



**Department of
Developmental
Disabilities**

ANNUAL REPORT FY2025

Table of Contents

Director's Message	03	DODD Workforce	12
Frequently Used Acronyms	04	Employment and Day Services	13-14
DODD Overview	05	Waiver Redesign	15-16
Our Team	06	Supporting People and Families with Intensive Needs	17-18
By the Numbers	07	Technology and Employment	19
Fiscal Overview	08	Service Planning Support for People, Families, and Teams	20-21
Service Growth	09-10	Housing	21
Programs and Initiatives	11	Advocacy and Engagement	22-23





Director's Message

The Ohio Department of Developmental Disabilities (DODD) is proud to share our Fiscal Year 2025 (FY25) Annual Report—a year of continued success, strong partnerships, and meaningful progress for Ohioans with developmental disabilities.

Thanks to Governor Mike DeWine's leadership and the dedication of people with disabilities, families, providers, county boards, and advocates, we've continued building a system rooted in respect, opportunity, and inclusion.

In FY25, Ohio made historic investments in direct support professionals, technology, housing, and employment. Direct support professional (DSP) wages increased to an average of over \$17 per hour, more than 40,000 people now have active or approved Ohio Individualized Service Plans (OhioISPs), and thousands of professionals were supported through technical assistance, events, and grants. We helped more than 1,600 households through housing programs, launched nine Regional Tech Hubs, and expanded services for youth with complex needs.

Ohio also became a national leader in accessibility, with over 130 universal changing tables installed statewide. Innovations like the Keeping Families Together initiative and cross-agency employment planning show how we're leading with flexibility, dignity, and impact.

This report celebrates the collective effort of Ohio's developmental disabilities system—driven by the belief that all people deserve to pursue their life aspirations.

So much of the vision, advocacy, and results we have achieved together were thanks to Kim Hauck's leadership, who recently retired as Director of DODD. Kim's legacy reflects her deep commitment to the people she served. Her career will be remembered for championing the voices of people with disabilities and their families, fostering environments where everyone is valued, included, and supported. DODD joins the entire developmental disability community in celebrating her years of service and leadership.

We invite you to explore the report and see the results of our shared commitment.

Together, we are making Ohio the best place in the nation for people with developmental disabilities to thrive.

Lyndsay Nash

Acting Director

Frequently Used Acronyms

Throughout this Annual Report, you will see the following acronyms used:

ARPA | American Rescue Plan Act

CtLC | Charting the LifeCourse

DD | Developmental Disability

DC | Developmental Center

DODD | Department of Developmental Disabilities

DSP | Direct Support Professional

FY25 | Fiscal Year 2025 (July 1, 2024 - June 30, 2025)

HCBS | Home and Community-Based Services

ISP | Individual Service Plan

ICF | Intermediate Care Facility

MCAT | Multi-Disciplinary Comprehensive Assessment Team

SSA | Service and Support Administrators



DODD

Overview

DODD oversees a statewide system of services that supports over 100,000 people with developmental disabilities, their families, and support teams. DODD focuses on the health and safety of people with developmental disabilities and increasing access and opportunities for community participation and integration.



Vision

Ohio is the heart of opportunity, and we envision Ohio as the best place in the nation for people with developmental disabilities to thrive.

Mission

DODD's mission is to partner with people and communities to support Ohioans with developmental disabilities and their families in realizing their version of a good life.

Core Values



Inclusion

We create environments, programs, and processes that value those we support and encourages participation.



Respect

We are kind and empathetic, honor the choices and wishes of those we support and their families, and conduct our work ethically and sustainably.



Partnership

We work together to build connections that are essential for innovative support options and representative of the needs and wants of people with developmental disabilities.

Our Team



Lyndsay Nash
Acting Director



Steve Beha
Deputy Director
Policy and Strategic
Direction



Jeff Coffey
Chief Information
Officer



Brad Singer
Chief Legal



Marissa Walter
Deputy Director
Human Resources



Jeremiah Wagner
Deputy Director
External Relations



Clay Weidner
Chief Fiscal Officer



Allan Showalter
Deputy Director
Medicaid Development
and Administration



Allie O'Neil
Chief Communications
Director



Hope McGonigle, PhD
Chief Data Officer



Kimberley DeDino
Deputy Director
Residential Resources

By the Numbers

FY2025 Year in Review

\$17

DSP wages up an average of over \$17 per hour. When Governor DeWine took office, DSPs earned an average of \$11.12 per hour.



700,000

DODD's online training platform, MyLearning was used by over 86,000 users, with over 700,000 course completions.

3,940

people received training and technical assistance on health and welfare topics.

1,600+

people and households supported through initiatives to offer safe, affordable, and accessible community housing.

\$56 million

used in one-time funding to enhance opportunities and support for Ohioans with developmental disabilities and their families through several key project areas.

9

Regional Tech Hubs across Ohio opened, providing training and experiences around supportive technology, based on each region's needs.

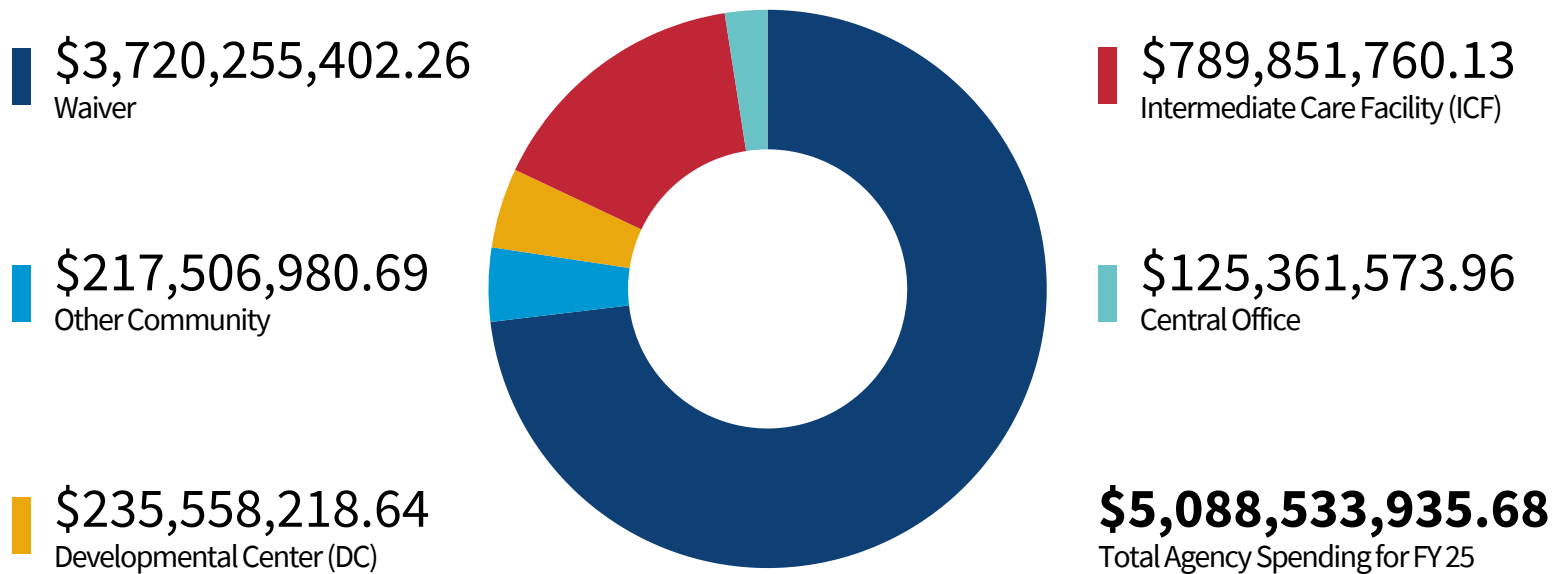
40,000

active, approved, or submitted Ohio Individual Service Plans (OhioISPs.)

Fiscal Overview



FY25 Agency Dollars Spent



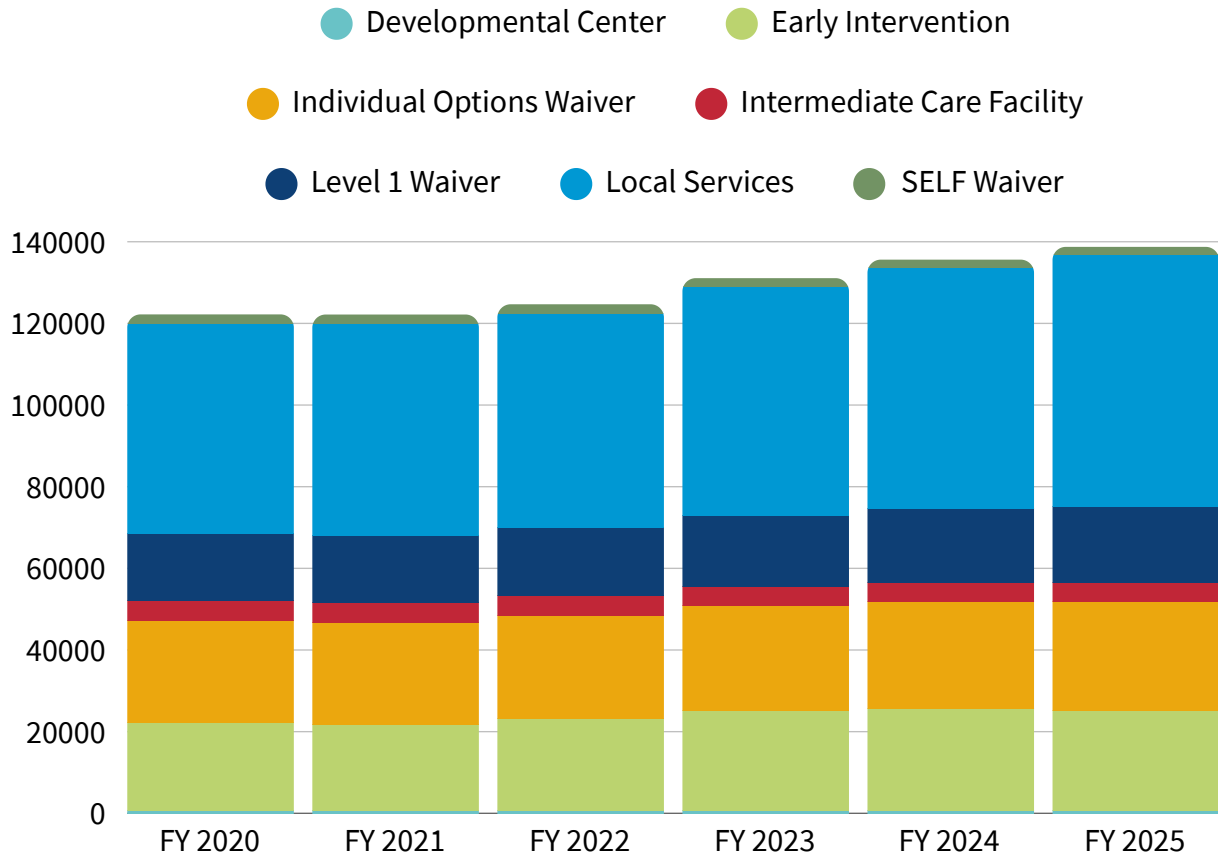
Service Growth

DODD has seen a steady increase each fiscal year in the number of people served.

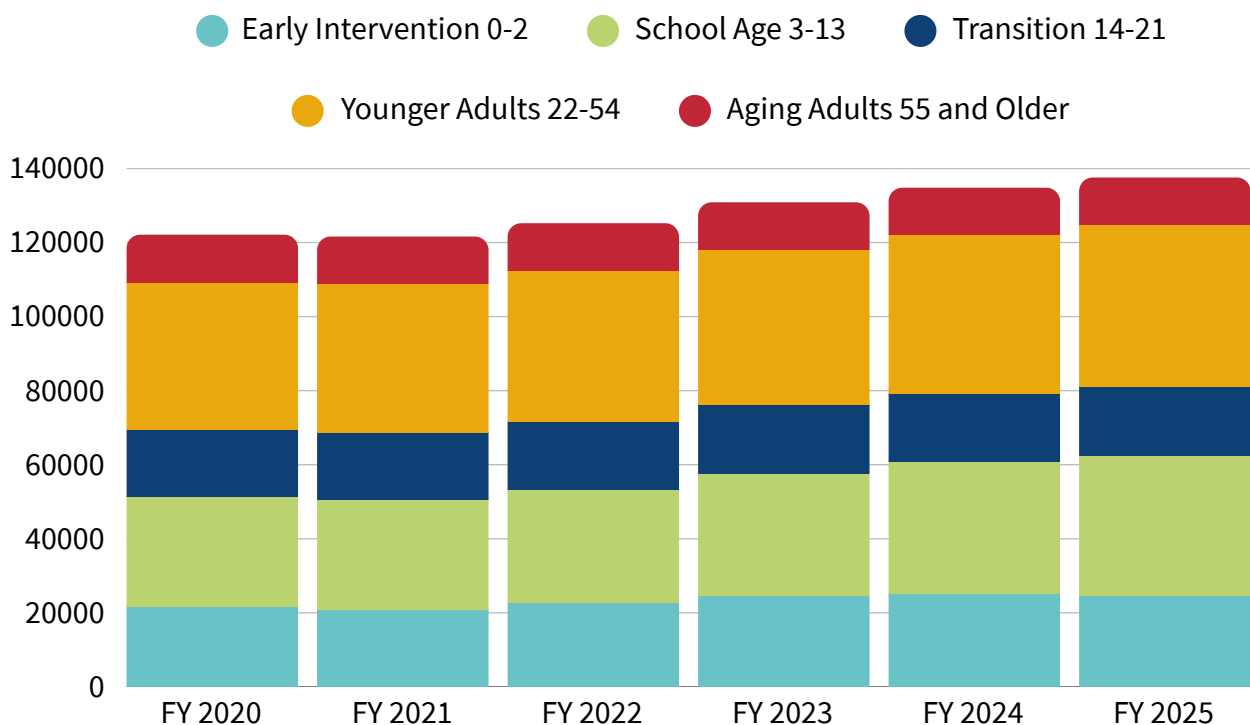


Service Growth Continued

People Served Per Fiscal Year by Service Group



People Served Per Fiscal Year by Age Group



Programs and Initiatives

Services at a Glance

To realize DODD's mission and vision, programs and initiatives support the needs and goals of people with developmental disabilities across the state.



More Accessible Communities

To have inclusive communities, Ohio communities must be accessible.

In FY24, Ohio invested \$4.4 million to support the installation of universal changing tables across the state. This initiative has led to the deployment of 136 universal changing tables, both stationary and mobile, in 42 counties and through 49 local government applications, with more installations underway.

The effort ensures that people with developmental disabilities have access to dignified, safe, and hygienic restroom facilities, enabling them and their families to fully participate in community life. Ohio is now known as a national leader in adding these changing tables that open the door to community engagement.



29

Universal changing tables
planned or installed at
Ohio Department of
Transportation rest areas.



130+

New universal changing
tables across Ohio.

DODD Workforce



DSP Rate Increase

DSPs are an essential part of Ohio's developmental disabilities system. Their dedication makes it possible for the people they serve to live, work, and thrive in their communities.

The FY24-25 state budget allocated a historic \$1.3 billion to increase DSP wages. When Governor DeWine took office, DSPs earned an average of \$11.12 per hour. Now, they earn over \$17 per hour. This investment has increased hourly compensation from \$19.84 in 2022 to \$21.65 in 2023.

Thanks to the increases, providers have reported that many are fully staffed for the first time in years, allowing them to increase the number of people they serve.

DSP Workforce Support Grant

In 2024, DODD awarded \$5 million to 33 grantees for 43 projects under the Home and Community-Based Services (HCBS) Workforce Support grant. Nearly \$4.8 million was spent on initiatives to support Ohio's HCBS direct support workforce, focusing on reducing isolation, enhancing recruitment and retention, and providing training, mentoring, and other professional development.

Workforce Symposium

The DSP & Provider Support Team hosted DODD's first Workforce Symposium, highlighting initiatives from the American Rescue Plan Act (ARPA) Workforce Support Grant. Grant recipients shared project outcomes with over 200 attendees, focusing on results, replication, and sustainability.

DSP Engagement

Engaged with over 3,000 DSPs from July 1, 2024 – May 22, 2025, through participation in training, technical assistance, education, and recognition events for providers and DSPs.

Employment and Day Services



Adult Day Support Quality Pilot

As part of the Blueprint for Adult Day and Employment Services, DODD launched the Adult Day Support (ADS) Quality Pilot from October 2023 to June 2025 to test whether targeted investments and incentives can improve provider capacity and service quality.

DODD invested \$21.2 million to help 99 day and employment service providers improve their services for people with developmental disabilities. These improvements focused on better staff training, stronger connections to the community, and support for people with more complex needs. Early feedback shows these changes are helping providers deliver more meaningful, person-centered services.

Works4Me

Works4Me, a federal five-year grant awarded to Opportunities for Ohioans with Disabilities (OOD), continued to expand throughout Ohio in 2025. Works4Me now has 15 total providers working with people interested in moving from subminimum wage employment to competitive integrated employment (CIE). An agreement was developed with the Ohio Provider Resource Association (OPRA) to serve as a mentor for organizations partnering on Works4Me. OPRA has also debuted a family/caregiver mentoring program and has provided resource materials for families and participants.

Employment and Day Services Continued



Employment First

In FY25, DODD received a CORE State Grant through the US Department of Labor’s Office of Disability Employment Policy (ODEP). The grant helped develop a strategic plan with members of the Employment First Taskforce around how they engage with employers to support Ohioans with disabilities in accessing CIE. The Taskforce also convened an advisory committee meeting comprised of over 40 people with lived experiences, family members, and systems partners. Their voices helped identify the biggest challenges and shape goals for how the system can better support people in getting and keeping the jobs they want.

With support from OCALI, 25 Multi-Agency Planning (MAP) Teams, made up of reps from Opportunities for Ohioans with Disabilities, county boards, and school districts, worked on cross-agency projects to support youth with developmental disabilities transitioning to adult life.

FEAR Factor, a series of virtual sessions that began in 2021, continued into 2025, with 3 trainings focused on supporting people, families, service and support administrators (SSAs), and others to confront “fears of working and benefits with facts, evaluation, action, and results.” Over 700 people attended the trainings around Medicaid Buy-in for Workers with Disabilities, STABLE Accounts, and Benefits Analysis and Education.

Employment Quality Readiness

In 2025, DODD awarded 43 providers Employment Quality Readiness grants to pay for tech upgrades, staff training, and access to credentialization. To help more people with developmental disabilities find and keep jobs in the community, DODD made it easier for providers to get paid based on results. New services also help people get reliable transportation to work when they need it.

Waiver Redesign



DODD Waiver Modernization

To better meet the needs of people with developmental disabilities and their families, DODD has continued working with partners on the Waiver Redesign Initiative.

As part of the Initiative, the Waiver Modernization Project aims to sustain a waiver program that is innovative, flexible, and meets the needs of Ohioans with developmental disabilities and their families. DODD is working to transition to a national assessment tool that will be an important part of this effort.

In FY25, the Waiver Modernization Project focused on the following main areas:

- Improve sustainability and ensure the statewide success of the waiver program through the implementation of a county board Stop Loss Program.
- DODD is working to improve and simplify the process families and support teams use to plan services and get the right funding. A new assessment tool and budgeting system will better reflect each person's needs and make the process more consistent across the state. These updates will make service planning more accurate, flexible, and easier to understand.
- DODD continued to work on developing acuity-based rates that pay providers fairly for services based on a person's level of needs without the need for add-on payments. This will reduce the number of assessments an individual may need to complete and simplify the billing process for providers.
- DODD developed new tools to help SSAs more easily access the information they need to create personalized support plans. These updates help save time, reduce duplication, and make the planning process smoother for people with disabilities and their teams.



Waiver Redesign Continued

DODD Waiver Amendments

DODD has also made improvements to waiver services through the last year that focused on improving the assessment process and increasing access to needed services. The Waiting List Assessment rule has been updated to provide clarification for county boards, people served, and families around the process of administering the tool. The rule updates clarified when a county board should administer the tool, created a timeline to complete the assessment, and better defined what should be included when a county board notifies an individual, guardian, and/or their family of the assessment outcome. The new assessment requires boards to identify the community-based alternative resources that may meet an individual's identified needs and to follow up with the individual to ensure that their needs are being met if they are not enrolled on a waiver or placed on a waiting list. In July, DODD also created implemented a new Waiting List Management System to allow boards to submit waiting list assessments to DODD electronically.

DODD also amended our waiver amendments to create new services to better meet people's needs. In January of 2025, the department implemented a new Health Care Assessment service to provide people served or their caregivers real-time access to virtual health assessments to determine the best clinical course of action and avoid unnecessary emergency room visits. To improve a person's access to competitive integrated employment, an enhanced non-medical transportation rate was created to be paid when a provider takes a person to or from competitive integrated employment. DODD also created a new Vehicle Modifications service and updated the Assistive Technology service to include service animal training. Both of these services had previously been authorized using Specialized Medical Equipment or Participant-Directed Goods and Services but the new services better align with federal requirements, provide clarity to individuals, families, boards, and providers on service requirements, and allow individuals to use Specialized Medical Equipment or Participant-Directed Goods and Services to meet other needs.

Supporting People and Families with Intensive Needs



Keeping Families Together (KFT)

DODD has continued and expanded the KFT initiative to support youth with complex needs and their families.

In FY25, DODD allocated more than \$1.4 million in KFT funding to county boards of developmental disabilities. These funds support local projects that help youth remain in their family homes and communities. Additionally, DODD dedicated \$800,000 to support county boards in providing crisis-intervention training for families and providers working with youth. This cost burden is generally borne by provider agencies, which creates a barrier for supporting complex-needs youth and limits access to crucial safety training for parents.

Multi System Youth Pilots

DODD piloted two projects in Mahoning and Summit counties to enhance community-based services for people with complex needs. These pilots supported about 10 youth and their families. The pilots aimed to integrate behavioral health support with Homemaker Personal Care (HPC) services, utilizing short-term stays in small, homelike settings.

Support at Ohio's Developmental Centers

With an average census of 600 Ohioans, the Developmental Centers continue to support Ohioans with developmental disabilities who are in crisis, involved in the court system, or unable to be served safely in the community, and those who have been in a DC long-term. Today, short-term admission provide, high-intensity care—active treatment and rehabilitation that stabilizes individuals in their most difficult moments and helps them return to the community when possible. In this past year, the DCs had 88 new admissions and 78 planned discharges.



Supporting People and Families with Intensive Needs

Youth Technical Assistance (TA) and Consultation

DODD provides Youth TA and Consultation to families and teams requiring additional support for youth who are struggling for a variety of reasons. This program is intended to prevent out-of-home placement and/or custody relinquishment by providing a comprehensive, individualized report with recommendations from subject matter experts in the area of youth services for children with developmental disabilities.

For youth requiring less intensive support, DODD offers consultation, which generally includes DODD staff attending already occurring team meetings to address system barriers or assist with resources and referrals.

Intensive Behavior Support Rate Add-On (IBSRAO)

DODD has continued expanding the IBSRAO project to allow intermediate care facilities (ICFs) to receive enhanced reimbursement for providing youth short-term, intensive behavioral support.

These services are intended to support youth with complex behavioral needs who may not be a good fit for a traditional ICF environment, HCBS Waiver, or local community support services. DODD currently supports two providers operating 22 statewide IBSRAO beds, and a six-bed IBSRAO home dedicated to serving complex needs youth in Cuyahoga County.

Multi-Disciplinary Comprehensive Team (MCAT)

DODD continued its investment in the MCAT program, a partnership with OCALI aimed at keeping youth in their homes and communities. The program offers local teams access to a clinical panel of experts, including psychologists, physicians, psychiatrists, therapists, and autism and trauma specialists.

After the panel, a Youth and Family Regional Coach is assigned to help families implement the recommendations.

DODD started testing a version of the successful MCAT program for younger children in two counties. These teams include experts in early childhood and help families of young children get the support they need at the right time.



Technology and Employment



Technology First

The Technology First initiative aims to help people learn more about using technology to improve their quality of life and how they can experience more independence and personal freedom.

More than \$3 million was invested in supportive technology in FY25. With this funding, nine new regional tech hubs were supported, eight HCBS waiver providers were able to purchase platforming and expertise to begin delivering remote support services, and the Tech Guide for OhioISP, a **website specific to assistive technology** supporting SSAs in their work, debuted.

Ohio Tech Goal

In FY23, Ohio surpassed its goal of increasing Remote Supports by 15%, achieving a 40% increase. For FY24, the target was set ambitiously at a 50% increase, and while DODD reached 39%, it still represents significant growth for any HCBS Waiver service. For 2025, the new goal is to increase Remote Support usage by 45% by June 30, 2026.

Transformative Technology

DODD supported several cutting-edge technology projects aimed at improving health, safety, and independence of Ohioans with developmental disabilities. These projects included tools for making safer overnight care, apps that help with decision-making for people with autism or ADHD, and systems to prevent medical crises before they happen. These pilots are shaping what future support through technology could look like.



Service Planning Support for People, Families, and Teams

OhioISP

The OhioISP places the needs of the person receiving services at the center of the planning process. The person leads the process by making choices, setting goals, and deciding how they want to live their life.

The implementation of the OhioISP established a consistent assessment and planning process across the state to support people with developmental disabilities to live, learn, love, work, play, and pursue their life aspirations. As of May 1, 2025, there are over 40,000 active or approved OhioISPs. The OhioISP team hosted monthly regional Gatherings for SSAs and qualified intellectual disability professionals (QIDPs) with attendance totaling over 2,600 for the year.

Regional teams provided personalized outreach and support to county boards and ICFs for OhioISP onboarding and implementation. County boards and ICFs have been trained and have obtained the appropriate access and roles. All home and community waiver recipients and people residing in ICFs were required to have plans entered into DODD's online system by June 30, 2024.

Collaborative Cross Divisional Support

DODD has developed a process for providing unified technical assistance and support across the state by bringing internal regional subject matter experts together to problem solve and implement action steps for resolution.

DODD developed a protocol to provide enhanced technical assistance support to county boards. Teams within DODD collaborate to develop a technical assistance plan to guide and support the county board after the accreditation process.

SSA Training contracted with OSU Nisonger to provide side-by-side training with SSAs and people with lived experience on the assessment process. Virtual and in-person training sessions were implemented, reaching 467 participants across 62 counties. The training utilized the CtLC Framework and emphasized trauma-informed approaches to ensure comprehensive and inclusive assessments. Key successes include overwhelmingly positive participant feedback, increased SSA competency, and the development of sustainable training resources.

Service Planning Support for People, Families, and Teams Continued

Charting the LifeCourse Resource Expansion

Red Road Ventures, LLC was awarded \$200,000 through a competitive grant to support people with disabilities and their families in defining a fulfilling life and accessing home and community-based services. The project developed a secure online platform featuring person-centered tools and communication features based on Charting the LifeCourse (CtLC) principles.

Housing



Community Capital Assistance Program (CCA)

The CCA provided funding to county boards and non-profit organizations for the purchase, construction, and/or renovation of community housing for people with developmental disabilities.

- 423 households served by the Ohio 811 Program, which offers safe, affordable housing thanks to support from DODD and other agencies.
- 293 people across 37 counties supported by the Rental Assistance Program.

Advocacy and Engagement



FY25

Ohio SIBS Sibshops

During FY2025, Ohio SIBS facilitated more than 60 sibling groups serving 150 children. In addition, 15 new group leaders were trained to facilitate SibShops. Nineteen county boards were engaged in SibShops, and Ohio SIBS hosted two virtual groups that also served kids with siblings served by the county boards. The work of this project also included the development of a Sibling Mentorship Training and the creation of a Sibling Mentor Guidebook.

Pathways for Pops

Facilitated by the Down Syndrome of Northeast Ohio, Pathways for Pops coordinated a variety of events and activities to help fathers of children with developmental disabilities feel supported, included, and empowered throughout Ohio. Ninety-four partners were engaged to help 123 fathers connect to resources and build community with one another, including attending a father's retreat weekend.

Supported Decision Making Toolkit

Advocacy and Protective Services, Inc. (APSI) received a \$250,000 grant from DODD to develop a Supported Decision-Making (SDM) Toolkit aimed at enhancing the understanding of supported decision-making for people with developmental disabilities and family members.

The toolkit includes over 20 resources in four languages: video testimonials, tip sheets, social stories, workbooks, checklists, and a model SDM Plan form. A virtual launch event attracted over 130 attendees, including people with lived experience, family members, and professionals. Post-event surveys indicated that 98.8% of attendees plan to utilize the SDM Toolkit.

Advocacy and Engagement Continued

FY25

Ohio Leadership Academy

We Thrive Together received \$350,000 through a competitive grant to offer leadership and advocacy training to individuals with developmental disabilities and their families. Over the course of the project, 13 in-person, two-day events were held across Ohio, and eight virtual cohorts were facilitated. A total of 267 participants attended these sessions, which covered a variety of advocacy and leadership topics. Additionally, 20 in-person and 16 virtual Advocacy 101 workshops were held, reaching 1,616 participants. These workshops taught attendees how to advocate for themselves and engage in community advocacy.

MyLearning

DODD's online training platform, MyLearning was used by over 86,000 users, with over 700,000 course completions. This year, among many training offerings DODD developed a course for SSAs understanding the ICF option and five courses focused on Employment Services.





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Thank You

