

ADAMHS Board of Cuyahoga County 2021-2025 Strategic Plan
2nd Quarter 2023 Progress Report: April – June 30, 2023
July 26, 2023

NOTE: DEI achievements are highlighted in yellow

Strategic Goal 1: Strengthening Service Delivery System: Ensuring a collaborative and diverse behavioral health service delivery system that prioritizes equity and inclusion and meets the needs of residents of Cuyahoga County.

Strategies	Action(s)	Performance Measures	Outcomes
Strategy 1.1 System Level Coordination and Planning	Advocated for a diverse client population and ensured client rights were being respected and addressed findings of client rights violations with provider agencies.	<ul style="list-style-type: none"> Investigated seven formal grievances. 	Clients' voices are heard, and their rights respected.
	Development of internal IT policies to address best practices and ensure consistency among departments in relation to technology needs and best security practices.	<ul style="list-style-type: none"> Monitored the effectiveness of IT policies in safeguarding sensitive data and protecting against cybersecurity threats. 	Enhancing security, ensuring consistent operations, raising employee awareness, fostering a culture of cybersecurity within the organization.
	Monitored Cuyahoga County Diversion Center through quarterly, monthly and weekly and/or daily meetings/contacts with ADAMHS, County, FrontLine, Oriana and Diversion Center staff, including Clinical Manager, Clinical Director of Treatment, Clinical Coordinator, Nursing Supervisor, Psychiatrist, and Executive Vice President of Operations.	<ul style="list-style-type: none"> Met monthly with Oriana House Chief Financial Officer and finance staff regarding Medicaid billing for the Diversion Center. Quarterly, monthly, weekly and/or daily meetings/contacts regarding the operation of the Diversion Center. The meetings are between ADAMHS, County, FrontLine, Oriana and Diversion Center staff, including Clinical Manager, Clinical Director of Treatment, Clinical Coordinator, Psychiatrist, and Executive Vice President of Operations on the following: <ul style="list-style-type: none"> Address referral and linkage processes. Continuous review of safety concerns. 	Improved communication with providers and performance of the Diversion Center to divert clients from incarceration and further crisis.

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ Provide coordination of services in transitioning clients from the Diversion Center to the community. ○ Provided technical assistance regarding intake process, client movement, environmental issues, structuring the milieu, and notifications to system partners and family members. ● Since the opening of the Diversion Center in May 2021 until June 30, 2023: <ul style="list-style-type: none"> ○ 2,535 contacts occurred (396 occurred during the 2nd Quarter of CY2023). “Contacts” are instances when a potential client arrived at the Diversion Center. ○ 1,290 admissions occurred, which included 848 new clients and 442 returning clients (171 occurred during the 2nd Quarter of CY2023, with 98 new and 73 returning). ○ 33 law enforcement agencies utilized the Diversion Center. ○ 321 admissions came from law enforcement (115 pre-arrest and 206 non-criminal). ○ 968 admissions came from self, family/friend, or an agency (156 occurred during the 2nd Quarter of CY2023). ○ 5.10 days average length of stay (5.91 days average length of stay during the 2nd Quarter of CY2023). ○ 48% of clients completed the program successfully and accepted referrals. ○ 35% of clients left against staff advice. ○ 7% of clients transferred to another facility for health reasons. 	<p>Law enforcement and the community are using Diversion Center.</p>

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ 9% of clients completed the program but rejected referrals. ○ Disposition at discharge: <ul style="list-style-type: none"> ▪ 22% of clients went to residential treatment. ▪ 18% to a permanent living situation. ▪ 18% to a temporary living situation. ▪ 4% to a psychiatric hospital. ▪ 4% to a hospital for health related conditions. 	
	<p>Contracted with RAMA Consulting to design and administer a Community Needs Assessment.</p>	<ul style="list-style-type: none"> ● Reviewed and acceptance of proposal with work to begin in 4th quarter of 2023. 	<p>Community that has its behavioral health needs met in a culturally responsive manner through a collaborative and diverse mental health, addiction and recovery support system that embeds equity and inclusion.</p>
	<p>Collaborated with partner agencies, led various meetings, and provided technical assistance as needed.</p>	<ul style="list-style-type: none"> ● CEO and Director of External Affairs provided an update on the Cleveland State of Youth Mental Health to the Health, Human Services and Arts Committee of Cleveland City Council. ● Chief Strategy and Performance Officer participated in a Mental Health Roundtable Discussion with US Surgeon General Dr. Vivek H. Murthy. ● Rev. Benjamin F. Gohlstin, Sr., Board Director and Chief Strategy and Performance Officer attended the Cleveland Mayor’s State of the City Address. ● CEO and Director of External Affairs served as session moderators during the MetroHealth’s Opioid Safety Conference. 	<p>Enhanced services to clients through partnerships, collaboration and removal of barriers.</p>

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> • Facilitated monthly Mobile Response and Stabilization Services (MRSS) provider meetings. <ul style="list-style-type: none"> ○ MRSS provided face-to-face de-escalation for 157 clients, with more than 150 youths maintained in their homes with a safety plan during involvement with MRSS. • Participated in community case coordination to assist with clients that are re-entering the community from Ohio Department of Youth Services (ODYS) and assisted with removing barriers to services. • Collaborated with NAMI of Greater Cleveland and YouthMOVE Ohio to plan the launch of the first youth advisory committee meeting and networking with system partners for recruitment of youth to participate in the leadership and advisory program. • Collaborated with School Based Mental Health Providers, school district representatives, and the Educational Service Center (ESC) of Northeast Ohio to coordinate and improve delivery of school-based services to reduce duplication of prevention efforts within school settings. • Partnered with Early Childhood Mental Health (ECMH) Providers and Invest In Children to reduce ECMH wait times and increase access to ECMH consultation services for families. • Partnered with Starting Point to plan and prepare for their extended role as intermediary and fiscal agent over the Whole Child Matters Initiative. 	

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> • Met with providers of 11 new programs on a bi-weekly basis as part of the new program probationary period. Assessed progress on staffing, clients served, DEI goals and overall execution of program. • Facilitated quarterly Peer Run Organizations and Peer Recovery Support Providers meetings for 15 providers: <ul style="list-style-type: none"> ○ Presentations from Social Security Administration and The Salvation Army provided information about applying for disability benefits and an overview of treatment services. • Conducted meetings with provider agencies case managers to enroll clients in the Ohio 811 Project Rental Assistance Program and the Life Exchange Center Transitional Youth Housing Program. • Collaborated with Thrive Peer Recovery Services and offered the online OhioMHAS 40-Hour Peer Recovery Supporter Training to 36 participants in April and June. • Collaborated with Thrive Peer Recovery Services to develop the training calendar for the SFY24 online OhioMHAS 40-Hour Peer Recovery Supporter Training. <ul style="list-style-type: none"> ○ Trainings will be held in September, December, and February to help strengthen the workforce of Certified Peer Recovery Supporters in Cuyahoga County. • Facilitated a bi-monthly meeting with representatives from area psychiatric emergency services providers (PESP) to discuss system issues and system resources. 	

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> • Coordinated with NAMI Ohio in hosting the Northeast Ohio Adult Care Facility Association Regional Training on April 6, 2023. • Worked with Adult Care Facility (ACF) operators to develop a work group of eight ACF operators to address communication around clients enrolled in the Board’s Residential Assistance Program (RAP) and income status. <ul style="list-style-type: none"> ○ The work will continue in the 3rd quarter with Provider Agencies participating in addition to operators. • Attended three care coordination meetings with case managers associated with residents that are currently living in class 1 residential facilities to address system barriers to allow step down to appropriate level of care. • Facilitated bi-monthly Behavioral Health Supervisors meeting with presenters from OhioMHAS, the Ohio 811 Project Rental Assistance Program and the Community Transitions Program. • Continued to assist in the transition of the Conditional Release and Forensic Monitoring program from Recovery Resources to Murtis Taylor. <ul style="list-style-type: none"> ○ Conducted 23 site visits (both class 1 and Class 2 residential facilities) to meet with Conditional Release clients during transition. ○ 119 Conditional Release Clients have transitioned from Recovery Resources to Murtis Taylor. ○ Met with the Murtis Taylor Conditional Release Unit on a weekly basis to 	

Strategies	Action(s)	Performance Measures	Outcomes
		<p>address any system issues/barriers and ensure a smooth transition.</p> <ul style="list-style-type: none"> ○ Attended Court Hearings for Conditional Release clients with the Forensic Monitor to help ensure a smooth transition with the Court. This quarter, staff have attended 5 hearings. ● Worked with Recovery Housing Network on an ongoing basis to ensure that all recovery houses in network were certified and in compliance with Ohio Recovery Housing (ORH) standards by OhioMHAS' deadline of July 1st. As of July 1st, 100% of recovery houses in the ADAMHS network are certified or in the process of certification with ORH. ● Continued participation and collaboration with other child serving systems to address the youth placement crisis in a subcommittee that meets every two weeks. The subcommittee worked on a collaborative RFP for the development of a Children's Wellness Campus. ● Daily to weekly contact with service providers for day-to-day items such as monitoring of protocols, referrals, admissions, discharges. system barriers, etc. 	
Strategy 1.2 Provider Collaboration and Partnerships	Conducted focus discussions during monthly client rights officers' meetings.	<ul style="list-style-type: none"> ● Presentation from Legal Aid entitled, <i>Advancing Elder Justice Through Holistic Service</i> and had discussions regarding three client rights cases. 	Client Rights Officers (CROs) are better equipped to manage challenging client rights cases and are more comfortable contacting ADAMHS Board CROs with questions and concerns.
	Conducted new quarterly Client Rights Officer orientation.	<ul style="list-style-type: none"> ● Educated 50 new agency CROs and staff interested in learning about client rights. 	Agency staff are more educated and prepared to address client rights issues at their agency.

Strategies	Action(s)	Performance Measures	Outcomes
	Advancement of Care Response priority.	<ul style="list-style-type: none"> • R Strategy Group’s findings and recommendations presented to the Board of Directors during the May 2023 General Meeting. • Participated in a site visit to Cincinnati to learn about the Alternative Response to Crisis model. 	Inclusion of Care Response within the local crisis continuum of care.
	Participated in the Livable Cuyahoga strategic planning initiative after Cuyahoga County was named an Age Friendly Community by the American Association of Retired Persons (AARP).	<ul style="list-style-type: none"> • Approximately 200 community leaders evaluated the completed needs assessments and planned actions steps towards ensuring that Cuyahoga County is an Age Friendly Community. 	A strategic plan to ensure Cuyahoga County is an Age Friendly Community.
	Conducted the 5-month probationary period review for new programs to ensure successful implementation of the ADAMHS Board’s new programs.	<ul style="list-style-type: none"> • Presentation at the June Planning and Oversight Committee Board Meeting on June 7, 2023. • 100% of new programs were assessed as progressing sufficiently and had their probationary status removed. 	Successful new program Implementation.
Strategy 1.3 Provider Diversity, Equity, and Inclusion	Conducted Client Voice training session in Diversity, Equity and Inclusion training series.	120 participants attended session.	Informed ADAMHS Board staff, Board of Directors, and provider network on DEI.
Strategy 1.4 Ongoing Technical Assistance	Continuous communication with providers’ IT staff to configure access to the GOSH system.	<ul style="list-style-type: none"> • Immediate response to providers who require assistance with the GOSH system. 	Providers submit claims and enrollments while claims department timely adjudicates with no technical problems.

Strategies	Action(s)	Performance Measures	Outcomes
	<p>Provided Crisis Intervention Team (CIT) training to law enforcement and community partners.</p>	<ul style="list-style-type: none"> • ADAMHS CIT Training Program approved by the Ohio Peace Officer Training Academy (OPOTA) for 16 credit hours towards certification. • Provided CIT Training, a Refresher Course and Dispatch Training to 20 agencies for a total of 54 individuals: <ol style="list-style-type: none"> 1. Broadview Heights Police Department 2. Case Western Reserve University Police Department 3. Cleveland Airport 4. Cleveland Heights Police Department 5. Cleveland Public Library 6. Cleveland State University Police Department 7. Cuyahoga Community College 8. Cuyahoga County Sheriff's Department 9. Independence Police Department 10. Lakewood Municipal Court 11. Lakewood Police Department 12. Lyndhurst Police Department 13. MetroHealth Police Department 14. Newburgh Heights Police Department 15. North Royalton Police Department 16. Olmsted Township Police Department 17. Rocky River Police Department 18. Strongsville Police Department 19. Valley View Police Department 20. Westlake Police Department • Provided CIT Training to four Community Partners for a total of six attendees: <ol style="list-style-type: none"> 1. Cleveland Municipal Court 2. Cleveland Public Library 3. Greater Cleveland Regional Transit Authority 4. Esperanza 	<p>Law enforcement officers and community partners can identify and address serious mental illness, reducing stigma and directing individuals with mental illness to needed treatment programs and away from arrest.</p>

Strategies	Action(s)	Performance Measures	Outcomes
	<p>Specific Diversion Center training to law enforcement agencies during roll calls.</p>	<ul style="list-style-type: none"> • 159 Officers from six law enforcement agencies were trained on the use of the Diversion Center through 21 Roll Calls: <ol style="list-style-type: none"> 1. Maple Heights 2. MetroParks 3. Cleveland State University 4. Brooklyn 5. RTA 6. Cuyahoga County Community College 	<p>Officers are aware of and will use the Diversion Center as an appropriate resource.</p>
	<p>Provided behavioral health training and presentations in the community.</p>	<ul style="list-style-type: none"> • CMHA Mental Health Awareness Month Events: <ul style="list-style-type: none"> ○ Provided 30-minute sessions at 9 different CMHA locations on signs and symptoms of MI/SUD and provided crisis resource material to 115 residents. ○ Attended CMHA Health and Wellness Fair at Woodhill Community Center, which had 128 attendees. ○ Provided a 45-minute session on signs and symptoms of MI/SUD and provided crisis resource material to 13 CMHA residents during UH Mental Health Awareness Month Event at King Kennedy • Tri-C Metro Student Affairs: <ul style="list-style-type: none"> ○ Provided Mental Health 101, Active Listening and Crisis Resources to 26 staff. • Reached 50 people at Bowl to Remove Stigma and Bring Awareness event. • Presentations to: <ul style="list-style-type: none"> ○ Greater Cleveland Congregations ○ The Word Church ○ Waverly Willis Barbershop Association ○ Ohio Police Chiefs Association ○ Cleveland Public Library Association 	<p>Stigma is reduced and members of community organizations are aware of behavioral health issues and know where to receive treatment.</p>

Strategies	Action(s)	Performance Measures	Outcomes
	<p>Training Institute Sessions provided on a variety of behavioral health topics.</p>	<ul style="list-style-type: none"> ○ YMCA Association <ul style="list-style-type: none"> ● 441 individuals attended six Training Institute sessions on the following topics: <ul style="list-style-type: none"> ○ Gambling Awareness ○ Question, Persuade and Refer: Suicide Prevention ○ Mental Health First Aid ○ Trauma Informed Care ○ Addiction Awareness. ● Training Demographics: <ul style="list-style-type: none"> ○ 127 people identified as Caucasian/White. ○ 105 people identified as African American/Black. 	<p>Behavioral health workers, clients, family members and the public are well-versed in essential mental health, addiction and recovery topics.</p> <p>Credentialed behavioral health workforce.</p>
	<p>Board staff are well represented in community organizations.</p>	<ul style="list-style-type: none"> ● Ongoing member of Overdose Prevention Workgroup facilitated by the Cuyahoga County Board of Health. Participate in monthly meetings to discuss Board’s role in providing Overdose Prevention Resources as part of our Community CIT program. ● Director of Education and Training and the Chief Strategy and Performance Officer serve on Executive Committee for the Cleveland Citizen Police Commission Series: <i>Impact of Police Brutality on Black Mental Health</i>. ● Director of Education and Training serves as the Chair for the Mental Health Response Advisory Committee Training Committee (MHRAC), which is responsible for the implementation and coordination of several training areas within the City of Cleveland Settlement Agreement. 	<p>Staff from local organizations and businesses understand how behavioral health issues may impact work.</p>

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> • Chief Strategy and Performance Officer and a Training Officer participated in a site visit to Cincinnati to learn about the Alternative Response to Crisis model in Cincinnati. • Training Staff attended the Law Enforcement Executive Training Committee on April 19 facilitated by Cuyahoga County Community College. Purpose of the Committee is to solicit and support ideas for leadership training among police departments. • Staff participated on Radio One broadcast on April 28 to talk about the importance of May is Mental Health Month. 	

Strategic Goal 2 – Measuring Impact: Measure and evaluate our performance and impact through stronger partnerships with our clients and providers.

Strategies	Action(s)	Performance Measures	Outcomes
<p>Strategy 2.1 Utilization of Client Feedback</p>	<p>Held quarterly Agency Chief Financial Officer (CFO) meeting on April 24, 2023.</p>	<ul style="list-style-type: none"> Discussed state fiscal year programs and policies related to carryover funding. Advised provider agencies that in order to maximize our billing system (GOSH) they must access system generated reports regarding claims status. Discussed the need for thorough and organized backup documentation to support program expenditures. 	<p>Provider agencies are following current financial requirements.</p>
<p>Strategy 2.2 Provider Accountability, Data Collection, and Analysis</p>	<p>Provided insights to the OhioMHAS Ohio Housing Scan and Racial Equity Team on ADAMHS Board diversity, equity and inclusion planning and activities.</p>	<ul style="list-style-type: none"> Met with C4 Innovations, the consultant for the project that provided the information to OhioMHAS. 	<p>Ensuring Cuyahoga County information and accomplishments are included in state-level ongoing quality improvement data collection.</p>
	<p>Review all approved IP addresses for GOSH system and remove unused or extra addresses.</p> <p>SHARES data imported into SQL database with all other legacy (MACSIS) and current (GOSH) claims data.</p> <p>Held two Monitoring and Evaluation Workgroup Meetings with Providers.</p>	<ul style="list-style-type: none"> Assessing extraneous amount of IP addresses approved to access GOSH and limited providers to only necessary addresses. Work with providers’ IT departments to ensure security measures are accurately followed for access to GOSH. Claims systems previously utilized by The ADAMHS Board held legacy claims and enrollment data which resided in scattered locations. All data has been imported into a central location for convenient access to data and reports. During the two meetings, Providers were: 	<p>Enhanced security and documentation.</p> <p>Improved access and consistency of claims data.</p>

Strategies	Action(s)	Performance Measures	Outcomes
	<p>Continued 2023 Annual Compliance Assessment.</p> <p>Held trainings in May for providers using DESSA and DECA software to report outcomes.</p> <p>CY 2022 ADAMHS Board of Cuyahoga County Annual Report developed and approved by Board of Directors and disseminated to stakeholders and the community.</p>	<ul style="list-style-type: none"> ○ Briefed on upcoming Client Records Assessment. ○ Informed of upcoming May DESSA and DECA Trainings. ○ Reminded of the upcoming 2023 6-month Outcomes Narrative Report. ○ Given a demonstration as to how to enter data into the WizeHive System. <ul style="list-style-type: none"> ● Began the Client Records phase and completed the Staffing phase of the Annual Assessment process. ● Users of DESSA and DECA software were shown how to correctly input data. ● Annual Report providing funding details, analysis of clients served in treatment and support services, and accomplishments made by the ADAMHS Board. 	<p>Providers use monitoring and evaluation tools and are aware of upcoming compliance requirements.</p> <p>Compliance with ADAMHS Board provider contracts from the perspective of client information retained by providers.</p> <p>Providers correctly enter information in the DESSA and DECA.</p> <p>ADAMHS Board of Directors and the community at-large are better informed of activities and accomplishments of the ADAMHS Board and services provided.</p>
	<p>Conducted Racial Equity Data Analysis of 2022 Outcomes Narrative Data.</p>	<ul style="list-style-type: none"> ● RedCon, DEI Consultant, submitted report of analysis including distribution of services, barriers and assets to access. 	<p>A collaborative and diverse mental health, addiction and recovery support system that embeds equity and inclusion to meet the needs of residents of Cuyahoga County in a culturally responsive manner.</p>

Strategic Goal 3 - Maximizing Available Funding: Maximize available funding to ensure that services are provided to the community in an effective and efficient manner.

Strategies	Action(s)	Performance Measures	Outcomes
<p>Strategy 3.1 Funding Diversification</p>	<p>Applied for OhioMHAS: \$6.5million in American Rescue Plan Act (ARPA) Crisis Capital Funding Part I for the Adam - Amanda Centers as a part of the Northeast Ohio Collaborative.</p> <p>Applied for OhioMHAS: \$7 million in America Rescue Plan Act (ARPA) Crisis Capital Funding Part II for a Crisis Center for Cuyahoga County.</p>	<ul style="list-style-type: none"> • Awarded \$5,969,956 from a time period of July 1, 2023 through September 30, 2026 of which approximately \$1.3 million will go to the ADAMHS Board. • ADAMHS Board working with St. Vincent and MetroHealth for one-time infrastructure investment for the planned Crisis Center at St. Vincent. • OhioMHAS indicated that the determination of ARPA Part II one-time infrastructure funds should be made in the first part of August. 	<p>Establishment of Adam-Amanda Centers (short term residential step down/step up facilities):</p> <ul style="list-style-type: none"> • Signature Health/ORCA House in Cuyahoga • Crossroads Health North Coast House and C.H. Everett Clinic in Lake/Ashtabula • Ravenwood Health Metzenbaum Center Houses in Geauga.
	<p>CEO advocated to sustain and increase funding for mental health and substance use treatment and recover services in the SFY24/25 State Budget.</p>	<ul style="list-style-type: none"> • CEO provided testimony before the Ohio House Finance Committee and issued letters to the Cuyahoga County Delegation in the Ohio House of Representatives. • CEO provided testimony before the Ohio Senate Finance Committee and issued letters to the Cuyahoga County Delegation in the Ohio Senate and spoke numerous times with the Senate Finance Chair/Conference Committee member and his staff. 	<p>SFY24/25 State Budget favorable for behavioral health:</p> <ul style="list-style-type: none"> • 421 continuum of care line item maintained and increased to \$107,489,000. • 10% increase in Medicaid rates for behavioral health services. • \$7 million for problem gambling. • Increased investment in residential state supplement (RSS) line. • Changes to Board composition to 15, 12 or 9 members. • Boards can receive information related to agency certification and investigations included in statute. • Recovery housing certification.

Strategies	Action(s)	Performance Measures	Outcomes
Strategy 3.2 Budgeting and Resource Allocation	CEO informed the Board of Directors of options for CY24 funding and budget allocation plan.	<ul style="list-style-type: none"> Analysis of current funding portfolio to determine provider strengths and weaknesses related to their current contracted services. 	Approval from Board of Directors on CY24 funding process which will continue current program funding with some adjustments based on actual spending patterns and performance measures.
	Examine OarNet (Internet Service Provider co-op) metrics to analyze transmission speeds within The ADAMHS Board internal network.	<ul style="list-style-type: none"> Obtained and compared pricing for higher bandwidth speeds, coordinating the process to upgrade. 	Improved internal digital system communication and reliability at a reduced cost.

Strategic Goal 4 - Maintaining a High-Performing Organization: Maintain a high performing organization with solid systems support.

Strategies	Action(s)	Performance Measures	Outcomes
Strategy 4.1 Systems and Infrastructure	<p>Provided feedback to partner systems and provider agencies.</p> <p>Met with QuickBooks representative to discuss system options.</p>	<ul style="list-style-type: none"> • Held quarterly meeting with the Cuyahoga County Office of Budget and Management Administrator to review the ADAMHS Board allocation from the County Levy and discuss how levy funds are utilized to meet the needs of citizens within the County. • Discussed maximizing utilization of QuickBooks. 	<p>Collaboration with the County Fiscal Office.</p> <p>Efficiencies in QuickBooks achieved that will help in report generation.</p>
	<p>Staff participated in trainings for further professional development.</p> <p>Staff served as topic experts.</p>	<ul style="list-style-type: none"> • Staff participated in the following trainings: <ul style="list-style-type: none"> ○ Annual OACBHA Opiate conference in Columbus. ○ Annual Cuyahoga Problem Gambling Coalition Symposium. ○ Substance Use Disorder in Women; History Use and Treatment training. ○ 2023 African American Behavioral Health Conference from Kirwan Institute. ○ Mental Health Awareness Month Symposium on strength-based approaches supporting the whole child. ○ DEI trainings on inclusion culture and client voice. ○ Ohio Childrens Initiative CANS and TCOM training. ○ OhioMeansJobs Training. ○ Ohio Suicide Prevention Foundation trainings on topics including utilizing data-driven decisions and logic models in coalitions, as well as LGBTQ+ youth data and providing affirming spaces. ○ Ohio Coalition Institute Summit from the Ohio Suicide Prevention Foundation. 	<p>Qualified ADAMHS Board staff.</p> <p>ADAMHS Board staff seen as the authority on behavioral health issues.</p>

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ Suicide Prevention In the Black Community Summit from the Ohio Suicide Prevention Foundation. ○ HB123 Virtual Session to Support Implementation of the Health Curriculum from Education Services Center of Northeast Ohio. ○ Framing Youth Mental Health for Well-Being and Opportunity from the Annie E. Casey Foundation. ○ School SUCCESS Conference from Miami University’s School-Based Center of Excellence. ○ Problem Gambling Coalition’s Cleveland Casino Tour. ○ Children’s Alliance 50th Anniversary Annual Conference in Columbus. <ul style="list-style-type: none"> ● Staff were topic experts/presentations given: <ul style="list-style-type: none"> ○ Trainer for the Comprehensive Opioid, Stimulant, and Substance Use Program's (COSSUP) Overdose to Action Grant’s Overdose Fatality Review Next of Kin (NOK) Interview Training and taught attendees from more than 20 states best practices in the process. ○ Participated in a radio interview on FCB Radio Network Cleveland to discuss the partnership between ADAMHS and RTA to promote 988. 	

Strategic Goal 5 - Strengthening Behavioral Health Workforce: Attract and retain the most motivated and competent professionals in behavioral health to fill staffing needs for the Board and our providers.

Strategies	Action(s)	Performance Measures	Outcomes
<p>Strategy 5.1 Strengthen the Talent Recruitment Pipeline</p>	<p>Scheduled provider agency student tours through the Greater Cleveland Career Consortium to create awareness about behavioral health careers.</p> <p>Scheduled “Career Chat” opportunities with local school districts through the Greater Cleveland Career Consortium.</p>	<ul style="list-style-type: none"> • Commitment from three provider agencies to participate in the student tours. • Staff will conduct 30-minute Zoom calls with students to talk about their profession. 	<p>Prepared and engaged future behavioral health workforce.</p>
<p>Strategy 5.2 Diverse Recruitment and Retention Strategies</p>	<p>Served as Community Preceptor for a Cleveland State University student’s Capstone Project on Public Health Practice and Issues.</p> <p>Conducted job description analysis of vacant positions within the ADAMHS Board network.</p> <p>Developed recruitment guidance to reach minority professionals infographic.</p> <p>Served on the Infant and Early Childhood Behavioral Health Workforce Development Committee and the Funders Group.</p> <p>Announced State of Ohio workforce initiatives (the Great Minds Fellowship, Wellness Workforce Welcome Back Campaign, Behavioral Health Workforce</p>	<ul style="list-style-type: none"> • Student progressed through program and met assignment goals. • RedCon, DEI Consultant, submitted report of analysis. • RedCon, DEI Consultant, submitted infographic. • Group selected a consultant to identify ways to strengthen the IECMH workforce. • OhioMHAS plans to implement first of these initiatives, the fellowship, by fall semester. 	<p>A prepared and engaged future behavioral health workforce.</p> <p>Recruit and retain a strong behavioral health workforce.</p> <p>Recruit and retain a strong behavioral health workforce.</p>

Strategies	Action(s)	Performance Measures	Outcomes
	Technical Assistance Center) to relevant stakeholders including Board members, provider network, OhioMeansJobs and higher education partners		

Strategic Goal 6 - Sharing Information: Maximize public awareness of behavioral health services and agencies through comprehensive marketing and communications strategies that utilize all media platforms.

Strategies	Action(s)	Performance Measures	Outcomes
Strategy 6.1 Strengthen Brand Awareness	Hosted client Lunch and Learn sessions at two contracted provider agencies educating clients about Power of Attorney, HIPAA, and employment resources.	<ul style="list-style-type: none"> • 30 to 40 clients participated in each Lunch and Learn session. 	Clients are educated about issues related to POA, HIPAA, and employment opportunities, along with being more familiar and knowledgeable about the different services available in the community.
	ADAMHS Board of Directors, CEO and staff were visible in the community.	<ul style="list-style-type: none"> • Community events participated in: <ul style="list-style-type: none"> ○ Information session at Middleburg Heights Council Office regarding CCBDD’s Fowles Home. ○ OhioGuidestone’s <i>Continuing to Help Dads Thrive...1 Year Later</i> regarding fatherhood data, programs, and resources. ○ Taking Back Our Youth (TBOY)’s <i>Protect Youth Mental Health</i> first event of a three part summer series. ○ NAMI Greater Cleveland Annual Meeting. ○ PEP Annual Event. ○ Applewood Annual Meeting. • Staffed resource tables at the following events/businesses: <ul style="list-style-type: none"> ○ Howmet Aerospace ○ Homeless Standdown ○ Pride in CLE ○ TYHP Expo ○ Eaton Corp Health Fair ○ Zelma George Health Fair ○ ESPN Block Party ○ Addiction in Our Community event in Chagrin Falls 	An informed community about the ADAMHS Board of Cuyahoga County and behavioral health issues.

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ Gambling Coalition Symposium 	
	2023 ADAMHS Board Annual Meeting Bruch, Awards Ceremony and Art Contest	<ul style="list-style-type: none"> ● Over 400 attendees. ● 56-piece client art show. ● CY22 Annual Report approved and distributed. ● Cleveland City Councilman Conwell’s Band. ● Helping Hand Award recipients: <ul style="list-style-type: none"> ○ Calil “JUST C.O.S.” Cage ○ Rita Jermann ○ LaToyia D. Jones ○ Donna Weinberger ○ Shelly Williams ○ WOIO 	ADAMHS Board viewed as an authority on behavioral health issues, honors people in the community and shares resources.
	CEO and ADAMHS Board visible in the media.	<ul style="list-style-type: none"> ● 31 media hits ● Social media: <ul style="list-style-type: none"> ○ 945,305 Impressions ○ 2,227 Engagements ○ 745 Link Clicks 	ADAMHS Board viewed as an authority on behavioral health issues and a resource for the media. Community informed about the ADAMHS Board of Cuyahoga County.
Strategy 6.2 Advocacy and Thought Leadership	ADAMHS Board CEO and staff and participate on local and statewide Boards and committees.	<ul style="list-style-type: none"> ● Continued leadership in state, county, and local coalitions and task forces: <ul style="list-style-type: none"> ○ AIDS Funding Collaborative ○ Greater Cleveland Coordinating Response to Human Trafficking ○ Hoarding Connection of Cuyahoga County ○ Healing Community Study Advisory Board ○ Cuyahoga County Problem Gambling Coalition ○ Cuyahoga County Opiate Task Force ○ OhioMHAS Recovery Housing Workgroup 	ADAMHS Board viewed as an authority on behavioral health issues and a resource in making local and statewide decisions.

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ Trauma Collaborative ○ Child Fatality Review Committee Meetings ○ Youth Homelessness CCP Committee Meetings ○ Case Coordination Meetings with DCFS, CCBDD, and Residential Providers ○ Northeast Ohio Coalition for the Homeless Outreach Leaders Meeting ○ Cuyahoga County Suicide Prevention Coalition ○ Northeast Ohio Suicide Prevention Coalition Connections meetings ○ Fetal Infant Mortality Review ○ Cuyahoga Fatherhood Initiative Steering Committee ○ Safe Babies Court Active Community Team ○ Northeast Ohio Chapter of Infant Mental Health ○ Educational Stability Network meetings ○ Cuyahoga College Campus Mental Health Coalition ○ OhioMHAS Advisory Board for Strategic Prevention Framework for Prescription Drug Misuse (SPF Rx) ○ Notice of Funding (NOFA) Review Committee ○ Homicide Review Commission ○ Domestic Violence Review Committee ○ Ohio Aging and Behavioral Health Alliance ○ DCFS Placement Crisis Subcommittee ○ Community Based Correctional Facility Board ○ One Ohio Region Three Board ○ OhioMHAS Crisis Committee 	

Strategies	Action(s)	Performance Measures	Outcomes
		<ul style="list-style-type: none"> ○ CEO asked to represent NEO on the OhioMHAS Certified Community Behavioral Health Clinic CCBHC Advisory Committee 	