Lincoln County Health Department

Mission

The mission of Lincoln County Health Department is to provide services to residents promoting optimal health and safety through prevention, protection, and intervention.

Vision

The Lincoln County Health Department will advocate for the public's health through promotion of healthy living and prevention.

Core values

Professionalism - we display a high level of professionalism

Promote - we promote healthy living

Advocate - we advocate for the public's health

Prevention - we focus on prevention

Respectful - we are respectful of the diversity of our community

Engage - we engage the community and partners in health promotion

Credible - we are credible in all that we do

Ten Essential Services of Public Health

1. Monitor health status to identify and solve community health problems.
2. Diagnose and investigate health problems and health hazards in the community.
3. Inform, educate and empower people about health issues.
4. Mobilize community partnerships and action to identify and solve problems.
5. Develop policies and plans that support individuals and community health efforts.
6. Enforce laws and regulations that protect health and ensure safety.
7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable.
8. Assure competent public and personal health care workforce.
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.
10. Research for new insights and innovative solutions to health problems.

Strategic Priorities for 2015-2020:

1. Achieve organizational excellence by means of highly skilled workforce, improved processes, and effective systems

- Implement and track 3 Performance Management Plan objectives for each program annually
- Implement and track the agency's (QI) Plan; 2 trainings per year for staff; 2 QI projects per staff per year
- Develop a work plan/logic model for each core public health program and update yearly
- Develop an agency framework for how to conduct program evaluation
- Provide staff training on evaluation framework and analysis of data /communicate evaluation results
- Update work plans annually
- Increase community partnerships and community members in their involvement in HPLC
- Report progress on the goals, objectives, and strategies to the community and stakeholders annually
- Develop a work plan to address gaps identified in agency accreditation self-assessment
- Align goals, objectives, and agency planning efforts with (PHAB) domains, standards and measures
- Engage LCHD staff and Board of Health in accreditation process

2. Assure a public health workforce development system to promote excellence

- Conducts annual staff Public Health Core Competency Assessment
- Incorporate core public health competencies into all job descriptions and performance evaluations
- Develop employee recognition program
- Demonstrate an increase in employee satisfaction via annual surveys
- Assess staff for time management and organizational skills
- Provide training, tools and an evaluation process for staff to improve on time management
- Improve the employees performance evaluation process to include time management skills
- Evaluate position descriptions to incorporate evidence-based practices

3. Improve internal and external communication and collaboration to expand public health awareness of our responsibilities

- Provide regular, timely, and effective health information to the general public
- Create a marketing/communication plan for our agency including an evaluation component
- Integrate the Board of Health's role in promoting public health through the marketing/communication
- Expand community and individual contacts
- Complete marketing/communication training and develop tools to assist in marketing/communication
- Develop a matrix on how agency program customers overlap
- Develop a process to increase staff's knowledge based on existing public health programs
- Promote in every program's work plan at least one other agency program annually
- Create an inventory of current collaborations and address gaps
- Develop communication tools for outreaching to new and current stakeholders
- Incorporate the Lincoln County marketing/communication plan with program work plans
- Develop a tracking system to identify current stakeholders contacts
- Increase the number of collaborations with stakeholders (endorsements, policy work, programs, etc.)
- Increase the number of organizations that identify us as an asset and support their needs

4. Fiscal sustainability

- Evaluate and re-define the process to track budget items and funding as allocated
- Conduct a program by program fiscal evaluation
- Identify and strengthen grant writing expertise and apply for grants
- Increase staff understanding of fiscal responsibilities
- Identify potential and diverse funding sources (new programs, sponsorships, etc.)
- Work with local, state, and national organization and policy makers to advocate for sustainable
- Maximize public and private partnerships by mutually sharing resources and expertise
- Effectively utilize student interns
- Maximize billing to all public and private entities
- Realign resources and identify new revenue streams in order to improve services

Core Competencies Domain Descriptions

Analytic/Assessment Skills

- Identify and understand data
- Turn data into information for action
- Assess needs and assets to address community health needs
- Make evidence based decisions

Policy Development/Program Planning Skills

- Determine needed policies and effectively advocate for policy
- Contribute to the development of strategic plans
- Plan, implement, evaluate, and improve programs
- Implement strategies for continuous QI

Communication Skills

- Facilitate communication
- Convey data and information to professionals
- Communicate

Cultural Competency Skills

- Understand and effectively respond to diverse needs
- Assess organizational cultural diversity and competence
- Ensure organizational cultural competence

Community Dimensions of Practice Skills

- Evaluate and develop linkages and relationships within the community
- Maintain and advance partnerships and community involvement
- Defend public health policies and programs
- Evaluate effectiveness and improve community engagement

Basic Public Health Sciences Skills

- Incorporate core public health functions into practice
- Apply basic sciences to practice
- Critique and develop research
- Retrieve evidence
- Establish academic partnerships

Financial Planning and Management Skills

- Leverage community resources
- Manage partnerships and ensure programs are well managed
- Motivate personnel to achieve goals
- Establish Performance Management System

Leadership and Systems Thinking Skills

- Incorporate ethical standards into the organization
- Integrate systems thinking into public health practice mentoring
- Professional development opportunities
- Adjust practice to address changing needs and environment
- Manage organizational change

Public Health Accreditation Domains

Domain 1: Conduct and Disseminate Assessments Focused on Population Health Status and Public Health Issues Facing the Community

- <u>Standard 1.1</u>: Participate in or Lead a Collaborative Process Resulting in a Comprehensive Community Health Assessment
- <u>Standard 1.2</u>: 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
- <u>Standard 1.3</u>: 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
- <u>Standard 1.4</u>: Provide and Use the Results of Health Data Analysis to Develop Recommendations

Domain 2: Investigate Health Problems and Environmental Public Health Hazards to Protect the Community

- Standard 2.1: Conduct Timely Investigations of Health Problems and Environmental Public Health Hazards
- Standard 2.2: Contain/Mitigate Health Problems and Environmental Public Health Hazards
- Standard 2.3: Ensure Access to Laboratory and Epidemiologic/Environmental Public Health Expertise and Capacity to Investigate and Contain/Mitigate Public Health Problems and Environmental Public Health Hazards
- Standard 2.4: Maintain a Plan with Policies and Procedures for Urgent and Non-Urgent Communications

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

Health Promotion

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

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

Domain 6: Enforce Public Health Laws

- Standard 6.1: Review Existing Laws and Work with Governing Entities and Elected/Appointed Officials to Update as Needed
- Standard 6.2: Educate Individuals and Organizations on the Meaning, Purpose, and Benefit of Public Health Laws and How to Comply
- Standard 6.3: Conduct and Monitor Public Health Enforcement Activities and Coordinate Notification of Violations among Appropriate Agencies

Domain 7: Promote Strategies to Improve Access to Health Care

- Standard 7.1: Assess Health Care Service Capacity and Access to Health Care Services
- Standard 7.2: Identify and Implement Strategies to Improve Access to Health Care Services

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: Ensure a Competent Workforce through Assessment of Staff Competencies, the Provision of Individual Training and Professional Development, and the Provision of a Supportive Work Environment

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 the Current Body 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
- Standard 11.2: Establish Effective Financial Management Systems

Domain 12: Maintain Capacity to Engage the Public Health Governing Entity

- Standard 12.1: Maintain Current Operational Definitions and Statements of the Public Health Roles, Responsibilities, and Authorities
- Standard 12.2: Provide Information to the Governing Entity Regarding Public Health and the Official Responsibilities of the Health Department and of the Governing Entity
- Standard 12.3: Encourage the Governing Entity's Engagement In the Public Health Department's Overall Obligations and Responsibilities

Public Health Emergency Preparedness Capabilities

Capability 1: Community Preparedness

The ability to prepare, withstand and recover from a public health event. Work with local partners (e.g. emergency management, healthcare, mental health providers) in community preparedness by planning, exercising and responding for a unified response.

Capability 2: Community Recovery

The ability to work with community partners, (e.g., healthcare, business, emergency management) to plan and support for the rebuilding of systems (e.g. public health, medical, and mental/ behavioral health) to at least the same level of functioning before an incident and possibly improve levels.

Capability 3: Emergency Operations Coordination

The ability to respond to an event or incident by using a standardized, scalable system of oversight, organization and supervision consistent with jurisdictional standards and practices and with the National Incident Management System (NIMS).

Capability 4: Emergency Public Information and Warning

The ability to develop, coordinate and disseminate information, alerts, warnings and notifications to the public and incident management responders.

Capability 5: Fatality Management

The ability to work with partners (e.g., law enforcement, healthcare, emergency management, and medical examiner/coroner) to:

- Ensure the proper recovery, handling, identification, transportation, tracking, storage and disposal of human remains and personal effects;
- Certify cause of death; and
- Facilitate access to mental health services to the family members, responders, and survivors of an incident.

Capability 6: Information Sharing

The ability to conduct multijurisdictional, multidisciplinary exchange of health-related information and situational awareness data among all levels of government and the private sector in preparation and response to an event or incident.

Capability 7: Mass Care

The ability to work with partner agencies to address the public health, medical and mental health needs of those affected by an incident at a congregate location (i.e. sheltering).

Capability 8: Medical Countermeasure Dispensing

The ability to provide medical countermeasures (e.g. vaccines, antiviral drugs, antibiotics, antitoxin) to treat or prophylaxis (oral or vaccination) to the target population following public health guidelines and/or recommendations.

Capability 9: Medical Material Management and Distribution

The ability to acquire, maintain (e.g., cold chain storage or other storage protocol), transport, distribute and track medical materiel (e.g., pharmaceuticals, gloves, masks, and ventilators) during an incident and to recover and account for unused medical materiel after an incident.

Capability 10: Medical Surge

The ability to provide adequate medical evaluation and care during events that exceed the limits of the normal healthcare/medical infrastructure of an affected community.

Capability 11: Non-Pharmaceutical Interventions

The ability to recommend (if not public health) and implement, strategies for disease, injury, and exposure control. Strategies include the following:

- Isolation and quarantine
- Restrictions on movement and travel advisory/warnings
- Social distancing
- External decontamination
- Hygiene
- Precautionary protective behaviors

Capability 12: Public Health Laboratory Testing

The ability to conduct rapid and conventional detection, characterization, confirmatory testing, data reporting, investigative support, and laboratory networking to address actual or potential exposure to all-hazards. Hazards include chemical, radiological, and biological agents that may include clinical samples, food, and environmental samples (e.g., water, air, and soil).

Capability 13: Public Health Surveillance and Epidemiological Investigation

The ability to create, maintain, support and strengthen routine surveillance and detection systems and epidemiological investigation processes in a public health significance.

Capability 14: Responder Safety and Health

The ability to protect staff responding to an incident and the ability to support the health and safety needs of healthcare responders, if requested.

Capability 15: Volunteer Management

The ability to coordinate the identification, recruitment, registration, credenti training of volunteers responding to an event.