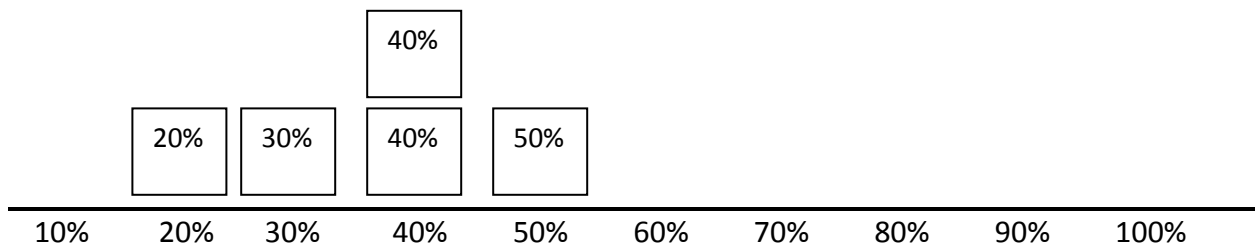


Monona County Public Health

10-27-12 Strategic Planning/Organizational Assessment (Gallery Walk)

Expectations

- Board being able to set direction and agenda for strategic planning
 - Input into the meetings
- How we can be more participatory (able to help citizens)
- Role of the board = define it
- Be able to understand what is happening
- Expectation are very wide/broad based - potentially focus
- way to engage other in activities - inspire others
- Role of leadership defined



Consensogram - How comfortable are you with the Strategic Planning process

Systems Analysis

Customer:
 Education services
 County Residents
 Start with individual
 Business and Services
 10 communities within Co.

Inputs:
 Clarify definitions
 Church declining participation
 residents define their health
 Meal services
 InVision of health
 Define healthy

Process:
 How we achieve healthy
 Evolve with and align with state
 All areas - environment and people
 All areas of public health
 Assess the needs of residents
 Work to be done - projects
 Work with other partners - county entities
 "Split" communities for needs

Outputs:
 Community service all ages
 New services and opportunities
 Respect choice of residents
 Need new repair housing safe \$
 Engaged people .. in ... asked
 Ambitious goals.. progressive
 Programs - educ., living, life style

Feedback:
 Quality of programs
 Agile organization
 Growing organization
 Knowledge about programs "health"
 Community come to needs of others... help

Monona County Public Health

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Purpose Statement for Board

The purpose of the Board of Health is to set direction, oversee/monitor and support the agency. In order to promote a healthy/safe environment that includes housing and promotion of health/optimal lifestyle. Thru (using) established health regulation, access and service for residents of Monona Co. based on identified needs.

Role of the Board of Health (in vote order - not order of brainstorm)

- Set Direction - monitor and adjust (14)
- County orientation - knowledgeable about whole county and their needs (4)
- Advocacy - voice (3)
- Long term planning (3)
- Liaison between Healthcare and Agency (3)
- Teach others in the community (2)
- Promote healthy physical environment (1)
- Reflect on Early childhood (0)
- Listen to regulation - yet grow (0)
- Stimulate self and others (engagement, fulfillment, motivate) (0)

Strategic Challenges

- Challenging financial environment - reporting methods to BOS
- Leadership - direction and open
- Awareness/knowledge about scope of services
- Lack of Stimulation - keep moving services
- Lack of growth in business, services, residents
- Duplication of services - "territorial" example - removal of services and loosing identity
- Technology
- Sustainability of county residents
- Aging population
- Lack of policies , services across County
- Clear direction, plan of action and projection
- Communication (financial to BOS - personal agendas)

Strategic Advantages

- Staff knowledgeable, caring, committed - good reputations
- Leadership skilled and knowledgeable
- ability to work with others/collaborate
- Ability to promote health (health promotions)
- Ability to over-come adversity
- Comprehensive oversight of disasters
- Address health concerns / hazards
- Direction that want to go improving (oversight)
- Move data drive - measure results
- Work within financial constraints.

Core Competencies

- Knowledge for how healthcare is changing
- Health promotion - immunizations, disease management and childhood care
- Caring staff
- Relationship building across (public relations) with county within agencies, other groups
- Emergency preparedness

Top Strength for Each Category

1. Board vision - ability to organize
1. Committed to improvement

Monona County Public Health

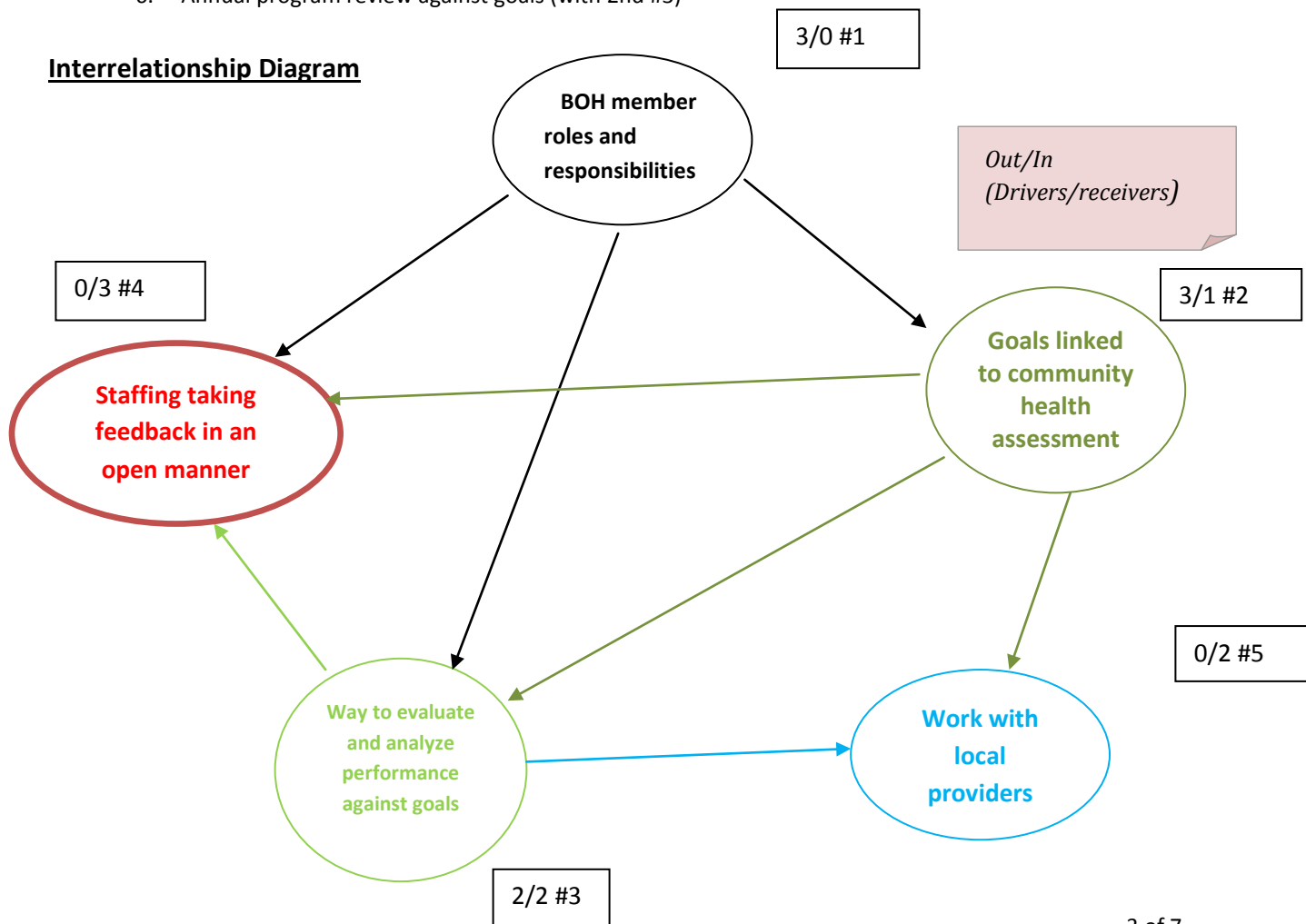
10-27-12 Strategic Planning/Organizational Assessment (Gallery Walk)

- 1.2 Accountable open to goals
- 1.2 Follow IA standards
- 2. Planning on-going
- 2. Use national state and location data for performance
- 3. Listening to what is said on the street
- 3. Inclusion of parent on MCCA group
- 4. Knowledge by performance (how to share)
- 4. Service being share with others
- 5. Demonstrate interest by needs assessment
- 5. --
- 6. Use of data... reporting to the board
- 6. Planning sessions

Top Opportunities for each Category

- 1. Communication plan - understandable (1)
- 1. BOH member roles and responsibilities (3)
- 1.2 Individual from each part of the county (0)
- 1.2 Implementing direction - lacking (1)
- 2. Goals linked to community needs assessment (4)
- 2. Need timeline /outcomes for strategic goals (with 2nd #3)
- 3. Work with local providers (2)
- 3. Way to evaluate the improvements (5)
- 4. Need systematic plan for evaluation and analyze performance (with 2nd #3)
- 4. Need Survey of services ((0)
- 5. Take feedback in open manner (3)
- 5. Include staff in department goal setting (0)
- 6. Well articulate goal with measure (with 2nd #3)
- 6. Annual program review against goals (with 2nd #3)

Interrelationship Diagram



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Top Community Assessment

1. Health insurance coverage - access (0 votes)
 2. Affordable medicine - ways to overcome (2)
 3. Substance abuse - reduction of (3)
 4. Healthy behaviors - promoting (8)
 5. Chronic health diseases - reduce (2)
- ** Need to understand and diagram the role of the MCCA
- ** Need consistent meeting dates and times
- **need to implement the plans - just don't talk

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Category 1 Leadership

<u>Strengths</u>	<u>OFI</u>
Ability to organize different organizations (2)	Inability to take direction from others (4)
Ability to pull in others with different insight (1)	Inability to follow through with set goals (2)
Commitment to improvement (2)	Communication plan - presenting information in understandable methods - charts, visuals, etc instead of all verbal reports (6)
Board vision (10)	BOH member roles and responsibilities (3)
	BOH performance self evaluation

Category 1.2 Governance

<u>Strengths</u>	<u>OFI</u>
Follows IA standards scope of practice for LDPH to ensure legal and ethical standards (6)	Include 1 individual from each Monona Co. community on BOH (7)
Trying to improve relationship with board or supervisors (1)	Needs to expand board members (2)
Accountable and open with goals (8)	Process of implicating direction is lacking (5)
	Regular schedule meetings (date and time) (5)
	Too small of a Board size (2)

Category 2 Strategic Planning

<u>Strengths</u>	<u>OFI</u>
Planning is on-going (evolving) (7)	Need timeline and outcomes set for all strategic goals (5)
Measurement through evaluation and data collection (5)	Strategic goals need to link back to community needs assessment (10)
Use of local and state and national data for establishing benchmarks of performance (5)	Basis with interpretation of data (1)
Excellent plan and establishment of emergency community care (1)	Lead monitoring (0)

Category 3 Client Focus

<u>Strengths</u>	<u>OFI</u>
Quietly listen to people evaluating what is said (3)	Need to involve more community members in the feedback/ evaluation of services the receiver of public health (2)
Implement a plan to help the mission (4)	Need to establish some work with local doctors (6)
Needs assessment to gather information (2)	Need some objective way to evaluate the improvements (4)
Inclusion of parents on MCCA group (3)	
Thru healthcare of patients (1)	

Category 4 Measurement, Analysis & Knowledge Mgmt

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<u>Strengths</u>	<u>OFI</u>
By the result of the performance (6)	Need systematic plan for evaluate and analyze performance (8)
Financial constraints dictate some services (1)	Need "scorecard" that includes metrics to evaluate how well goals being met or to know where to make changes (3)
Started having financial statement report at the BOH meeting (3)	Needs survey of services (4)
Service being shared with others (5)	

Category 5 Workforce Focus

<u>Strengths</u>	<u>OFI</u>
Demonstrate interest by need assessment team efforts (10)	Transitioning thru service changes (1)
	Plan for succession planning
	Program to foster leadership from within the organization (1)
	Role specific expectation and competency evaluation at least annually
	Take feedback in an open manner (6)
	Include staff in department goal setting (5)
	Need to incorporate physical resource for better care

Category 6 Programs & Process

<u>Strengths</u>	<u>OFI</u>
Administration and staff planning sections (3)	Communications (2)
The board participation (0)	Moral boosting (2)
Use of national, state data for local performance comparisons (6)	Well articulated goals with metrics and timeline for achievement (6)
Reporting accurately to board (3)	Annual program reviews against goals performance (3)
	Listening to the Board (1)

Category 7 Results

<u>Strengths</u>	<u>OFI</u>
Budget reports	Detail of identified services (customer)
Number of service provided	Service to client - satisfaction
Financial reports timely	Workforce feedback and 360 evaluations
	Need to be more involve in other organizations
	Need more feedback regarding staff satisfaction and dissatisfaction
	Leadership and governance results and measurements
	Scorecard for strategic planning and timelines

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Comments about day:

1. Good open environment (+)
2. Quick (+)
3. Opinions out (+)
4. Learn from each other (+)
5. Learn about each other (teamwork) (+)
6. respect of each other skills and input (+)