

Adams County Health Department:

Strategic Planning Overview

September 28, 2023

Erin Phillips, Performance Excellence Manager





ADAMS COUNTY
HEALTH DEPARTMENT

Your Health. Our Mission.

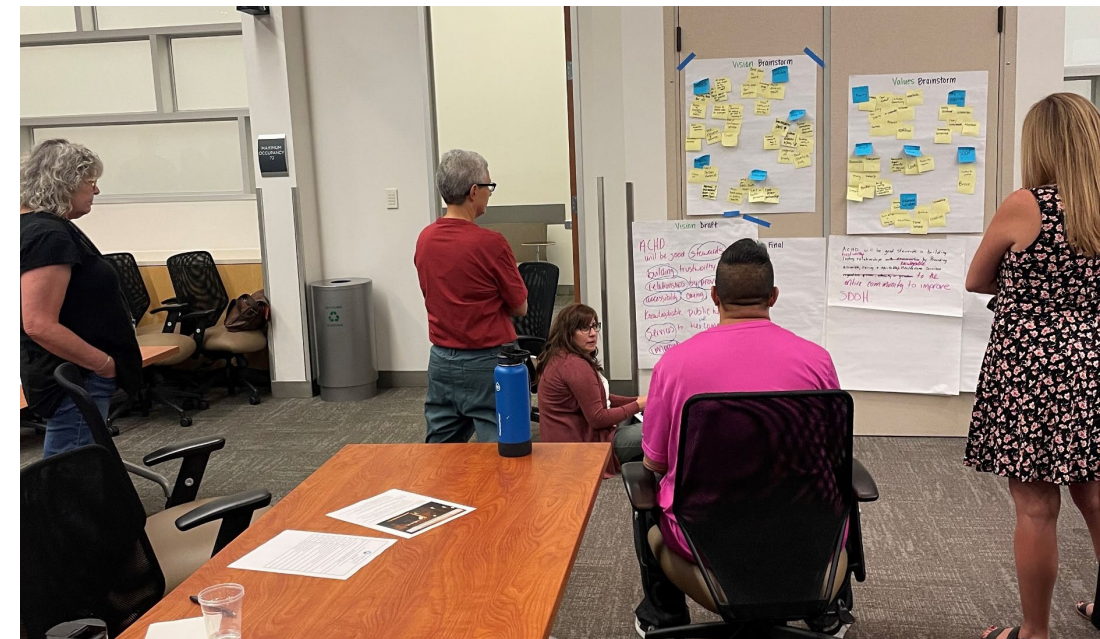


Strategic Planning Approach



Partnering with communities to transform and create a more inclusive and healthier tomorrow.





Through partnerships, create equitable, integrated systems that support happy, healthy and thriving communities.



Draft Values Statements

- Accessible
- Integrity
- Community-Driven
- Collaborative
- Equity
- Diversity
- Inclusion
- Justice
- Courage



Strategic Planning Expectations Brainstorm

- For participants to have fun
- Excitement
- Shared energy and work together
- Common language for promoting ACHD
- Clear accountability structure
- Ownership and buy-in of strategic plan
- BOCC buy-in (resources)
- Resources to follow
- Thinking about what we need vs what seems realistic
- Employee buy-in
- Community buy-in
- Increase community outreach engagement
- Alignment
- Direction
- Aligned overarching priorities
- Connection to work
- Plan is integrated (does not create more silos)
- Cohesion and alignment of priorities across departments
- Build/increase understanding of department programs
- Realistic/achievable goals
- Innovative ideas
- Intentional innovative opportunities
- Collective vision
- Structure around equity work and incorporation at all levels
- Use of data on disequity to inform goals/plan
- More public data and info to share externally
- Including at risk populations/equity in all levels
- Focus on SDOH and supporting programs to address SDOH
- Focus on SDOH and vulnerable communities
- Specific goals on equitable access to mental health care and SUD care
- More efforts for prevention in substances and youth
- Commitment to clean air, water, soil and environmental justice
- Plan for tobacco licensing/vaping
- Work on local retail tobacco licensing
- Decrease impact of O&G for Adams County residents
- Education campaigns around what ACHD does
- Goal – ACHD as Chief Health Strategist with communication team
- Goal – focus on equity
- Goal – addressing racism as a public health problem
- Goal – partnership with community health centers
- Goal – community engagement and trust building
- Goal – internal and external communication
- Goal – advancement and uptake of innovative technology
- Goal – workforce development

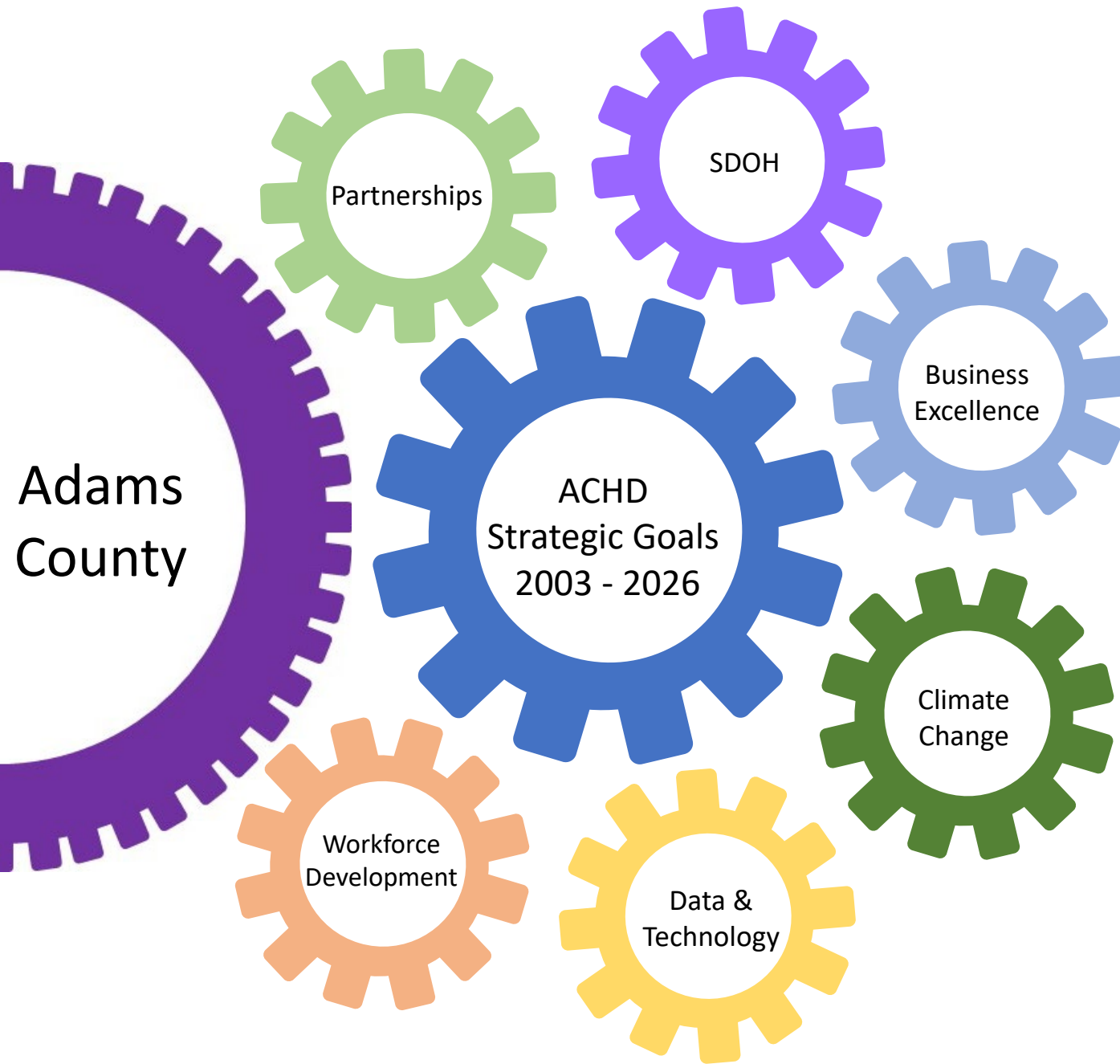


CHIP and Strategic Plan Connection





Adams County Health Department 2023 – 2026 (Draft) Strategic Priorities



Partnerships – Darci Martinez, Monica Buhlig

- In the next 3 years, establish and nurture sustainable community partnerships to foster mutual trust, engagement, and collaboration, ultimately driving positive social impact and improving health

SDOH – Monica Buhlig, Adam Anderson

- By 2026, use SDOH and demographic client and population data to increase our reach to populations not currently being reached, and increase capacity to inform environment, system, and policy-change strategies

Business Excellence – Michael Young-Hall, Brian Hlavacek

- By 2028, become the foremost beacon of Business Excellence, our vision is to elevate Adams County Health Department to a position of unparalleled recognition as a premier Local Public Health Agency in the Nation

Climate Change – Brian Hlavacek, Michelle Harris

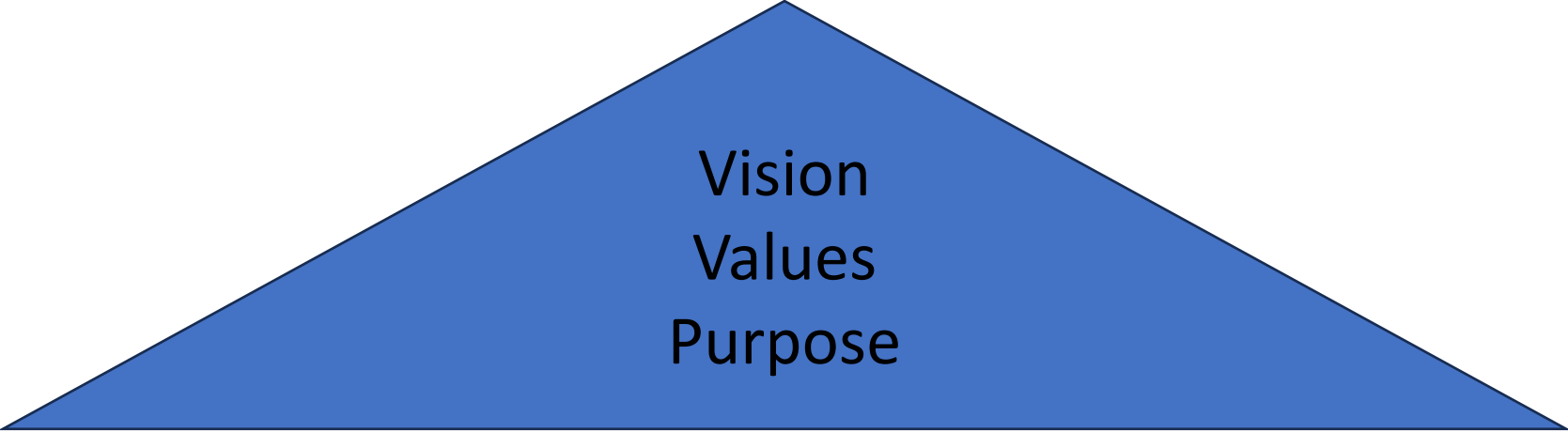
- Within 3-5 years, 3-6 divisions will have cohesive strategies to confront climate-related health impacts, focusing on disproportionately impacted communities

Data and Technology – Adam Anderson, Darci Martinez

- Over the next 3-5 years, develop staff data skills and infrastructure across the health department to improve ease of access to data and drive programmatic decision-making

Workforce Development – Michelle Harris, Michael Young-Hall

- By 2025, develop and implement a comprehensive workforce development plan that reflects our diverse community through inclusive and equitable strategies



Business Excellence

Climate Change

Data and Technology

Partnerships

SDOH

Workforce Development

Equity • Policy • Systems

Robust 18-Month Action Plan

Goal, Objective or Action	Actions	Metrics	SPA (Single Point of Accountability)
Goal	<ul style="list-style-type: none"> By 2028, become the foremost beacon of Business Excellence, our vision is to elevate Adams County Health Department to a position of unparalleled recognition as a premier Local Public Health Agency in the Nation 	The target will be a department wide Roadmap resulting in a cohesive strategy resulting in increased and diversification of funding for ACHD	MY Michael Young-
Objective	<ul style="list-style-type: none"> Diversified and sustainable funding strategy 		RA Roslyn Asuncio
Tactic	<ul style="list-style-type: none"> Hire the Funding Strategist 	Funding Strategist is hired	MY Michael Young-
Action	Onboard funding strategist		
Tactic	<ul style="list-style-type: none"> Creation of the Department wide Strategic Funding Workgroup 	A workgroup that includes one individual from each division that will be the spokes person in informing the strategy	MY Michael Young-
Action	Identify workgroup members with participation from each division		
Action	Have a workgroup kick off meeting		
Action	Build a charter		
Action	Specify definition of community partner		
Action	Create a workgroup workplan		
Tactic	<ul style="list-style-type: none"> Internal ACHD Environmental Scan of current funding sources 	Dashboard or collection of information that is collected in the environmental	RA Roslyn Asuncio
Action	Work with each division & program to identify current funding sources		
Action	Facilitate the identification of funding sources and future needs, interest, and gaps in their funding.		
Tactic	<ul style="list-style-type: none"> External environmental scan of funding sources of current community partners 	Dashboard or collection of information that is collected in the environmental	M mbuhlig@adco
Action	Connect with divisions to identify current community partners		
Action	Facilitate the identification of funding sources and future needs, interest, and gaps in their funding and ideas for services and SOW expansion.		
Tactic	<ul style="list-style-type: none"> Internal ACHD Environmental scan of potential funding needs 	Dashboard or collection of information that is collected in the environmental	MY Michael Young-
Action	Work with each division and program to identify their current and future needs and ideas for service and SOW expansion.		
Action	Identify funding opportunities to increase capacity for each program to support partnership development and engagement		



Governance – Operations Committee

Operations Committee

- Responsible for overseeing day-to-day activities and functions of the strategic plan
- Focuses on the tactical and operational aspects of the plan
- Ensures that tasks are:
 - Executed efficiently
 - Resources are allocated effectively
 - Goals are achieved in line with the overall strategy
- Collaborate to:
 - Address immediate challenges/barriers
 - Optimize processes
 - Align opportunities/outcomes

Operations Committee Members

- Erin: Chair, **systems**
- Deputy Director: Back-up chair
- Raven: **Partnerships**, Erin's Backup
- Jennifer: Communications
- Gabriela: **Data and Technology**
- Roslyn: **Business Excellence**
- Ray: **Climate Change**
- Gwyn: **Business Excellence**
- Tenesha: **Workforce Development**
- Sylvia: **SDOH, equity**
- Michael: **Policy**



Governance – Steering Committee

Steering Committee

- Sets the direction and guides the long-term vision of the strategic plan
- Provides strategic guidance, makes critical decisions, and aligns the organization's efforts with its overarching goals
- Ensures that the organization remains on track to achieve its strategic objectives

Steering Committee Membership

- Kelly: Chair and Executive Sponsor
- Adam: **Data and Technology**
- Brian: **Climate Change**
- Darci: **Partnerships**
- Michael: **Business Excellence**
- Michelle: **Workforce Development**
- Monica: **SDOH**
- Erin: Liaison from Operations
- Staff members?
- BOH member?

