

Jefferson County Board of DD Accessibility Plan Update 2025

Prepared by: JCBDD Leadership Team

Jefferson County Board of DD Accessibility Plan-Architectural

NEEDS DESCRIPTION: Architecturally, the buildings operated by the Jefferson County Board of DD are accessible and meet the needs of consumers served.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
With a close relationship with our two local housing authorities (Summit Housing and ONI) ensure houses throughout Jefferson County are maintained adequately.	Maintain acceptable living conditions and neighborhood appeal.	Monthly and as needed visits to homes.	Facility Manager, SSA's	January 2025	December 2025
Continue to upgrade to school building to better meet the safety needs of students served.	Safety for both staff and students.	Continue to analyze safety issues to identify needs.	Children Services Director/Super.	Ongoing since 2022	December 2025
Downsizing of Shaffer Plaza for more appropriate living conditions.	Each resident will have their own bedroom	Downsize as vacancies occur	Superintendent	2023	December 2025
Build a 5 to 6 bed ICF	Utilize the Beds on hold and attract a private provider to operate.	Step through the process to Build.	Superintendent	2024	December 2025

Jefferson County Board of DD Annual Accessibility Plan-Attitudinal

NEEDS DESCRIPTION: It is important to continue to work towards total acceptance of individuals with DD. It is also important to continue to stress to staff the importance of giving those that we support real choices in their daily lives. Efforts to meet these needs are ongoing.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
The Jefferson County Board of DD will maintain a public relations program with a focus on awareness and integration.	More accepting community and more opportunities for persons with DD to actively participate in community activities.	Newspaper articles, newsletters, television and radio ads and speaking engagements.	Superintendent, Alex West and leadership team.	Ongoing	December 2025
Employees will be encouraged to treat those that we support in a manner consistent with the concept of self-determination. Real choices for consumers will be encouraged.	Consumers becoming more assertive and having more choices in their lives.	Frequent discussions during staff meetings and in-service training on self-determination.	Superintendent, Lynette Ekey and leadership team.	Ongoing	December 2025
Community work and recreational opportunities will be encouraged.	More consumers working and enjoying recreational opportunities in the community.	Work with private providers maintain and develop new programing. Use the IP planning process to encourage consumers to give community employment and recreational opportunities a try.	Program Coordinators and SSA's.	Ongoing	December 2025
Begin implementing data-based decision making	Data driven decisions will lead to better outcomes for those we support.	Through IFSP's, IEP's and ISP's begin collecting and analyzing data.	Department Heads	January 2024	December 2025
Increase recreational and community activities.	Increase community engagement.	Unified sports, Night to Shine, Special Olympics, Best Buddies (FUS), Spring Bash, Summer Bash, Fall Bash and Winter Bash	Alex West and Steve Forte.	2023	December 2025

Jefferson County Board of DD Accessibility Plan-Communication

NEEDS DESCRIPTION: Language barriers do not exist because all staff and consumers currently speak English. However; a number of individuals do use a variety of communication boards and/or other communication devices to assist them with their communication. In these cases, individual staff training is necessary for effective communication with the individuals.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
Training will be provided to staff based on the individual needs of consumers/students needing to use a communication device.	All individuals being able to communicate to their fullest ability.	Staff training provided as necessary.	Management team, School staff, Speech Therapist EI	Ongoing	December 2025
New enrollees will be evaluated as necessary if communication problems exist.	Through interpretation services we will limit communication problems.	Speech and language evaluation by therapist if necessary.	Speech Therapist EI	Ongoing	December 2025
Speech therapists will keep abreast of new technology being developed in the communication area.	Up to date information available for solving individual problems.	Training attendance, regular review of journals and other communication materials.	Speech therapist EI	Ongoing	December 2025
Improve communication within and between departments.	Better decisions and improved morale.	Tactical meetings, Leadership Team Meetings and departmental meetings	Superintendent and Department Heads	2023	December 2025

Jefferson County Board of MR/DD Accessibility Plan-Cultural

NEEDS DESCRIPTION: During the next few years, because of the natural gas/oil drilling currently taking place in the community, it is expected that Jefferson County may see some increase in population. Some may come from communities quite different from Jefferson County. The cultural backgrounds of people moving to the community may be quite different. It is important that if this occurs that the JCBDD make a concerted effort to address cultural diversity.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
Cultural diversity training for staff will be provided as needed. The training will highlight the need for cultural sensitivity when providing services to others as well as our daily interactions with other staff members.	Cultural issues will not become an issue.	Have cultural diversity training as needed and as they become available.	HR Director and program managers	Ongoing	December 2025
Start collecting and analyzing data on cultural representation of Jefferson County.	Identify cultural needs.	Identify areas where we can collect data.	HR Director and Managers	2024	December 2025
Efforts will be made to recruit a culturally diverse workforce that represents the various socioeconomic makeup of our community.	Diverse workforce.	Advertise open positions to the general public and interview/employ a diverse workforce.	HR Director	Ongoing	December 2025

Jefferson County Board of DD Accessibility Plan-Equipment

NEEDS DESCRIPTION: The JCBDD needs to expand our use of technology/equipment appropriate for the DD population.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
Expand the use of remote monitoring systems for additional adults wanting to live on their own.	Opportunity for additional individuals to live on their own with limited staff interaction.	Identify individuals who could benefit from remote monitoring.	SSA Director	Ongoing	December 2025
Identify community needs for better accessibility for the DD community.	More participation in community events for those we support.	Identify equipment needs for better accessibility.	Leadership Team	2023	December 2025
Our therapy departments will continue to keep abreast of new technology that may benefit the population served.	On an individual basis, better services being provided to those with unique needs.	Attend trainings and review other available information on new technology.	Speech, OT, and Physical Therapist EI	Ongoing	December 2025

Jefferson County Board of DD Accessibility Plan-Transportation

NEEDS DESCRIPTION: Transportation barriers do not exist at the present time for transportation to and from program facilities or to day programming under the direction of the Board and private providers. Public transportation in Jefferson County is limited and does cause problems for consumers in outlying community settings.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
The JCBDD will continue to participate in a county wide planning group working to increase transportation options for all citizens of the community.	More transportation options available for consumers.	Active participation on the planning committee.	Alex West and Superintendent	Ongoing	December 2025
The JCBDD will continue to add vehicles as needed.	All students/adults will have accessible transportation to program facilities.	Continued analysis of need for Shaffer Plaza program.	Facility Manager, Superintendent	Ongoing	December 2025
Collect data on the needs for transportation for community employment.	More community employed individuals for those we support.	Identify needs through data collection.	CES	2024	December 2025

Jefferson County Board of DD Accessibility Plan-Financial

NEEDS DESCRIPTION: The Jefferson County Board of DD remains in a strong financial position with cash reserves available. Caution and careful financial planning are crucial to maintain financial stability.

GOAL STATEMENT	EXPECTED OUTCOMES	STRATEGIC ACTIONS	ASSIGNMENT OF RESP.	START DATE	END DATE
The JCBDD will closely monitor financial data during 2025 to ensure efficient operations and appropriate reserves.	Finishing the year in a stable financial situation.	Monthly monitoring of revenues and expenses, continued review of state and local funding issues.	DD Board, Superintendent, Business Manager and Department Heads	ongoing	December 2025
The JCBDD will assure accessibility remains a priority when allocating available funds.	Accessibility remains a funding priority.	Identify potential accessibility issues and earmark funding.	Superintendent, DD Board	Ongoing	December 2025
The JCBDD continues to make budget modifications to meet the Medicaid match requirements to assure adequate resources for appropriate living arrangements for persons served.	Consumers with the need having available living arrangements.	Using additional state and if necessary local funds to meet our match requirements.	Superintendent, Business Manager, DD Board	Ongoing	December 2025
Maintain long-term budget plan	Financial Stability and better decision making.	Continually monitoring and adjusting long-term budget plan.	Business manager and Superintendent	Ongoing	December 2025