

Annual Report 2023

Carroll Hills High School Class



Carroll County Board of Developmental Disabilities

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

Website: carrollcbdd.org

Phone: 330-627-6555



A MESSAGE FROM MATHUAL J. CAMPBELL, SUPERINTENDENT

2023 was another successful year for Carroll County Board of DD. The Board was able to hold our main operating levy back by a half mill again in 2023 making it three years in a row. 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. Employee Engagement Survey was completed in March of 2023. The Board completed a wage comparison analysis and adjusted pay scales on October 19, 2023. The Board also completed Stay Interviews during the December 2023 employee evaluations. The data from these surveys were utilized by the Board to make changes to improve the program.

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 Academy for Leadership Abilities expanded in Carrollton Exempted Village School District and added Brown Local Schools. This is all part of the plan of community inclusion and teaching responsibility for people with disabilities. This also ties into our vision statement of live, work, and play together.

The Board's Mission statement is to empower, engage, and support through personalized opportunities. The Board paid for six individuals to attend the Synergy Conference. We had fourteen successful job placements in 2023. The Board continued to pay for two days a week to anyone without Waiver funding to attend Adult Day Services or Vocational Habilitation. This is all part of Employment First.

Carroll County Board of DD ended the year with \$23,000 more expenses than revenue. This shortfall with all the increased costs due to labor meant we will be collecting our main operating levy at the full 3.6 mill amount for calendar year 2024. We ended the year with ninety Individual Options Waivers, forty Level 1, and two Self Empowered Life Funding Waivers. Most importantly our waiting list has six people, and we have resources to address their needs.

I know we faced the challenge of workforce shortage at the provider level. We are all facing the challenges of increased costs for everything. I am thankful we have our strategic plan so we can utilize our valuable resources to meet needs in this community and fill gaps in services. I want to say thank you to all staff, providers, and the community for making a difference in the life of a person with developmental disabilities! Thank you again for your continued support!

2023 CCBDD Employment - 60

■ Administration	5
■ Preschool	9
■ School Nurse	1
■ Employment	2
■ Maintenance/Janitorial	3
■ Early Intervention	2
■ School-age	21
■ Service and Supports	9
■ Advocacy	2
■ Transportation	6

Individuals Receiving Services

Carroll Hills School Enrollment

■ Early Intervention	55
■ Preschool	84
■ School-age	26
■ Community Employment	28

Individuals served by CCBDD

292 Individuals based on DODD/IDS

2023 DEVELOPMENTAL DISABILITY MONTH

The County Board, in conjunction with the Carroll Hills Council, honored nine award recipients. This was the first in three years we were able to hold DD Month awards banquet in person, at the FFA Camp Muskingum.

“Life Without Limits, Building our Future Together.” was the theme for Developmental Disabilities Awareness Month 2023.



2023 DD Awareness Month Award Winners



Pictured L-R Adult Personal Achievement Award Winner, Logan Smith, Service Award Winner, Burgett Angus Farms, Helen Eick Outstanding Volunteer Award Winner, Shelly Haight, Helen Eick Outstanding Provider Award Winner, Katelyn Hilderbrand, Student Personal Achievement Award Winner, Brock Walton, The Business/Industry Award Winner, Minerva Bowl, The Partnership Award Winner, Chris Boone, Helen Eick Outstanding Employee Award Winner, Amy Swaim, Matt Campbell, Superintendent and the Superintendent Award Winner, Seth Yacklin.

Congratulations!

Employee's Years of Service

Recognized 20 Years: Reva Castelucci, Vivian DeFlippo, Mark Herron, JoAnn Hilliard, Linda Miller, and Rhonda Powals

15 Years: Cindy Jones, Kim Yeager, and Ray Heaston

5 Years: Dave Henry and Cathi Koffel

THANK YOU FOR YOUR DEDICATION TO INDIVIDUALS
SERVED THROUGH THE CCBDD

Community Employee Years of Service Recognized - 5 Years



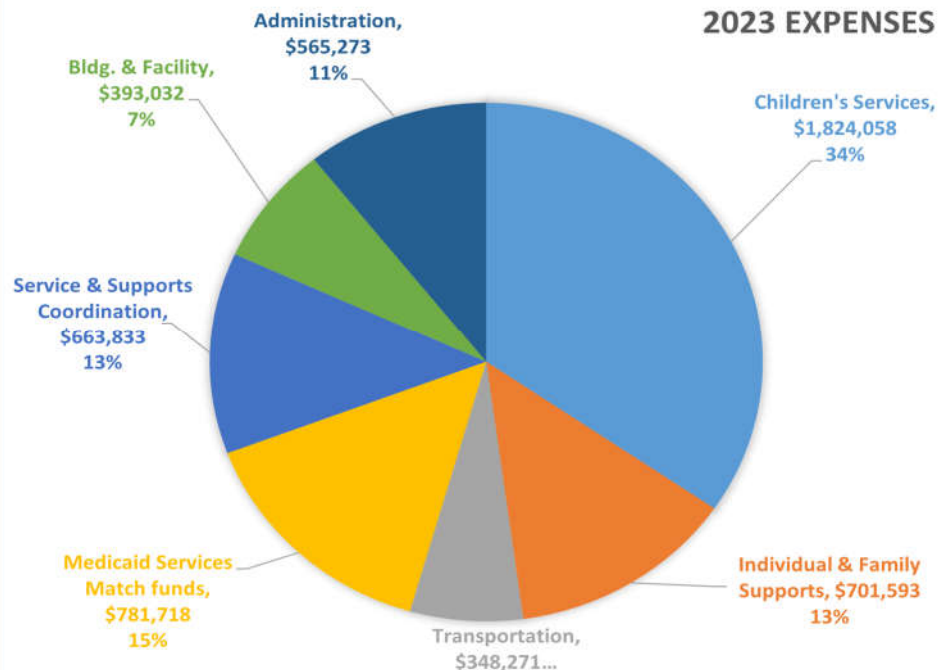
Kristen Long

FINANCIAL REPORT



Ray Heaston
Business Manager

Carroll County Board of DD
2022 Annual Expenses
\$5,277,778.51



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.

Individual & Family Supports: The Board uses funds to provide supports in many different areas throughout the life time of a Carroll County citizen with developmental disabilities. These areas include helping students transition to community living and employment, rent subsidy, room & board expenses, self-advocacy, community inclusion activities, adaptive equipment, respite, 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 132 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 and coordinated with various providers and managed by Board staff. These particular staff are titled Service & Support Administrator, (SSA).

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: CarrollCBDD operates out of two locations; the Board Administrative & Service Coordination offices on High Street and our 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 primary, 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	2019	2020	2021	2022	2023
Major Unusual Incidents	76	61	73	76	71



Carroll Hills Family and Children's Program Center

Ryan Buck, Director of Educational Services

PRESCHOOL TEACHERS



Mackenzie Malone



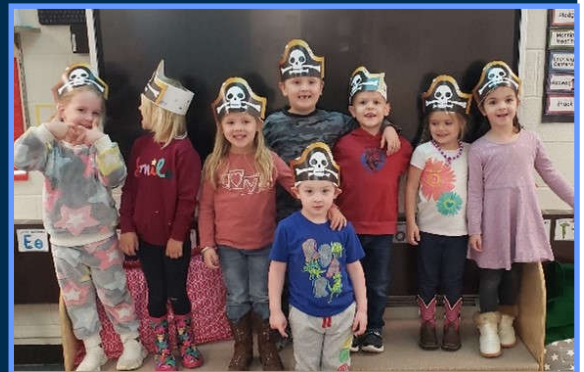
Olivia Schockling



Mary Service

Preschool is offered at Carroll Hills School with 4 half day integrated classes for children ages 3-5 from Carroll County. There's also two all-day preschool option that attend 4 full days per week. Carroll Hills Preschool has one Preschool classes, and two PreK classes (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.



2023
Summer
Camp



	2022-2023
	Preschool:
	84 students served
	75 Carrollton
	6 Brown Local
	1 Conotton Valley
	2 Sandy Valley



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. Three school-age classrooms are housed in Carroll Hills School: elementary, intermediate, and high school class. 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, The Chop House 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. Some students during the pandemic received their education online and in a remote form of learning.

2022-2023

School Age:

26 students served

19 Carrollton

2 Brown Local

2 Conotton Valley

1 Sandy Valley

1 Minerva Local

1 West Branch



Early Intervention



Ryan Buck
Early Intervention
Supervisor

Developmental Specialists



Jessica Lafferty



Makenzie Miller

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, early intervention 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 9:00 am to 10:00 am we meet at the school or on via Zoom to discuss upcoming evaluations, current caseloads, and talk about coaching opportunities which gain valuable insight from the professionals on the team.

In June of 2023 we held the Community Baby Shower at Carroll Hills School. This was for any expecting parents or parents with infants and toddlers from the community to attend to be able to get free information and resources.

In July of 2023 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 August of 2023 Early Intervention set up at the Back-to-School Extravaganza and passed out items and information to families about Early Intervention.

Early Intervention

55 children served
from six school districts.

11 children were evaluated
but did not receive services.

There was no waiting list.

Brown Local: 16

Carrollton: 28

Conotton Valley: 2

Minerva: 4

Sandy Valley: 4

Southern Local: 1

*Not including evaluations
only category



Play Group with Miss Marcia



Carroll County Dairy Princesses at the
Community Baby Shower



Early Intervention
Trunk or Treat



Scarecrow on
the Square!



Early Intervention
Hot Spot booth

Community Employment

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



Reva Castelucci



Tara Burke, Retired
October 31, 2023

Hired in October 2023



Aalivah Geiser
Job Coach



Bonnie Mitchell
Job Coach/ALA



Carroll County Board of DD joined the U.S. Department of Labor's Office of Disability Employment Policy in recognizing National Disability Employment Awareness Month (NDEAM), Celebrating 50 years of the Rehabilitation Act of 1973"

During the month of October, the Carroll County Board of Developmental Disabilities spotlighted over 30 employees for their accomplishments and commitment to community employment on our Facebook page. Carroll County Board of DD continues to educate the community about disability employment and celebrate the many varied contributions of America's workers with disabilities.

Thank you to the following employers for supporting those with disabilities not only during NDEAM month but every day of the year!

Carrollton Wendy's	Clark & Son Cabinets
Malvern Harcatus	Jimmy's Backyard BBQ
Pieces with Purpose	Alliance Walmart
Carrollton Pizza Hut	Waynesburg McDonald's
Carrollton McDonald's	Beacon Lake
Kishman's IGA	Carrollton Microtel Inn
Carrollton Drug Mart	Pilot Flying J Faircrest
Carrollton Razor Rents	St Johns Villa Restaurant
Carrollton Taco Bell	Carroll County General
Minerva Drug Mart	Health District



Services provided and how individuals obtained employment:

Two individuals found employment on their own.

12 individuals found employment through OOD.

County Board provided transportation to/from work to 10 individuals.

County Board assisted two individuals in obtaining employment. (one through OOD)

County Board provided job coaching to eight individuals.

County Board provided summer job exploration training to 13 students from local school districts (Age 14-21).

Hours and wages earned:

One individual obtained employment on their own works 20-25 hours a week at \$11 per hour.

One individual obtained employment on their own work 4-8 hours a week at \$10.10 per hour.

One individual CCBDD assisted to obtain employment works 8-12 hours a week at \$10.50 per hour.

One individual found employment through CCBDD as a provider through OOD works 28 hours a week at \$12 per hour.

Two individuals obtained employment through OOD provider works 15-24 hours a week at \$14 per hour.

Two individuals obtained employment through OOD provider works 4-8 hours a week at \$12 per hour.

The 13 students that worked summer job exploration training worked for five weeks, 6 hours per week at \$10.10 per hour.

14 individuals obtained community employment in 2023.

Wages earned: \$10.10-\$14 per hour

Occupations: four in maintenance, two hired as cashiers, three janitors, three dishwashers, one fast-food, and one grocery stocker



Celebrating NDEAN –National Disability Employment Month, each community employee was spotlighted on Facebook throughout the month of October . (example above)

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 October 19, 2023.
- The Board completed an employee engagement survey on 3-22-2023.
- The Board completed stay interviews during the December 2023 evaluations.

Invest in Innovative Programs

- The Board continues to contract with MEORC for Jen Grubaugh 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 provided \$50 gift cards to Sander's Markets for Direct Support Professionals (DSP) appreciation month.
- The Board continued Academy for Leadership Abilities in Carrollton Exempted Village School District and expanded to Brown Local Schools. 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 ninety IOW, forty Level 1, and two SELF waivers.
- Carroll Hills School continued to provide preschool services and maintained a 4-star rating under Step Up to Quality.
- Replaced Watchguard firewalls at Board Office and School.
- Replaced both copiers at Board Office and School.
- Board bought a Touchit interactive Board for High School Class.
- Board added wave baffles to School gym for better acoustics.
- The Board approached the Budget Commission approving a resolution to hold back our main operating levy in 2023 by a half mill. This was the third year in a row reducing the main operating levy by half a mill.
- The Medicaid Service Manager worked with the Director of Service and Supports Administration to manage Waiver costs. The Board was successful in eliminating all prior authorizations meaning everyone was within their funding range.
- 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.
- The Board partnered with Tuscarawas County Board of DD for a two year Elementary and Secondary School Emergency Relief Fund (ESSER) grant of \$271,000 to serve multisystem youth in jeopardy of being removed from their homes.

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 Jen Grubaugh to provide provider support. The Board put a limit on the two days for only vocational habilitation for transition age students fourteen to twenty-one.
- The Board now has three 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 four individuals. ONI also applied for and received capital housing dollars for repairs on 7th Street and Radar Avenue houses. ONI is also purchasing a house on 2nd Street to move two residents and then repair the 4th Street house.
- There were fourteen successful community job placements in 2023.
- The school has four days in the community at Knickers, Assembly of God Church, Carroll Lanes, and shredding.
- The Board continues to work with Carroll County Early Childhood Collaborative Group to serve children ages 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 55 early intervention children and 11 evaluations.
- The Board funded sixty-six families through Family Selected Services in 2023.
- 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 five to twenty-two.
- The Board continues to fund therapy services through a contract with Stark Educational Service Center (ESC). The Board now contracts with East Central Ohio ESC for speech therapy services and behavior therapy.



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

Community Network



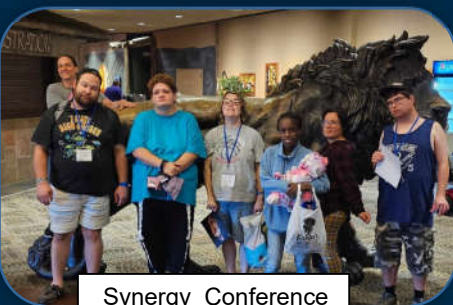
Penny Hodgson



Hot Dog Stand fundraiser at Sander's Market



Haunted Trail and Costume Party



Synergy Conference



People's First 2023 Officers left to right, Sarah Hines, President; William Sutton, VP; Marie Denhart, Secretary; Charlie Weir, Treasurer, Mike Groom, Sargent at Arms

2023 was a busy year for the People First group. In March, the group voted in new officers and made plans for 2024. Numerous fundraisers were held in preparation for the June 2024 Washington DC trip. 16 individuals are planning to attend this four day excursion.

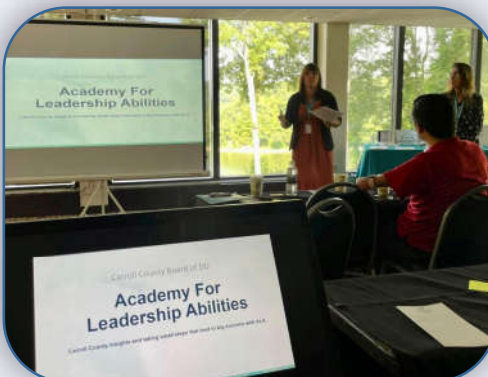
Six individuals, three providers and one County Board staff attended the Synergy Conference in Sandusky, Ohio where the group learned about rights, advocating for needs of the community, taking control of their lives, the importance of technology when living independently, and community employment.



Cayce Gray was elected to serve on the People First of Ohio board. Cayce will attend board meetings in Columbus to help in various advocacy activities such as promotion of Self Advocacy, being part of committees to assist with the annual Synergy Conference, being a voice for our NE Ohio region, advocating for Ohioans with disabilities at the State level.

CCBDD staff continued to facilitate Student Empowerment (self-advocacy) with local high school students with IEPs. Bonnie Mitchell was hired as a co-facilitator.

CCBDD staff also implements ALA (Academy for Leadership Abilities) at Carrollton High School and Carroll Hills School once a month. ALA focuses on ethics, integrity, personal core values, and leadership. 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."



Shannan Boone and Penny Hodgson presented at the Perry County Board's ALA Conference. It was their fourth Integration Without Trying Conference held at Burr Oak Lodge.

Carroll County Special Olympics

Special Olympic Coordinator



Penny Hodgson

Athletics (Track & Field), Bocce, and Bowling athletes participated in the 2023 Ohio State Summer games in Columbus on June 23 – 25, 2023. Ten athletes participated and brought home several gold, silver, and bronze medals.

Golf season was a big hit again with over 16 athletes participating. Ben and Gene went to the regional qualifier in Canton and then went on to the State tournament at Cincinnati. They both brought home bronze medals.

A Unified Volleyball team was formed, with ten athletes and four Unified Partners.

We held five fundraisers in 2023, The Polar Plunge My Way, Kona Ice Truck and Coffee Truck, Knights of Columbus raffle tickets, The Hot Dog Stands at Sander's Markets, and the second annual Beef Raffle.

The Carroll County Special Olympics Banquet was held on September 6, 2023. The venue was donated by Century Farms while The Chop House catered the meal.

Basketball season started with a 3-day clinic. Over 20 athletes signed up to play for Varsity and JV teams. The Varsity team practiced at the old YMCA gym with games held at the Carrollton Elementary School gym..

The cheerleaders supported their team at all home games, away games and fun games.

Bowling season began at Minerva Bowl with 60 athletes. We were able to offer Saturday bowling for those who work during the week or go to school.

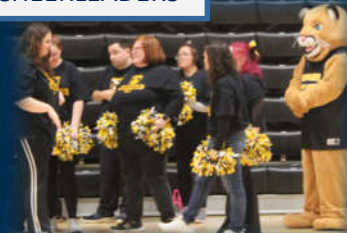


OHIO STATE SUMMER GAMES
BOWLING - BOCCE- TRACK & FIELD

GOLF STATE TOURNAMENT
Regional Qualifier



CHEERLEADERS



BANQUET HALL



BASKETBALL



GO COUGARS!

Carroll County Board of Developmental Disabilities

2023 Board Members



Debra Shaw
President



Deb Postlewaite
Vice-President



Kristen Long
Secretary



Patti Gotschall



Diana Strader



Katie Bailey



Sally Ferrell

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

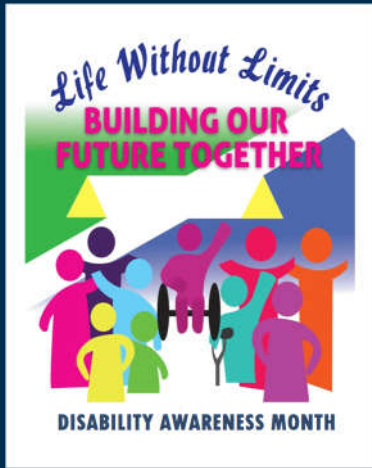
Live, work, play together



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 Facebook - @carrollcbdd

CCBDD Offices

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