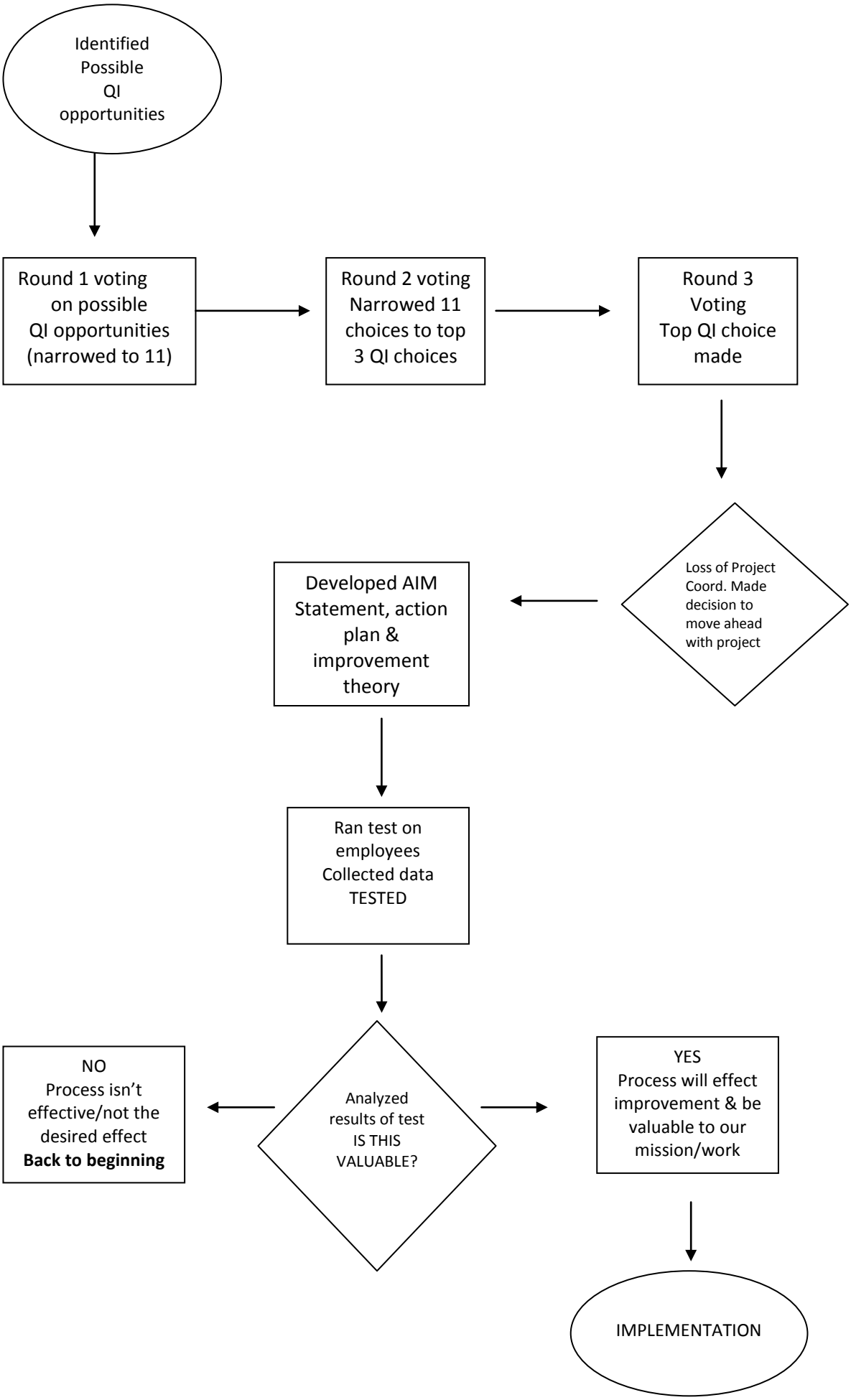
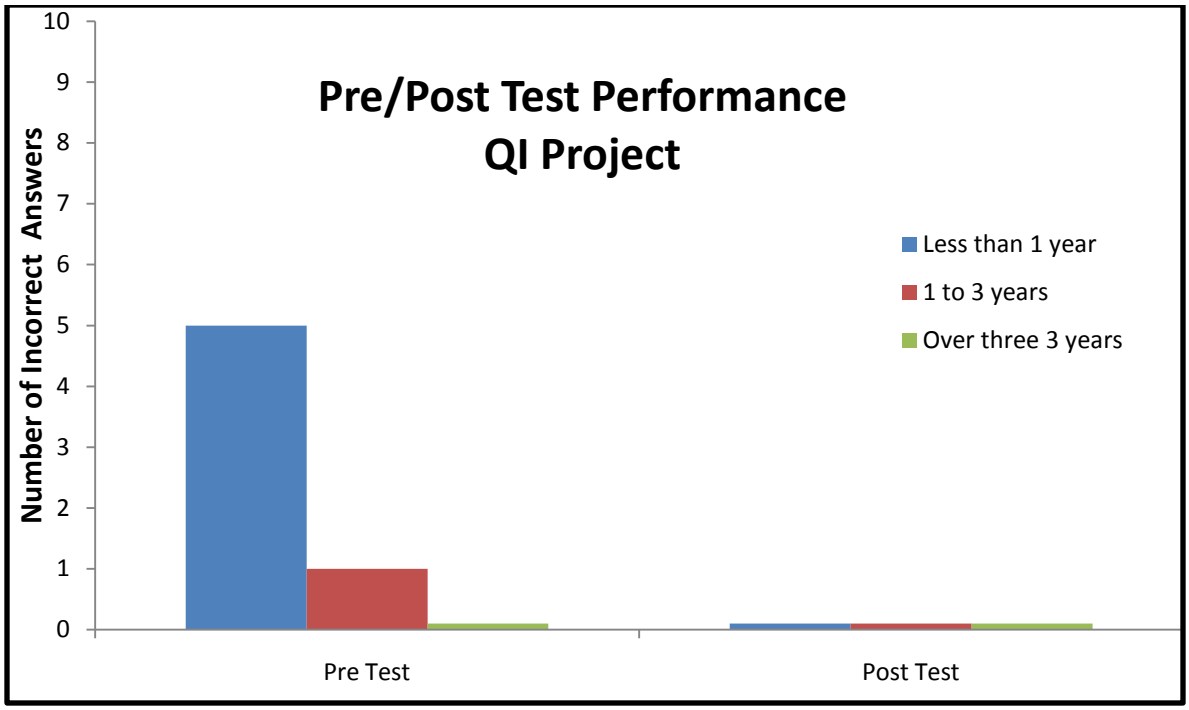
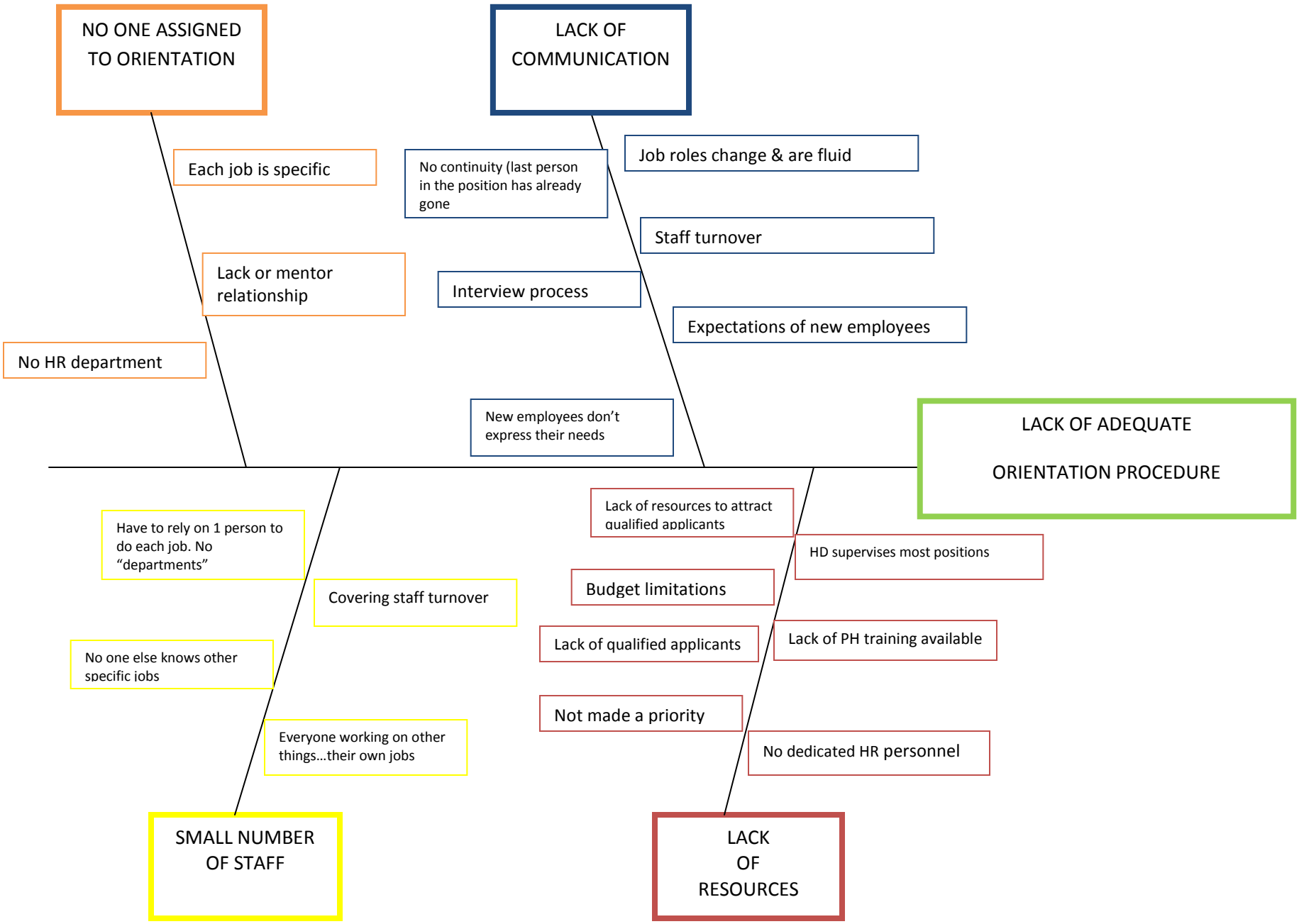

Identified Possible QI opportunities
Round 1 voting on possible QI opportunities (narrowed to 11)
Round 2 voting Narrowed 11 choices to top 3 QI choices
Round 3 Voting Top QI choice made
Loss of Project Coord. Made decision to move ahead with project
Developed AIM Statement, action plan & improvement theory
Ran test on employees Collected data TESTED
Analyzed results of test IS THIS VALUABLE?
NO Process isn't effective/not the desired effect Back to beginning
YES Process will effect improvement & be valuable to our mission/work
IMPLEMENTATION


Pre/Post Test Performance
QI Project
Number of Incorrect Answers
10
9
8
7
6
5
4
3
2
1
0
Less than 1 year
1 to 3 years
Over three 3 years
Pre Test
Post Test

09/21/10


NO ONE ASSIGNED TO ORIENTATION
Each job is specific
Lack or mentor relationship
No HR department
LACK OF COMMUNICATION
No continuity (last person in the position has already gone
Job roles change & are fluid
Staff turnover
Interview process
Expectations of new employees
New employees don't express their needs
LACK OF ADEQUATE ORIENTATION PROCEDURE
Have to rely on 1 person to do each job. No "departments"
Covering staff turnover
No one else knows other specific jobs
Everyone working on other things…their own jobs
SMALL NUMBER OF STAFF
Lack of resources to attract qualified applicants
HD supervises most positions
Budget limitations
Lack of qualified applicants
Lack of PH training available
Not made a priority
No dedicated HR personnel
LACK OF RESOURCES

995 East Highway 33, Suite 1 ▪ Crete, NE 68333
phone 402-826-3880 ▪ toll free 888-310-0565 ▪ fax-826-4101

District Health Department
Serving Fillmore, Gage, Jefferson, Saline, and Thayer counties.

NEW EMPLOYEE ORIENTATION SURVEY-BETA TEST

1. Give an example of a PREVENTATIVE service provided by PHSDHD:

   _____

2. Give an example of a PHSDHD service that provides HEALTH PROMOTION:

   _____

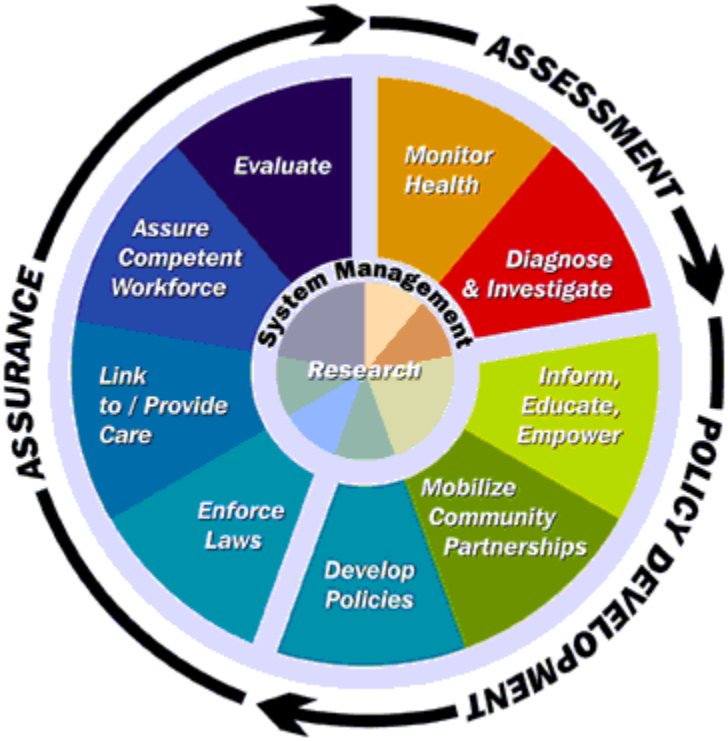
3. Most of the communities in our 5-county region have the same needs. T F
4. The 3 Core Functions of public health are: assessment, policy development and assurance. T F
5. All areas of Nebraska have had public health departments for over 20 years. T F
6. PHSDHD provides immunizations to children at this location. T F
7. The current PHSDHD coverage area includes Seward County. T F
8. Disease surveillance is a function of the CDC & not provided by PHSDHD. T F
9. Preventing childhood obesity is a high priority for public health departments. T F
10. PHSDHD employees are not allowed to make home visits. T F

Length of employment with PHSDHD: _____ Less than 1 year

_____ 1 to 3 years

_____ Over 3 years

New Employee Orientation Checklist
Environmental Health
November 2010



_____Funding – EPA CARE, EE & EJ, HUD, NDEQ, NE. DHHS, & NE. Env. Trust
- Environmental Assessment
- No Stream Left Behind
- Lead (3)
- Battery recycling
- IAQ
- Radon
- Cool Pool
- Water education tool
- West Nile Virus
- Brownfields

_____Complaint and Inquiry Response
- Abandoned/Dilapidated Properties
- Dog Bite
- Drinking Water
- Food Safety
- Lice
- Medical Waste Disposal
- Mold

Nuisances (Pests: bed bugs, roaches, pigeons, snakes, etc. trash, excessive pets, general sanitation)
Rabies
Radon
Recycling
Rental Property Problems
Smoking Ban Violations
West Nile Virus

_____Data Management

_____Enforcement
Meth Lab Decontamination/Reoccupancy
Smoking Ban Complaint

_____Environmental Emergencies (spills and releases)

_____Healthy Homes/LEAD
EBLL case management
Data management
Education/Outreach

_____Education/Outreach
Water/Earth Jamboree
Safety Day/Ziggety Day
Fairs
Doane