

Appendix C: 10 Initial Strategic Initiatives

POSSIBLE STRATEGIC GOAL # 1:

To increase sustainability and stability of public health funding.

Aligns with PHAB Standard(s):

DOMAIN 11: Maintain administrative and management capacity
Standard 11.2: Establish Effective Financial Management Systems

Employee input for KCPHD short and long term goals:

- **Guaranteed local funding 50% of budget, decreased reliability on county funds, increased diversity of fund sources**
- **Identify county gaps in services that KCPHD could fill (billable services)**
- **Develop investment plan for fund balance funds**
- **Implement private insurance billing**

POSSIBLE STRATEGIC GOAL #2:

To increase community partnerships and strengthen KCPHD community presence by raising awareness of Public Health.

Aligns with PHAB Standard(s)

DOMAIN 3: Inform and educate about public health issues and functions

Standard 3.1: Provide Health Education and Health Promotion Policies, Programs, Processes, and Interventions to support Prevention and Wellness

Standard 3.2: Provide Information on Public Health Issues and Public Health Functions Through Multiple Methods to a Variety of Audiences

DOMAIN 4: Engage with the community to identify and address health problems

Standard 4.1: Engage with the Public Health System and the Community in Identifying and Addressing Health Problems Through Collaborative Processes

Standard 4.2: Promote the Community's Understanding of and Support for Policies and Strategies That will Improve the Public's Health

Employee input for KCPHD short and long term goals:

- **Increase community partnerships and collaborations on an organizational level—KVH, CWU, business (Chamber), schools**
- **Increased community and legislative/policy-maker visibility**
- **Noticed, measurable, sustainable impact in our community in a variety of health related opportunities**
- **Better collaboration between KVH and Public Health**

POSSIBLE STRATEGIC GOAL #3:

To increase and strengthen existing Chronic Disease Prevention Program(s)

Aligns with PHAB Standard(s):

DOMAIN 3: Inform and educate about public health issues and functions

Standard 3.1: Provide Health Education and Health Promotion Policies, Programs, Processes, and Interventions to support Prevention and Wellness

Standard 3.2: Provide Information on Public Health Issues and Public Health Functions Through Multiple Methods to a Variety of Audiences

Employee input for KCPHD short and long term goals:

- **Smoke free campus policies—KVH, fairgrounds, CWU**
- **Develop chronic disease prevention activities and programs**
- **"Fitness if Fun" Advocate to promote quick, fun movement sessions, that parents can do with their children**
- **Once a month nutrition classes, including a prep /cooking segment to teach county how easy it is to create healthy meals at home.**
- **An afterschool fitness and nutrition program for kids and parents in Kittitas County**
- **Tie exercise promotion in to mental health promotion for full person health-using physical movement as a "medicine".**
- **Take lead role in improving county wellness policies and activities**
- **All WA residents have health insurance**

POSSIBLE STRATEGIC GOAL #4:

Streamline and update all policies, procedures and regulations.

Aligns with PHAB Standard(s):

DOMAIN 5: Develop public health policies and plans

Standard 5.1: Serve As a Primary and Expert Resource for Establishing and Maintaining Public Health Policies, Practices, and Capacity

Standard 5.2: Conduct a Comprehensive Planning Process Resulting in a Tribal/State/Community Health Improvement Plan

Standard 5.3: Develop and Implement a Health Department Organizational Strategic Plan

Standard 5.4: Maintain an All Hazards Emergency Operations Plan

Employee input for KCPHD short and long term goals:

- Update policies and codes to be more current

POSSIBLE STRATEGIC GOAL #5:

To create a workforce development plan which addresses diversity, professional growth, and adequate qualified staffing.

Aligns with PHAB Standard(s):

DOMAIN 8: Maintain a competent public health workforce

Standard 8.1: Encourage the Development of a Sufficient Number of Qualified Public Health Workers

Standard 8.2: Assess Staff Competencies and Address Gaps by Enabling Organizational and Individual Training and Development

Employee input for KCPHD short and long term goals:

- Increase diversity of staff and volunteers to align with the population of the county
- Increased opportunities for growth, education, and development for all staff?
- Develop and utilize staff and program work plans
- Full time nurse

POSSIBLE STRATEGIC GOAL #6:

KCPHD will become an accredited health department.

Aligns with PHAB Standard(s):

DOMAINS 1-12: All standards.

Employee input for KCPHD short and long term goals:

- Apply for public health accreditation
- Be a leader among health departments
- Increased opportunities for presenting the work we do—websites, other LHJs, conferences, etc.
- Increase capacity for doing research and studies

POSSIBLE STRATEGIC GOAL #7:

Implement an ongoing, sustainable system and culture of Quality Improvement and Performance Management.

Aligns with PHAB Standard(s):

DOMAIN 9: Evaluate and continuously improve processes, programs, and interventions

Standard 9.1: Use a Performance Management System to Monitor Achievement of Organizational Objectives

Standard 9.2: Develop and Implement Quality Improvement Processes Integrated Into Organizational Practice, Programs, Processes and Interventions

Employee input for KCPHD short and long term goals:

- Uniformity and approach of department wide systems & policies—best practices across the department
- Formalized QI, performance management, program evaluation, etc. in place
- Regularly scheduled Program Audits
- Improved equipment and vehicle replacement plans
- Improve capital facilities, include wellness in design
- Improve cleanliness, maintenance, and appearance of public spaces in health department
- Figure out how to accept credit cards for payment
- Go paperless in clinic functions
- Develop G drive guidelines
- Have all EH archives online for the public
- Address efficiency in department water processes.
- Comments Box in the waiting room (QI)

POSSIBLE STRATEGIC GOAL #8:

Increase and develop sustainable Community Assessment practices.

Aligns with PHAB Standard(s):

DOMAIN 1: Conduct and disseminate assessments focused on population health status and public health issues facing the community

Standard 1.1: Participate in or Conduct a Collaborative Process Resulting in a Comprehensive Community Health Assessment

Standard 1.2: Collect and Maintain Reliable, Comparable, and Valid Data That Provide Information on Conditions of Public Health Importance and On the Health Status of the Population

Standard 1.3: Analyze Public Health Data to Identify Trends in Health Problems, Environmental Public Health Hazards, and Social and Economic Factors That Affect the Public's Health

Standard 1.4: Provide and Use the Results of Health Data Analysis to Develop Recommendations Regarding Public Health Policy, Processes, Programs, or Interventions

Employee input for KCPHD short and long term goals:

- Plan for continuing CHA activities long term and community wide, communication plan, get CHA/CHIP sponsors
- Noticed, measurable, sustainable impact in our community in a variety of health related opportunities
- Focus CHAIN on one indicator to make a difference in, define the health department's role, strengthen community health improvement in the community (not just health department)

POSSIBLE STRATEGIC GOAL #9:

Streamline KCPHD data collection and management

Aligns with PHAB Standard(s):

DOMAIN 9: Evaluate and continuously improve processes, programs, and interventions

Standard 9.1: Use a Performance Management System to Monitor Achievement of Organizational Objectives

Standard 9.2: Develop and Implement Quality Improvement Processes Integrated Into Organizational Practice, Programs, Processes, and Interventions

DOMAIN 10: Contribute to and apply the evidence base of public health

Standard 10.1: Identify and Use the Best Available Evidence for Making Informed Public Health Practice Decisions

Standard 10.2: Promote Understanding and Use of Research Results, Evaluations, and Evidence-based Practices with Appropriate Audiences

DOMAIN 11: Maintain administrative and management capacity

Standard 11.1: Develop and Maintain an Operational Infrastructure to Support the Performance of Public Health Functions

Employee input for KCPHD short and long term goals :

- Strengthen and streamline data collection
- Monitoring and maintaining data collection
- Keep up with technology advances for data collection
- Paperless data collection, entry and archiving
- ARC GIS connected data for graphical representation
- Have all EH archives online for the public
- Work on File Room archiving

POSSIBLE STRATEGIC GOAL #10:

Improve internal collaboration and communication between KCPHD divisions.

Aligns with PHAB Standard(s):

DOMAIN 8: Maintain a competent public health workforce

Standard 8.1: Encourage the Development of a Sufficient Number of Qualified Public Health Workers

Standard 8.2: Assess Staff Competencies and Address Gaps by Enabling Organizational and Individual Training and Development

Employee input for KCPHD short and long term goals:

- Updating succession plan
- Cross train staff—front desk, community health, environmental health, assessment, finance, health officer
- Strong collaboration between department teams to implement programs in our community
- Strong sense of identity, mission, direction for future throughout the department