



Strategic Plan

2023

Vision

Optimal health for the communities of the North Central District - Henry, Shelby, Spencer and Trimble counties.

Values

Collaboration in our communities

Accountability in Public Health

Respect in the workplace

Equity and inclusion in all we do

Service to others with integrity and compassion

The North Central District Health Department
CARES



Mission

Provide innovative, diverse and inclusive population-based public health as a leader through education, disease prevention, regulation adherence and communicable disease control.

Goal 1

NCDHD will increase community collaboration and public visibility to the communities it serves.

Objective 1 - Increase NCDHD interactions with the communities it serves through intentional planning and implementation of population-based community health services through the Public Health Transformation Model.

Objective 2 - Through Public Health Transformation priorities, enhance community partnerships and identify and establish new partners.

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 1 - Educate, advocate for and implement a harm reduction program in NCDHD communities.

Objective 2 - Educate and advocate for mental health awareness in NCDHD communities.

Objective 3 - Educate the community using evidence-based practices that promote the prevention of communicable diseases.

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 1 - Increase productivity through the implementation and enhancement of technology used throughout the district.

Objective 2 - Develop and assess a plan for district asset management through Fiscal Year 2023.

Objective 3 - Create and execute an organizational focus on communication, recruitment opportunities and staff development.

Goal 1

NCDHD will increase community collaboration and public visibility to the communities it serves.

Objective 1

Increase NCDHD interactions with the communities it serves through intentional planning and implementation of population-based community health services through the Public Health Transformation Model.

Strategy 1: Increase the number of families/patients served through the Public Health Transformation foundational and core priorities - HANDS, Safe Sleep/Cribs for Kids, WIC, Well-child exam, childhood immunizations and STD testing.

Measurables: Increase by at least 3% the new, unduplicated patients/services by providing walk-in and same-day appointments in clinics and increased advertising and referral sites of HANDS and Safe Sleep/Cribs for Kids. Well-child exam increase contingent upon nursing staff receiving training.

Person/Area Responsible: Clinical/Community Team/Public Information Officer (PIO)

Quarterly Progress:

Outcome:

Goal 1

NCDHD will increase community collaboration and public visibility to the communities it serves.

Objective 2

Through Public Health Transformation priorities, enhance community partnerships and identify and establish new partners.

Strategy 1: Contact current partners to gauge interest in expanding relationships to increase services provided by the North Central District.

Measurables: Contact 25% of existing partners per quarter and increase services provided with current partnerships by at least 3% per quarter.

Person/Area Responsible: Community Team/Clinical

Quarterly Progress:

Outcome:

Goal 1

NCDHD will increase community collaboration and public visibility to the communities it serves.

Objective 2

Through Public Health Transformation priorities, enhance community partnerships and identify and establish new partners.

Strategy 2: Create new community partnerships to expand the North Central District's environmental, epidemiology and clinical footprints in our communities.

Measurables: Create at least one (1) new community partnership within each North Central District county.

Person/Area Responsible: Community Team/Clinical/Environmental/Epidemiology/PIO

Quarterly Progress:

Outcome:

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 1

Educate, advocate for and implement a harm reduction program in North Central District communities.

Strategy 1: Reengage and expand the SUDS coalition with monthly meetings and new community partnerships.

Measurables: Increase attendance by at least one (1) community partner per county in SUDS meetings and events by individually sharing the SUDS message with sheriffs, local PD, EMS and school districts in all four (4) counties.

Person/Area Responsible: Community Team/PIO

Quarterly Progress:

Outcome:

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 1

Educate, advocate for and implement a harm reduction program in North Central District communities.

Strategy 2: Educate local boards, city and county governments and community on expanded strategies for harm reduction – specifically needle exchange programs and the benefits to the community.

Measurables: Create and present an informative presentation that begins with Trimble County to show the effects of substance use disorder in our four (4) counties and how harm reduction efforts, including a needle exchange program, can create positive change in the communities.

Person/Area Responsible: Epidemiology/PIO/Clinical/Community Team

Quarterly Progress:

Outcome:

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 2

Educate and advocate for mental health awareness in NCDHD communities.

Strategy 1: Expand the availability and opportunity for mental health programs in the community like the Question Persuade Refer (QPR) training and the bullying/suicide prevention program established in 2022.

Measurables: Provide more community training opportunities in mental health programs and expand bullying/suicide prevention program into elementary and high schools within the district.

Person/Area Responsible: Community Team/Epidemiology/Clinical

Quarterly Progress:

Outcome:

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 2

Educate and advocate for mental health awareness in NCDHD communities.

Strategy 2: Create new partnerships with community members to expand information and access to mental health awareness programs within our communities.

Measurables: Explore and identify telehealth partnerships to provide more timely opportunities for mental health assistance within NCDHD communities – specifically through ACA providers – through the use of webinars and/or community events.

Person/Area Responsible: Community Team/PIO/Clinical/HR

Quarterly Progress:

Outcome:

Goal 2

Enhance the emotional, mental and physical well-being of NCDHD communities through collaborative partnerships.

Objective 3

Educate the community using evidence-based practices that promote the prevention of communicable diseases.

Strategy 1: Increase the promotion of best practices to prevent communicable diseases by the North Central District through educational materials shared on social media, websites, billboards and other public arenas.

Measurables: Expand the areas we currently distribute information beyond health department events and facilities by utilizing partnerships within North Central District communities to help share printed information. We should gain at least two (2) new partnerships for information distribution per county for FY23.

Person/Area Responsible: PIO/Community Team/Clinical/Environmental

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 1

Increase productivity through the implementation and enhancement of technology used throughout the district.

Strategy 1: Purchase and implement Electronic Health Medical Record technology.

Measurables: Completion of implementation to live access by Jan. 15, 2023.

Person/Area Responsible: Finance Department/Information Technology (IT)

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 1

Increase productivity through the implementation and enhancement of technology used throughout the district.

Strategy 2: Improve staff portability between buildings through technology upgrades and staff training.

Measurables: Integrate new district and clinic hardware and software at all five locations – including docking stations with monitors and communications upgrades by Jan, 1, 2023.

Person/Area Responsible: Finance/IT

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 2

Develop and assess a plan for district asset management through Fiscal Year 2023.

Strategy 1: Creation of a policy to track and record items to be included in the district asset management system.

Measurables: Implementation of the policy and completed inventory at all five (5) locations by the end of FY23.

Person/Area Responsible: Finance/HR

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 3

Create and execute an organizational focus on communication, recruitment opportunities and staff development.

Strategy 1: Increase information shared between district and staff by developing and implementing a technology-based communications platform by Jan. 1, 2023.

Measurables: Deciding on a platform and implementing it for each employee by Jan. 1, 2023.

Person/Area Responsible: HR/PIO/IT

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 3

Create and execute an organizational focus on communication, recruitment opportunities and staff development.

Strategy 2: Increase visibility throughout the North Central District communities with the intent of filling vacant positions by attending recruitment events and continued use of social media and electronic job boards.

Measurables: Implementation of new Applicant Tracking System and Talent Platform in FY23.

Person/Area Responsible: HR/PIO

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 3

Create and execute an organizational focus on communication, recruitment opportunities and staff development.

Strategy 3: Increase opportunities for growth and development in staff by using performance reviews to identify opportunities for continuing education and promotion.

Measurables: Create a section of the Employee Performance Evaluation to include advancement and educational opportunities by June 2023.

Person/Area Responsible: PIO/HR

Quarterly Progress:

Outcome:

Goal 3

Improve and plan for the enhancement and addition of physical and organizational structures needed for the operation of NCDHD.

Objective 3

Create and execute an organizational focus on communication, recruitment opportunities and staff development.

Strategy 4: Increase recognition and show appreciation of staff through implementation of the new Employee Recognition Plan.

Measurables: Implement the Employee Recognition Plan, with monthly events and an employee-driven awards system, throughout FY23.

Person/Area Responsible: PIO/HR

Quarterly Progress:

Outcome:

