Strategic Plan 2023-2027

Davis County Board of Health

February 14, 2023

Davis COUNTY HEALTH DEPARTMENT

Healthy Choices. Healthy People. Healthy Communities.



Strategic Plan

2023-2027

Davis COUNTY HEALTH DEPARTMENT

Strategic Plan: 2023-2027

The Davis County Health Department utilizes strategic planning to more clearly understand where our organization is today, our purpose, and to create a shared vision for the future. The 2023-2027 Strategic Plan carries over a number of the 2018-2022 strategies and goals, along with an enhanced emphasis on equity, to provide valuable direction and guidance for all employees and stakeholders as we work towards moving the organization forward in the coming years.

Mission

Promote and protect the health and well-being of the Davis County Community

Vision

Healthy Choices.
Healthy People.
Healthy Communities.

Values

Communication
Public Health Excellence
Collaboration and Partnership
Health Equity
Quality Service
Knowledgeable, Professional, and Friendly Employees

Priority 1: Healthy Communities

- Create a workplace foundation based on policies and systems focused on healthy communities.
- Prepare the community for public health emergencies.

Priority 2: Community & Partner Engagement

- Align with and advocate for community priorities.
- Coordinate and enhance partner relationships.
- Increase awareness of department and community resources.

Priority 3: Supporting & Developing Employees

- Practice clear and concise communication strategies.
- Provide a culture of learning.
- Improve staff well-being.

Priority 4: Sustainability

- Create a sustainable organization.
- Ensure all policies and standards are current.
- Ensure programs are effective, meeting community needs.
- Maintain accreditations, recognitions and certificates.

Purpose of Presentation

- Quick overview of “Strategic Plan”
  - History
  - Why do we do this?
- Where we’ve been
  - Accomplishments
  - Pandemic
- Where we’re going
  - Teams
  - “Trophy”
- Final Board approval for the 2023-2027 Strategic Plan



Strategic Plan Overview

- Defines where we are going as a Department
- Provides common understanding of our mission, vision, values, and priorities
- Creates a template for our employees and other stakeholders to make decisions that move our department forward
- How do we want our department to be different in 3-5 years?
- Living document that can evolve

Previous Strategic Plans

- 3rd Strategic Plan—every five years
- Learning process
- 2018-2022 Strategic Plan
  - Open, thoughtful, engaged discussions
  - Involvement from many
  - Provided good direction for the Department
  - Pandemic
  - Accomplishments

Accomplishments 2018-2022 Strategic Plan

Priority #1 Healthy Communities

a) Creation of a Health Strategies Bureau, creating positions for a Bureau Manager, Epidemiologists, Community Outreach Planners, and Community Health Workers.
b) Creation and initial implementation of a Standard Approach for Developing and Implementing Public Health Activities document.
c) Ensured the department and the community were able to respond to the COVID-19 pandemic, implementing response teams, creating drive-through and mobile vaccination clinics, facilitating disease surveillance and investigation, and utilizing and implementing After Action Reports (AARs).
d) DCHD received several awards related to the success of our pandemic response from the CDC and other public health agencies.

Priority #2 Community and Partner Engagement

a) Fostered a wide variety of community partnerships.
b) Strengthened relationships with current community partners.
c) Implemented multiple outreach events to reach underserved community members.
d) Developed and implemented a department-wide branding guide.
e) Increased awareness of community and partner resources.

Priority #3 Supporting and Developing Employees

a) Ensured employees received direct and frequent communication from management utilizing a variety of mediums.
b) Created new employee evaluation guidelines, adding personal development as a new measure.
c) Increased focus on wellness throughout the department via messaging, activities, and creating opportunities for remote, flexible scheduling when available.

Priority #4 Sustainability and Funding

a) Sought out and ensured funding for the pandemic response.
b) Obtained a certified county tax rate and secured additional funding through the state legislature.
c) Received reaccreditation status from the Public Health Accreditation Board in March 2022.

New Strategic Plan Highlights

- Used foundation of 2018-2022
  - Input from employees and stakeholders
- Enhancements
  - Summary sheet
  - Visual
  - Mission—"Davis County Community"
  - Values—"Health Equity"
  - Priority #4—"Sustainability"
- Teams—see back of summary sheet
  - Purpose and description
  - Strategic Planning Team oversight



“Trophy”



2023-2027 Strategic Plan Time Frame

- ✓Management Team Strategic Plan Training—May 23, 2022
- ✓Management Team Strategic Plan Retreat—June 23, 2022
- ✓Input from staff and other stakeholders
- ✓Final Strategic Plan January 1, 2023
- ✓Training of all staff at yearly In-Service—January 19, 2023
- ✓Approval from the Board of Health—TODAY

Questions?