation services to Carroll County Citizens with developmental disabilities. Currently there are 129 individuals in Carroll County that have a Medicaid Waiver. With this waiver, service plans are formed and managed by Board staff and federal funding is pulled down through Medicaid which pays about 63% of the total cost of the services. The State of Ohio also pays a portion of these service costs. Match funding to these Federal and State dollars are paid using our local levy funds.

**Service Coordination:** For many individuals, service plans are developed, coordinated and managed by Board staff. These particular staff are titled Service & Support Administrator, (SSA). The number of service plans has increased significantly over the past couple of years, therefore the Board had to hire additional SSA staff.

**Administration:** This includes the Board's indirect operational costs including contracted services such as Information Technology (IT) support and for various services provided by MEORC. MEORC is a council of government formed by the County Boards of DD within our region of Ohio to secure several different administrative services by sharing the costs for those services with the other County Boards. Administrative functions that Carroll County Board of DD could not afford independently.

**Building-Facility:** Carroll CBDD operates two locations; the Board Administrative and Service Coordination offices on High Street and Carroll Hills School on Kensington Road. These costs include the maintenance and updates of both facilities and grounds as well as any capital improvement costs.

# Service and Supports



Mathual Campbell  
Director of Services and  
Supports

## SERVICE AND SUPPORT ADMINISTRATORS



Missy Toothman, SSA



Denise Jurosko, SSA



Kelly Kail, SSA



Brooke Wood, SSA



Christina Burkhardt, SSA



Mandy Mace, SSA



Amber Hutchison, SSA



Lisa Erwin  
Medicaid Service Manager



Shannan Boone  
Director of Family Supports  
MUI Contact

### What is Service and Support Administration (SSA)?

Service and support administration includes many job duties of a person who works for a County Board of Developmental Disabilities (County Board of DD). In most counties, this person is referred to as a Service and Support Administrator or SSA.

### What is an SSA?

A service and support administrator (SSA) is a person who works for a County Board of DD and is assigned to you to act as the pri-mary, or main point of coordination for your services and supports. Your SSA is a trouble-shooter, problem-solver, and an advocate for you.

### Who can receive Service and Support Administration?

If you are a person with a developmental disability, you are eligible to have an SSA and receive service and support administration when:

- You receive Medicaid Waiver services administered by the Ohio Department of Developmental Disabilities (DODD), or
- You are age 3 or older and request (ask) to have an SSA, or
- You live in an Intermediate Care Facility (nursing home or ICF) *and* ask for help to move from the facility to the community.

### SERVICE AND SUPPORT ADMINISTRATION - Ohio Administrative Code 5123:2-1-11

#### **Major Unusual Incidents Report**

Shannan Boone, MUI Contact

When an MUI occurs, we provide services that immediately protect the person's health and safety. An MUI (major unusual incident) is an alleged, suspected, or actual occurrence of an incident, when there is reason to believe the health and safety of an individual may be adversely affected and the individual may be placed at a reasonable risk of harm.

Unusual Incidents may be events involving a person with a developmental disability that are not consistent with daily operations, care, or habilitation of that person. Unusual incidents are anything that is not an MUI, such as medication errors when there is not a reasonable risk of harm, falls, peer-to-peer incidents that are not MUIs, overnight relocations due to natural disasters, fire, mechanical failure and any other identified by the agency provider or the county board. These incidents are handled at the provider level.

DATA	2018	2019	2020	2021	2022
Major Unusual Incidents	84	76	61	73	76





# Carroll Hills Family and Children's Program Center

Ryan Buck, Director of Educational Services

## PRESCHOOL TEACHERS



Mackenzie Malone



Olivia Schockling



Mary Service

**Preschool** is offered at Carroll Hills School with four half day integrated classes for children ages 3-5 from Carroll County. There is also an all-day preschool option that attend four full days per week. Carroll Hills Preschool has two Preschool classes, and a PreK class (all day). Most to all of the PreK students transition to kindergarten. Each preschool class can have up to 12 children enrolled.

All preschool students are screened by their home district. Seven of the students in each class are eligible for services in some area of developmental delay such as speech/language, social-emotional-behavior, motor, or cognitive skills. The other five preschoolers are enrolled as same-age peers, they exhibit typical developing skills. The children learn and play together in a positive energetic environment.



A	B	C	D	E	F
Z	2021-2022				G
Y	Preschool:				H
X	Preschool:				I
W	64 students served				J
V	63 Carrollton				K
U	1 Brown Local				L
T					M
S	R	Q	P	O	N



2022 Summer Camp





# Carroll Hills Family and Children's Program Center

Ryan Buck, Director of Educational Services

## SCHOOL-AGE TEACHERS



Nancy Boley



Ashley Irwin



Kristi Talarico

The **Carroll Hills School-Age program** provides classroom instruction for student's ages 5-21 years of age that have significant developmental delays and/or other disabilities. Two school-age classrooms are housed in Carroll Hills School: an intermediate class and a high school class. Our elementary class is once again held at Carrollton Elementary to promote community integration. The focus of these classes is not only on functional academic skills, but also on daily living and vocational skills as well. Teachers utilize Unique Curriculum, reading programs, supplemental materials selected by staff, as well as specific individualized modifications and interventions to provide the most appropriate education for our students.

Hands on active learning is a focal point in all classrooms. Students use manipulatives and real-life experiences to develop and master essential concepts including communication skills (verbal, assisted tech, reading, and writing), math skills (including money concepts), social /adaptive skills (appropriate behavior and self-help), and vocational/independent living skills including cooking and housekeeping.

Employability skills are also developed in community businesses such as intern experiences at Knickers, local church, bowling alley, and Carroll County Board office. It is our hope to provide the students with the tools necessary to live as independently as possible following the conclusion of their school program.

Eligible students have access to speech and language therapy, occupational therapy and physical therapy during the school day. During the pandemic students received their education online and in a remote form of learning.

2021-2022

School Age:

23 students served

17 Carrollton

3 Brown Local

1 Sandy Valley

1 Conotton Valley

1 Minerva



Issac Russell  
Congratulations  
Graduate!

# Early Intervention



Ryan Buck  
Early Intervention  
Supervisor

## Developmental Specialists



Jessica Lafferty



Makenzie Miller

## Early Intervention

58 children served from  
Six school districts.

15 children were evaluated  
but did not receive services.

There was no waiting list.

Brown Local: 23%\*

Carrollton: 49%\*

Conotton Valley: 1%\*

Minerva: 13%\*

Sandy Valley: 1%\*

Southern Local: 1%\*

\*Not including evaluations  
only category

**Early Intervention** provides services to infants and toddlers that reside in Carroll County with a diagnosed disability or showing a risk for delay(s). Services include home visitation and virtual, parent education, as well as speech, occupational and physical therapist. Working with families is the focal point of early intervention. Studies have proven that children receiving early intervention services during this critical period in their life benefit the most.

We continue to adopt the Primary Service Provider (PSP) model of service delivery. This is a team/coaching approach to services. Our team consists of our developmental specialists, speech and language pathologist, occupational therapist, physical therapist, BCMH nurse, and Help Me Grow service coordinator. We use a transdisciplinary approach to teaming, and everyone is available to the family depending on needs.

A key feature to the PSP model of service delivery is weekly team meetings. Each Tuesday from 8:30-9:30 we meet at the school or on Zoom to discuss upcoming evaluations, current caseload, and talk about coaching opportunities which gain valuable insight from the professionals on the team.

June 2022, we held a Community Baby Shower at Carroll Hills School with several activities and giveaways for families and children. This was well attended and was a great outreach event for the program.

July of 2022, Early Intervention set up the Hot Spot booth at the Carroll County Fair. Someone tended the booth every day during the day and evening being able to talk to families and hand out information.

In July of 2022 our growing numbers of Early Intervention children required the board to hire an additional Developmental Specialist. Makenzie Miller was hired, and we are very happy to have her part of our team.

In August of 2022, Early Intervention set up at the Back-to-School Extravaganza and passed out bags with information to families about Early Intervention. The EI team setup several displays throughout the year at community events as a form of outreach for the program.

In Fall of 2022 we started a Community Playgroup for our infants and toddlers in the program, as well as for the community to attend. We have averaged 10-12 children at these events. We have held them at the library and are looking for another place to help with the growing numbers.



# Community Employment

Services provided are job coaching, job training, and transportation.



Reva Castelucci



Tara Burke



Services provided and how individuals obtained employment:

Three individuals found employment on their own.

Three individuals found employment through OOD.

County Board provided transportation to/from work to three individuals.

County Board provided job training to an individual.

County Board provided job coaching to seven individuals.

County Board provided summer job exploration training to 12 students from local school districts (Age 14-21).

County Board referred 10 students and 14 adults to OOD for supports related to employment.

One individual is self employed with assistance from Family Disability Services

Hours and wages earned:

Two individuals that obtained employment on their own work 25 hours a week at \$11 per hour.

One individual who obtained employment on their own work 6-8 hours a week at \$9.30 per hour.

Two individuals that found employment through OOD work 4-6 hours a week at \$11 per hour.

The individual in job training works 6 hours a week at \$9.30 per hour.

One individual who found employment through OOD works 10 hours a week at \$9.30 per hour.

The 12 students that worked summer job exploration training worked for six weeks, 4-6 hours per week at \$9.30 per hour.

Individual self-employed works 4 hours a week at \$12.00 per hour.

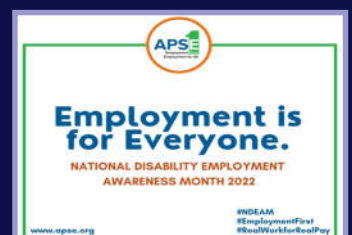
Total individuals obtaining community employment in 2022 is seven.

Wages earned: \$9.30-\$12.00 per hour

Occupations: four in fast food, two hired as cashier, and one janitor



Celebrating NDEAN –National Disability Employment Month



# Strategic Plan Outcomes

## **Develop an Engaged Workforce**

The Board continues to utilize Bonusly to address company culture.

The Board continues to utilize an evaluation system which includes incentive pay.

Yearly pay and benefits data is shared with staff.

The Board completed a wage comparison analysis and adjusted pay scales on August 22, 2022. All part-time and full-time employees received a 3% raise on August 22, 2022.

The incentive pay was raised on June 1, 2022. Previous incentive was \$650 for 9-month driver and part-time staff. \$800 for 12-month 70-hour employees. \$1,100 for 12-month 80-hour employees. \$1,650 for contract employees. The new incentive is \$1,100 for 9-month, driver, and part-time employees. \$1,650 for 12-month 70-hour employees, 12-month 80-hour employees, and contract employees.

## **Invest in Innovative Programs**

The Board continues to contract with MEORC for Pennie Chappell's provider recruitment services. She provides provider support and monthly meetings. We continue to encourage new providers and further develop local providers.

The Board provided free of charge Personal Protective Equipment (PPE) and disinfectants. The Board also encouraged Board staff to work for providers during the pandemic. The Board provided \$50 gift cards to Sanders's Markets for Direct Support Professionals (DSP) appreciation month.

The Board started a new program Academy for Leadership Abilities in Carrollton Exempted Village School District. This program is designed for both typical and atypical peers to work on leadership skills.

The Board approved payment of 6.5% (roughly \$160,000 per year) for Direct Support Professional retention wages.

## **Financial Accountability**

The Board currently has 86 IOW, 42 Level 1, and 3 SELF waivers.

Carroll Hills School continued to provide preschool services and maintained a 4-star rating under Step Up to Quality.

The Board purchased 5 new computers for staff.

The Board replaced the watchdog firewall at the Board office.

The Board approached the Budget Commission and then the Commissioners after approving a resolution to hold back our main operating levy in 2023 by a half mill. The Board reached its goal of having one year's worth of operating expenses in reserve.

The Medicaid Service Manager worked with the Director of Service and Supports Administration to manage Waiver costs.

The Board signed a contract on August 29, 2022 with the Carroll County Commissioners to lease space to Ohio State University Extension office. This was a three-year agreement for \$15,000 a year. This was done to better utilize unused space in the Administrative building.



# Strategic Plan Outcomes

## Achieve Meaningful Outcomes

The Board continued to pay for two days a week for anyone without waiver funding to attend Adult Day services. The Board contracts with MEORC for Pennie Chappell to provide provider support.

The Board continues to have an elementary classroom at Carroll Exempted Village School District.

The Board now has two restrictive measures that were approved through Human Rights Committee. All restrictive measures strategies must have fading strategies in place.

Everyone is on a person-centered individual services plan.

Carroll County now has a People First Chapter for self-advocacy.

ONI continues to provide housing for three individuals.

There were seven successful community job placements in 2022.

The high school students work four days in the community at Knickers, Assembly of God Church, Carroll Lanes, and shred at CHS.

The Board continues to work with Carroll County Early Childhood Collaborative Group to serve children aged birth to six.

The Board contracts with Stark ESC to provide service coordination for birth to three.

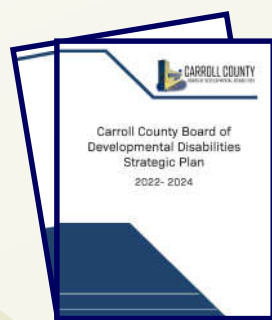
The Board continued to fund and staff Early Intervention services using the Primary Service Provider approach for birth to three-year-old. The Primary Service Provider model is when the professional in most need for the child will go into the home to work with the family. This could be a speech therapist, occupational therapist, developmental specialist or physical therapist. The Board served 46 early intervention children and seven evaluations.

The Board funded 56 families through Family Selected Services in 2022.

The Board either funded or coordinated agreements for funding of therapy services for early intervention, extended school year, and school services.

Carroll Hills School continued to provide services for students ages 5-22.

The Board continues to fund therapy services through a contract with Stark Educational Service Center (ESC).



**Carroll County Board  
of Developmental Disabilities  
2022-2024 Strategic Plan  
available on CCBDD website**

## Community Network



Penny Hodgson



I began employment in May 2022 and attended my first People First meeting on Wednesday, May 18, 2022. Nine members attended. The group is now averaging 25 members per meeting. These individuals have taken part in several fundraisers throughout the year. They participated in a bake sale at the Carroll Hills Baby Shower event, ran the Hot Dog Stand at Sander's Markets for three days, and held a bake sale at the annual Carroll Hills Craft Show. The group has raised a total of \$519.32 since May.

The People First group welcomed special speakers at their monthly meetings such as State Representative Don Jones and his wife and a representative from Safe at Home Technologies. The group voted on future topics that they would like to learn more about in the new year. The members also voted to participate in the Samaritan's Purse project and bought toys, pens, etc. to give to children for Christmas. The group bought enough items to fill four boxes for donation.

The members also expressed great interest in traveling to Washington DC to meet with State Representatives at the Capital. There has been much discussion regarding the trip including planning, fundraising, obtaining quotes for travel packages, etc. There are 16 individuals interested in attending. A tentative date was set for June 2023 if the members can raise the money. The cost per person is \$800, which is all inclusive except spending money and one meal per day.

In October, six individuals, one Provider and one County Board staff attended the Synergy Conference in Sandusky, Ohio. The group learned about their rights, advocating for the needs of their community, social media safety, technology, community employment, living independently, and much more.

In September, I started going to the local high schools and facilitating self-advocacy sessions with students that are on IEPs. We discuss topics such as rights and responsibilities, working with others, self-esteem, understanding wants and needs and how to properly advocate for them, etc. I have also started facilitating a new program called ALA (Academy for Leadership Abilities). This program originated at the Perry County DD with Perry County co-authors focusing on ethics, integrity, personal core values, leadership, and more. I am implementing this program at Carrollton High School and Carroll Hills High School once a month and have plans to expand this program in other school districts for the 2023-24 school year. ALA's motto is: "Doing the right things for the right reasons with the right people every single time to the best of our

ability even when no one is looking."





# Carroll County Special Olympics

Special Olympic Coordinator



Penny Hodgson

I was hired in May 2022 but did not start working on anything Special Olympics related until the first part of July. Golf was in full swing, there were 18 athletes participating. The golfers focused on their putting and driving skills at each practice and had enjoyed an end of the season scramble and awards party. The athletes, coaches and volunteers had a fun season and are looking forward to the next one.

I was focused on getting trainings and background checks for coaches and volunteers up to date and held a meeting with coaches and volunteers on September 8, 2022 to discuss future plans and goals for the 22-23 sport season. Plans included team merchandise, concessions, season passes, a mascot costume, 50/50 raffle at basketball games, invitationals and meets held in Carroll County were planned along with the new Carroll County Cougars logo design.

During the first week of October, a three day basketball skills clinic was held with 24 athletes in attendance. With that many interested athletes, for the first time ever, we were able to form a Varsity and JV team. Cheerleading also had a large number of participants so the squad was encouraged to cheer for all Varsity and JV home games.

Bowling season began on December 2, 2022, at Carroll Lanes with 59 individuals in attendance. Subsequently, no other practices were held in December due to illnesses and Christmas break.

I secured the 5<sup>th</sup> Street track in Carrollton for the upcoming Athletics (track and field) season. There are 20 athletes signed up to participate and I intend to reach out to Minerva and Brown Local Schools for more interested participants. I scheduled the 2023 Athletics Invitational at the Minerva High School track and will be extending invites to all surrounding counties. I am still searching for a head coach for this sport.

I met with the Bocce coaches and discussed a need for official Bocce courts in our area. It was brought to my attention that the team practices on grass, which is uneven and makes playing the game challenging. Our athletes are at a disadvantage due to not having an official Bocce court for practice. I quickly began to plan for construction of three Bocce courts to be built in our county so that the team could properly practice and prepare for tournaments. The future site, located at the Carrollton Community Park on Rt. 39, will be excavated in January 2023. I am pursuing other funding and grant sources to help with this project.



# Carroll County Board of Developmental Disabilities

## 2022 Board Members



Debra Shaw  
President



Deb Postlewaite  
Vice-President



Kristen Long  
Secretary



Patti Gotschall



Diana Strader



Katie Bailey



Raye Oheidhin

Dedicated to support and serve individuals with developmental disabilities  
The members of the Carroll County Board of Developmental Disabilities are unpaid volunteers who are appointed by the county Commissioners or Probate Judge.

## Mission, Vision, Values



### Mission

To empower, engage,  
and support through  
personalized opportunities



### Vision

Live, work, play together



### Values

Respect others,  
inspire success,  
work as one,  
promote growth,  
meaningful relationships



# Carroll County Board of Developmental Disabilities





# CARROLL COUNTY

BOARD OF DEVELOPMENTAL DISABILITIES

Website : [carrollcbdd.org](http://carrollcbdd.org) Facebook - @carrollcbdd

## CCBDD Offices

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## Carroll Hills School

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