



C U Y A H O G A C O U N T Y
Board of Developmental Disabilities



**Strategic Plan
2026-2028**

Letter from the Superintendent

Dear Friends of Cuyahoga DD,

I am excited to share our 2026–2028 Strategic Plan, which guides our work over the next three years and reflects our mission to support and empower people with developmental disabilities to live, learn, work, and play in the community.



Over the past year, we engaged individuals served by Cuyahoga DD, their families, staff, providers, and community partners in meaningful conversations about what is working well and where we need to do more. That feedback shaped the plan's three core themes: **Serve, Enhance, and Partner.**

Serve: Help people access the highest quality services in integrated settings quickly and easily.

Enhance: Promote a culture within Cuyahoga DD where employees provide exceptional service, take pride in the organization, and are motivated to stay.

Partner: Promote the well-being of people with developmental disabilities in the community through creativity, strong partnerships and advocating for their needs.

Thank you to everyone who shared their insights to help shape this plan. We are excited about the work ahead.

Sincerely,

A handwritten signature in black ink that reads "Amber C. Gibbs". The signature is written in a cursive, flowing style.

Amber C. Gibbs, Ed.D
Superintendent & CEO

MISSION

To support and empower people with developmental disabilities to live, learn, work and play in the community

HISTORY

Proudly serving Cuyahoga County residents from birth through adulthood since 1967. Primarily supported by a property-tax levy last approved by voters in 2005.

CUYAHOGA DD BOARD

Stephen M. Scheidt, President Allison R. Frazier, Vice President Sara L. Steimle, Secretary
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SERVE

Help people access the highest quality services in integrated settings quickly and easily.

1. Improve Service and Support Administration (SSA) supports so that individuals consistently have high-quality interactions and receive services and resources that meet their assessed needs.
2. Help individuals with complex needs stay in their community and family homes when appropriate. This includes those with dual diagnoses and multisystem involvement.
3. Identify and access additional revenue sources to support the agency's work and protect funding for waiver services.
4. Promote accessible and inclusive communications that position the agency as a trusted, transparent, person-centered leader in disability service delivery.
5. Explore, support, and expand diverse housing options to address the changing needs of people with developmental disabilities.
6. Strengthen service provider quality and accountability.



ENHANCE

Promote a culture within Cuyahoga DD where employees provide exceptional service, take pride in the organization and are motivated to stay.

1. Offer meaningful professional growth and wellness opportunities for all staff.
2. Simplify processes and increase efficiency through technology, enabling staff to focus more on people.
3. Help managers and supervisors better support their teams and evaluate staff performance through enhanced leadership development training.
4. Connect every employee to the mission of the organization and the people we serve.
5. Communicate with staff about events, decisions, and priorities in a transparent and timely manner.



PARTNER

Promote the well-being of people with developmental disabilities in the community through creativity, strong partnerships and advocating for their needs.

1. Collaborate with community healthcare and dental providers to expand service options and fill gaps in service options.
2. Expand employment and community engagement opportunities for adults with developmental disabilities.
3. Advocate for policies that support people with developmental disabilities at every level of government.
4. Empower individuals with developmental disabilities and families to become advocates and voters by sharing updates on local, state, and federal developments and providing opportunities to participate in advocacy events.
5. Increase community understanding of the value, impact, and outcomes of services provided and funded by Cuyahoga DD.
6. Connect families to each other for support and peer mentorship.



»»»» VALUES

Cuyahoga DD values align with our mission and give direction to our planning and daily operations:

SELF-DETERMINATION

People with developmental disabilities and their families are the primary decision-makers in the management of their lives and are supported to pursue what is important to them.

INCLUSION

People with developmental disabilities are able to access and participate fully in the community where they are welcomed, included, supported and celebrated.

INNOVATION

People with developmental disabilities have access to new and innovative service options to meet their needs and help them achieve their goals.

POSITIVE EXPERIENCE

People with developmental disabilities are supported with services that meet their needs. All interactions exceed expectations and satisfaction.

HEALTH & WELL-BEING

People with developmental disabilities have access to needed health care and the best quality of life possible, with zero tolerance of abuse and neglect.

PROFESSIONALISM

People with developmental disabilities will be served by staff who show respect for others and work with integrity, striving to do their very best for all those served.



Our community is better, TOGETHER

Ways we support people with Developmental Disabilities

- Early intervention services
- Therapies like occupational and physical therapy, and speech language pathology
- Consultative services to support students in schools
- Transition services for young adults
- Housing and employment supports
- Coordinate and fund services

Ways we help the community support people with DD

- Grants to support community libraries, arts and culture, and recreation and leisure organizations in making their programs and physical space accessible to all
- Universal changing tables in public restrooms
- Workforce development

Ways we promote community inclusion and education

- Presentations by our Good Life Ambassadors and other training & resources
- Online Resource Guide: a resource to find inclusive jobs, programs, and events
- Mobile Sensory Space for a calming space at community events

**GOING
BEYOND**

**Fostering
inclusion,
accessibility
and community
connections**



**Cuyahoga DD serves
over 15,500 people
and their families**

If you or someone you know
needs services, apply on our website,
or call 216-736-2673.

Learn more at CuyahogaDD.org



**CUYAHOGA COUNTY
Board of Developmental Disabilities**