



Franklin County Board of Developmental Disabilities

Position Profile

Superintendent and Chief Executive Officer

Date Prepared

July 2023



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About the Franklin County Board of Developmental Disabilities

The Franklin County Board of Developmental Disabilities (FCBDD) operates a county agency providing direct or contracted services on a daily basis. The Board provides educational, employment and support services to children and adults of all ages, who have developmental disabilities.

FCBDD is:

- a school system collaborating with all sixteen school districts in Franklin County
- a major employer in the Central Ohio area including employment support of persons with developmental disabilities
- a provider of educational, pre-vocational and support services
- a funder of organizations working to fulfill the mission of the Board
- The Board is comprised of seven members who are appointed by the Franklin County Commissioners or the Probate Judge. The law requires that at least three of the Board members have family members who are individuals who either receive, or are eligible to receive, services from the Board. All Board members serve on a voluntary basis with no compensation for their services.

Services are provided or supported in early childhood programs, schools, ARC Industries Sheltered Workshops, and in a variety of other settings where support is needed. Similar to public schools, most services are provided at no cost and are supported by local, state and federal funds. Services are provided to residents of Franklin County who meet the eligibility requirements.

Mission

The mission of the Franklin County Board of Developmental Disabilities is to provide programs, services and support for eligible children, adults and their families so individuals with developmental disabilities can live, work, learn and participate in the community.

Vision

Eligible persons with developmental disabilities will live, work, learn and participate in the community, to the extent of their abilities, in a safe and healthy manner.

Expectations

The Franklin County Board of Developmental Disabilities will be a well managed, financially responsible and stable, public organization providing cost-effective, quality services in partnership with families through a committed and respected staff.

The Franklin County community will be well informed about developmental disabilities, including causes and preventive measures, and will be accepting of individuals who have developmental disabilities.

Philosophy

The Franklin County Board of Developmental Disabilities believes that individuals who have developmental disabilities and their families have:

- The same basic rights and responsibilities as other citizens of the community.
- The right to develop their abilities to the fullest extent possible and to be involved in determining the supports and services needed.
- The right to be informed of services available in a manner which provides maximum understanding, as well as the right to refuse programs or services.
- The right to participate in the community.
- The right to take reasonable risks.
- The right to be protected from exploitation, abuse and degrading treatment.
- The right to be treated with dignity and respect.





About the Franklin County Board of Developmental Disabilities

Prevention

The Board supports initiatives to prevent developmental disabilities or to prevent further delays. Early intervention and parent training/support are provided and the Board participates in research, conferences and public awareness activities to support prevention efforts.

Annual Action Plan

The Annual Action Plan of the Franklin County Board of Developmental Disabilities is consistent with the long-term Strategic Plan of the Board. The Franklin County Board of Developmental Disabilities is committed to meeting the goals outlined in this Plan. In so doing the Board is also committed to continue to seek feedback from individuals served, families, staff, providers, and the community on service needs and priorities. To read the action plan further, please [click here](#).

Franklin County Board of Developmental Disabilities Staff and Community Partners

Agency Staff

The Franklin County Board of Developmental Disabilities is a major employer in the community. Our agency had 654 staff members working in a variety of service areas throughout 2022, including education, therapy and recreation. Nearly 300 of our employees are based in the Service Coordination Department, providing case management and other supports to thousands of people eligible for FCBDD services. About 78% of our staff identify as female, and 20.5% are minorities.

Community Partners

The Franklin County Board of Developmental Disabilities collaborates with many public and private organizations to deliver a broad array of services. We work with nonprofit agencies, major health-care systems, colleges and universities, area businesses and independent providers of disability services. In 2022, we contracted for nearly \$54 million in services from our community partners, including ARC Industries, Creative Housing, Easterseals, Goodwill Columbus, Hattie Larlham, I Am Boundless, the Ohio State University Nisonger Center, Nationwide Children’s Hospital and many more.

There were more than 900 disability-services providers doing business in Franklin County during 2022. Both agency and independent providers comprise the workforce known as direct-support professionals, who make it possible for people with developmental disabilities to live safely in their homes and participate in community life. FCBDD continues to advocate for better wages for these vital workers.

Agency Partners

FCBDD is proud of its many partnerships with other organizations in Franklin County. Some have partnerships with the Board, while others contract with the state for certain services for individuals living in Franklin County.

Following is a list of some of the Board’s partners. For a complete listing of providers contracting with the state, go to the Ohio Department of Developmental Disabilities [website](#).

Action for Children	Columbus City Schools	Franklin Management Resources	Life Town/ OSU Chabad House
Add (Association for the Developmentally Disabled)	Creative Housing, Inc.	Franklin County School Districts	Nationwide Children’s Hospital
Alvis, Inc.	Easter Seals of Central & Southeast Ohio	Furniture Bank of Central Ohio	Nisonger Center, The Ohio State University
ARC Industries, Inc.	Epilepsy Foundation	Goodwill Columbus	O.S.U. College of Education
Boundless, Inc.	Franklin County Board of Alcohol, Drug Abuse, and Mental Health Services (ADAMH)	Head Start	Supported Living Providers
Catholic Social Services	Franklin County Children’s Cabinet	Help Me Grow	The Learning Spectrum
Childhood League	Franklin County Children’s Services	Heinzerling Memorial Foundation	YMCA
Children’s Center for Developmental Enrichment (Oakstone Academy)	Franklin County Family and Children’s First Council	Heritage Day Health Centers	Columbus Metropolitan Library
	Franklin County Department of Job and Family Services	Jewish Community Center	

Franklin County Board of Developmental Disabilities Finances

Revenue for the Franklin County Board of Developmental Disabilities comes from local, state, and federal sources. Similar to public schools, most services are provided at no cost, however, some services are provided on a sliding fee scale basis based upon the individual or family's ability to pay.

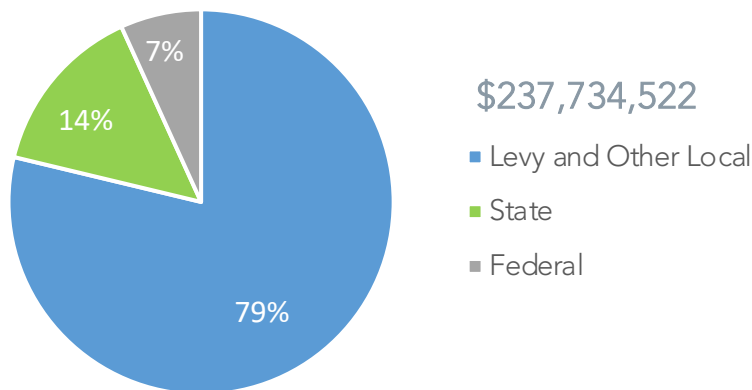
Local funds are generated from property tax levies that are voted on by voters in Franklin County, Ohio. These funds help to support all programs. Local dollars are stretched when used as match to access additional federal funds.

State funds come from the Ohio Department of Developmental Disabilities and the Ohio Department of Education. These state departments have rules and regulations to ensure quality services and, in turn, provide some funding to support these services.

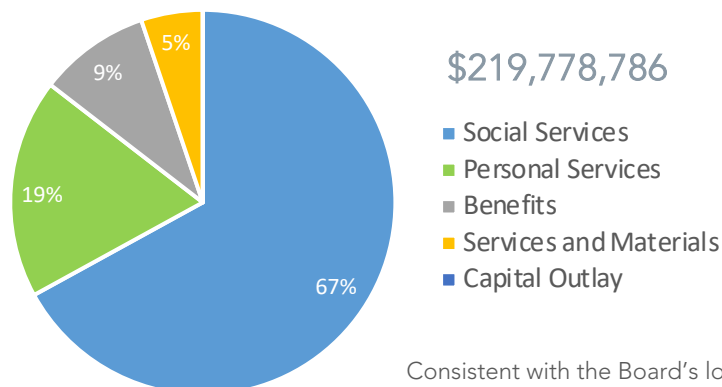
Federal funds primarily come from the Medicaid program. Some funds are paid directly to the Board as a provider of services and some are paid from the State to providers based on authorization from the Franklin County Board of Developmental Disabilities.

The Franklin County Board of Developmental Disabilities strives to provide stability in finances with budgeting for the long term so that levy commitments are met. Stability in finances leads to long term stability in services for individuals and their families and stability in employment for staff.

2022 Receipts



2022 Disbursements



Consistent with the Board's long-term commitment to the community, receipts and expenditures are balanced with the Board's Medicaid Stability Fund.

Franklin County Board of Developmental Review of Services

Support for Children and Adult

In 2022, the Franklin County Board of Developmental Disabilities served an average of 12,377 children and adults each day – an increase of nearly 4% from 2021. Over the course of the year, including people who disenroll or who receive services through our community partners, that number tops 20,000.

Birth – 2	3 – 5	6 – 21	22 – 30	31 – 40	41 – 50	51 – 64	65+
5%	9%	40%	15%	12%	7%	7%	4%

Enrollment By Type of Service

People received support in multiple ways, from early intervention for the very young to employment support for adults. Our Early Childhood Education program served 2,109 children in their homes and in our centers. Individuals are counted in each area in which they receive services.

Services for Children	Services for Adults (facility)	Employment Supports	Transportation Services	Service Coordination	Family Supports
2,231	2,228	1,015	1,697	8,645	1,238

Medicaid Home and Community-Based Services

Medicaid waivers allow people with developmental disabilities to receive services and support in their homes and communities. The federal government pays the largest share of waiver costs, with local and state providing match funds. During the 2022 state fiscal year, the Franklin County Board of Developmental Disabilities had 5,523 people enrolled in the waiver program. Franklin County residents received \$359 million in services at a cost of just \$77 million to Franklin County property taxpayers.



Introduction of Opportunity

Under the direction of the Franklin County Developmental Disabilities Board, the Superintendent/CEO is responsible for ensuring compliance with policies adopted by the Board and applicable state/federal laws, and the day-to-day administration of the agency aligned to its long-term strategic plan adopted in 2018 and reviewed annually. With the retirement of a long serving leader, the organization is well positioned for the transition with a record of exemplary service and financial sustainability.

Identified in its long-term strategic plan, the priorities of the Board are:

- Early Childhood Education and Home-Based Services, including early intervention/ prevention services.
- School-Age Services, including collaborative services with school districts for ages 6-22 and continued development of transitional services for youth (ages 14-22).
- Adult Services, including community employment services with focus on 'employment first', expanding vocational habilitation and training options and day supports for the most medically fragile and senior citizens in integrated settings where possible.
- Service Coordination and other mandated services.
- Specialized Support Services, including residential services for adults, family resources services, summer programs for children, Special Olympics and community recreation services, therapies and transportation.

The following priorities and characteristics were identified through dozens of discussions with representatives from the following FCBDD constituent groups: board members, executive leadership team, and self-advocate groups. These six priorities were communicated as most important to the success of the next leader, the organization, and the community.

Strategic Vision and Mission Focus aligned with Board Philosophy

Guide the vision for the organization with relentless focus on serving its mission.

- Collaborate with leadership team to monitor and achieve the strategic vision of the agency
- Effectively manage change in a large, complex environment
- Exhibit and engender a genuine empathy for families served and the barriers they face as they strive to reach their full potential
- Continue to enhance the service mindset culture across the team with the highest levels of ethical standards and professionalism
- Monitor service practices and trends in the developmental disabilities field, create and implement strategies and solutions as the field evolves

Operational Excellence

Establish, implement and manage operational plans, budgets and organizational structures to ensure delivery of agency services and supports.

- Consistently communicate to the team the vision of the organization and ensure its implementation
- Leverage management oversight responsibility to ensure compliance and quality delivery
- Oversee the administration and monitoring of early intervention, habilitation, residential, transportation and vocational training services and supports for persons with developmental disabilities of all ages.
- Continually evaluate services and supports to determine which may be contracted or directly provided by the Board and shall be designed to meet the needs of those served and the community in conformance with the Board's philosophy and goals.



Introduction of Opportunity

Communication and Advocacy

Serve as the voice and chief advocate for the individuals and families served by the board with a consistent communication strategy.

- Clearly communicate the compelling FCBDD vision to internal and external audiences
- Advocate on behalf of the FCBDD in order to garner support for mission and funding
- Anticipate and influence issues that may affect FCBDD and position the agency appropriately
- Deepen strong relationships with individuals and families served, providers, the community, and government agencies throughout the county by regularly attending events, meetings, forums, etc.
- Maintain engagement and advocacy with state-wide issues and policy discussions affecting the developmental disabilities community
- Adapt to the changes in communication and evaluate the benefits of incorporating technology innovation

Financial Oversight and Risk Management

Provide long term financial sustainability of the board.

- Provide strategic oversight to the financial function of the agency ensuring alignment to strategic goals and effective service delivery
- Prepare annual operating, capital, construction and supplementary budgets aligned to the long-term levy plan which anticipates a growing need and present for approval to the Board
- Monitor the FCBDD funding and expense budgets and ensure strategic allocation of resources to responsibly steward the public investment
- Identify potential organizational risks, develop and implement plans to mitigate
- Observe, enforce and implement all legal provisions and Board policies.

Effective Team Leadership

Ensure a culture of empathy and accountability where everyone is welcome and supported with transparent communication and opportunity for growth.

- Attract, develop, and retain a well qualified, mission-focused team and ensure that they have the support needed to achieve the vision of the FCBDD
- Motivate and inspire others to promote an environment of empowerment among employees
- Provide transparent communication and keep an open door for team members
- Commit to keeping FCBDD a “place of choice” to work by listening and acting on employee feedback
- Participate in appropriate professional activities that promote professional growth and contribute to the advancement of the profession.

Board Relations and Governance

Partner with the Board to leverage its engagement for the benefit of the organization.

- Partner with the Board to ensure compliance, guide governance, provide fiduciary oversight
- Provide timely and regular cadence of communication with the board
- Assist the board in understanding issues and strategic direction gained by communication with the public



Introduction of Opportunity

Desired Skills and Experiences

- Fifteen years of successful leadership at the executive level of a large multi faceted organization
- Demonstrated experience with board governance, strategic and financial planning and operational execution of a large and diverse workforce with multiple disciplines and expertise
- Experience in the following areas is preferred: Medicaid waivers, collective bargaining processes; employment laws; communications/public relations; technology; and facilities, residential and fleet management
- Eligible to obtain and Ohio Developmental Disabilities Superintendent certification required, (OAC Rule 5123-5-03). Masters or Doctorate required, 100 hours of aligned course work and satisfactory background check
- Extensive knowledge of developmental disability service delivery systems and related Ohio Revised Code, Ohio Administrative Code, and Ohio Departments of Developmental Disabilities and Education rules and regulations
- Positive record of exceptional communication skills to advance the mission both internally and externally
- History to leading long term initiatives to sustainable success with agility, drive and determination

Desired Attributes

- Passion for the mission
- Credible communicator
- Strategic visionary
- Service-minded advocate
- Empathetic relationship builder
- Accessible and inclusive leader
- Innovative problem solver
- Authentic collaborator
- Embraces the spirit of human potential



Board Members

<p>Michael Underwood, <i>President</i> Retired Porter, Wright, Morris & Arthur</p>	<p>Marie Crawford, <i>Vice President</i> Community Member Worthington School District</p>
<p>Beth Savage, <i>Past President</i> Director, PwC Advisory Services PricewaterhouseCoopers</p>	<p>John Bickley, <i>Past President, Human Resources Chair</i> Retired YMCA of Central Ohio</p>
<p>Samuel Davis, <i>Ethics Chair</i> Executive Business Consultant, Freelance</p>	<p>Marci Straughter, <i>Advocacy/Equity Liaison</i> Self-Advocacy Consultant Ohio at Home Healthcare Agency</p>
<p>William "Bill" Wilkins, <i>Secretary, Finance Chair</i> Retired Ohio Health</p>	

Life in Columbus



There's an energy and excitement in Columbus that's going to hit you as soon as you arrive. The second-largest city in the Midwest and 14th largest in the United States, Columbus, is a vibrant and diverse place to live and work. Filled with arts, culture, entertainment and an energetic workforce – you're guaranteed to fall in love with our city.

Columbus is booming, and not just in population. A 36,000-sq.-ft. LEGOLAND Discovery Center is now open at Easton and the brand new [National Veterans Memorial and Museum](#) is now open along downtown's Scioto Mile.

The capital city's incredible [culinary scene](#) features top-ranked chefs, a rich farm-to-table movement, one-of-a-kind restaurants and creative artisans.

[Neighborhoods](#) on all sides of downtown are bursting with new places to eat and shop, and artists are shaping new areas of the city into dynamic spaces to explore. Whether you seek a modern, bustling urban loft or a quiet, family-friendly suburban home, Columbus has a neighborhood for you.

And no matter where you live, you won't spend hours commuting: Average downtown commutes are less than 25 minutes.

Columbus is centrally located within a one-day drive or a one-hour flight to nearly half the population of the United States and Canada. One-day trips include Atlanta, Chicago, St. Louis, New York City, Philadelphia, Washington, D.C. and Toronto.

Columbus boasts more than 26 colleges, universities and technical schools, giving Columbus the nation's second highest number of college students per capita. Leading the way in enrollment is The Ohio State University with more than 64,000 students. Columbus City Schools and several outstanding suburban and private school districts are located in Franklin County. The metropolitan area's K-12 education options include schools that are ranked by U.S. News & World Report as top U.S. high schools.

[Columbus Resources](#)

The Official Website for the City of Columbus, Ohio
This site contains information from city officials and government agencies.

[Experience Columbus](#)

Explore everything Columbus has to offer. Learn more about our thriving arts, entertainment and nightlife.

[Columbus School Report Cards](#)

Information about local school districts in the Columbus area.

[Columbus Cost of Living Calculator](#)

Calculate the cost of living in Columbus, Ohio and compare it to your current hometown.

Learn more about Columbus at www.experiencecolumbus.com and <https://columbusregion.com/>

Process of Candidacy



FRANKLIN COUNTY BOARD OF
**Developmental
Disabilities**

Franklin County Board of Developmental Disabilities is an equal opportunity employer.

BeecherHill

Process of Candidacy

BeecherHill is pleased to partner with the Franklin County Board of Developmental Disabilities search committee and Board of Trustees on this critical search. Please submit nominations, referrals and resumes with preferred contact information to our Firm:

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