

Organizational Development & Strategy Brief

Update on SNHD Strategic Plan,
Leadership Development and
Accreditation

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Organizational Development and Strategy Officer

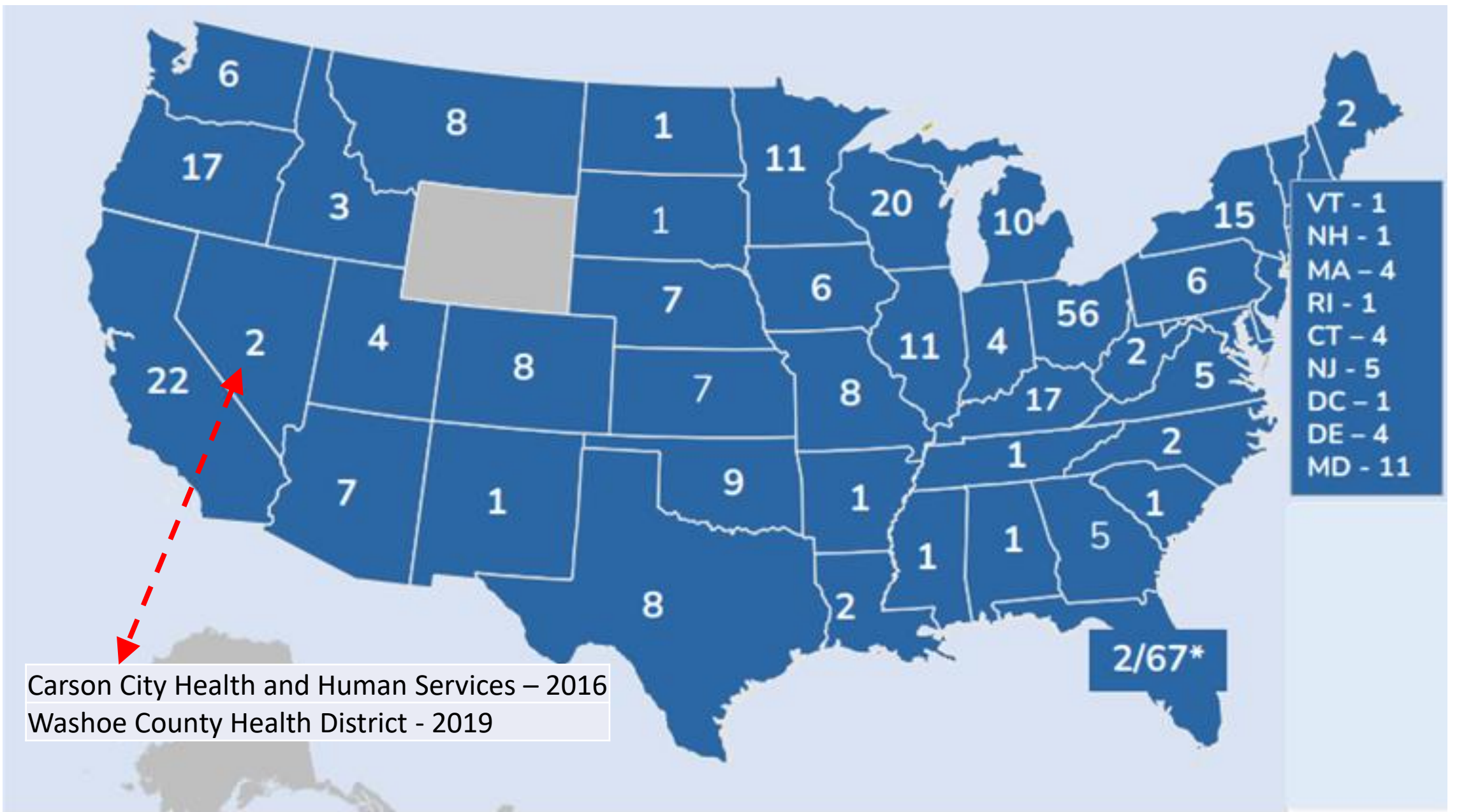


Accreditation through PHAB

- Quality Improvement
- Partnerships
- Accountability
- Resources

PHAB=Public Health Accreditation Board





Type of Health Department/Unit	Accredited	In Process	Total in e-PHAB
Local	283	99	382
State	39	3	42
Tribal	5	4	9
Territorial	-	1	1
Army	2	3	5
Centralized States Integrated System*	1/67	-	1/67
Number of HDs	330	110	440
Population (Unduplicated)**	273,052,128	18,998,798	292,050,926
VRHS Unit	2	8	10

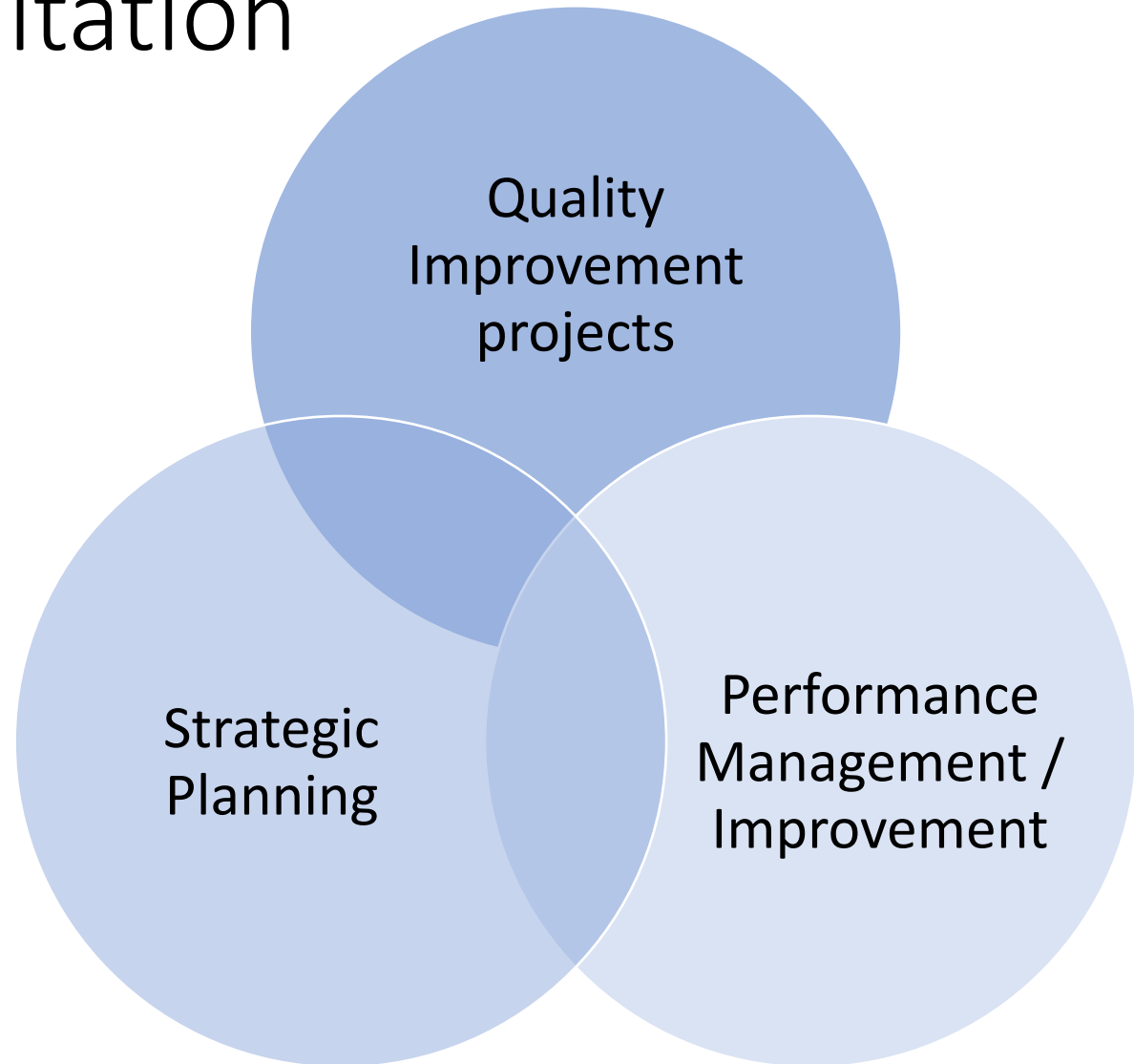
Accreditation Update

- 9/2016: SNHD registered with PHAB to begin Accreditation process
- 1/2019: Site Visit for Review
 - Result: Not Accredited
 - Submitted Action Plan to shore up gaps
- 1/4/2022: Submit final documentation satisfying Action Plan
 - Potential Outcome: Receive accreditation with notice approx. 90 days later

1.1.1L	1.1.2L	1.1.3A	1.2.1A	1.2.2A	1.2.3A	1.2.4L	1.3.1A	1.3.2L	1.4.1A	1.4.2L	2.1.1A	2.1.2L	2.1.3A	2.1.4A	2.1.5A	2.2.1A	2.2.2A
2.2.3A	2.3.1A	2.3.2A	2.3.3A	2.3.4A	2.4.1A	2.4.2A	2.4.3A	3.1.1A	3.1.2A	3.1.3A	3.2.1A	3.2.2A	3.2.3A	3.2.4A	3.2.5A	3.2.6A	4.1.1A
4.1.2L	4.2.1A	4.2.2A	5.1.1A	5.1.2A	5.1.3A	5.2.1L	5.2.2L	5.2.3A	5.2.4A	5.3.1A	5.3.2A	5.3.3A	5.4.1A	5.4.2A	6.1.1A	6.1.2A	6.2.1A
6.2.2A	6.2.3A	6.3.1A	6.3.2A	6.3.3A	6.3.4A	6.3.5A	7.1.1A	7.1.2A	7.1.3A	7.2.1A	7.2.2A	7.2.3A	8.1.1L	8.2.1A	8.2.2A	8.2.3A	8.2.4A
9.1.1A	9.1.2A	9.1.3A	9.1.4A	9.1.5A	9.2.1A	9.2.2A	10.1.1A	10.2.1A	10.2.2A	10.2.3A	11.1.1A	11.1.2A	11.1.3A	11.1.4A	11.1.5A	11.1.6A	11.1.7A
11.2.1A	11.2.2A	11.2.3A	11.2.4A	12.1.1A	12.1.2A	12.2.1A	12.3.1A	12.3.2A	12.3.3A	All							

Products of Accreditation

- Measurement and Accountability for the District



Strategic Planning

- Follow up to previous published plan (2016-2019)
 - Intended to keep the District focused on high-value goals
 - Supported Accreditation
- Future Planning paused in 2020 for COVID
- Gathered leadership in May of 2021 to devise a one-year plan



— June 2016 —



Meeting Recap June 2021



Branding Broken Down

- Community Standpoint
- District Operations Standpoint
 - Staffing
 - Turnover
 - Great Place to Work



Branding > Operations > Factor in Performance

- People don't quit the job-they quit their bosses
- No formal Leadership Development plan
 - Major factor in culture, engagement, and performance
 - Called out as a big opportunity during the Strategic Planning session



Intervention for Leadership Development

- Leadership offsite in December
 - EQ self-assessment and workshop
 - Drive self-awareness and empathy
 - Gap analysis
 - Competency Stack ranking exercise
 - Aimed at the SNHD 3-Year Training Plan buckets*
 - Public Health Sciences
 - Community Dimensions of Practice
 - Analysis & Assessment
 - Competencies from (Lominger) Korn Ferry Leadership Architect

*Council for Health Linkages Core Competencies for Public Health Professionals

47 PLANNING

SKILLED

Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work into the process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.

47B PLANNING

OVERUSED SKILL

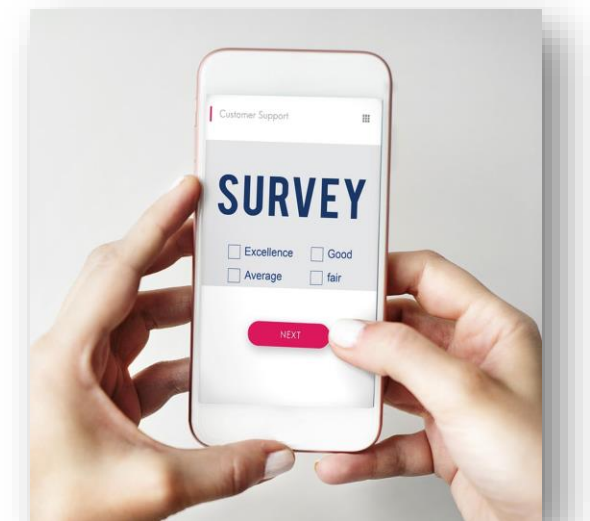
May be overly dependent on rules, regulations, procedures, and structure; may leave out the human element of the work; may be inflexible and have trouble with rapid change.

UNSKILLED

Doesn't plan for much; may be a seat of the pants performer scratching it out at the last minute; doesn't follow an orderly method of setting goals and laying out work; may be uncomfortable with structure and process flow; may be disdainful of planning and come across to others as loose or too simple; may not have the patience to establish goals and objectives, scope out difficulties, plan for task completion, develop schedules, and do roadblock management; may be confusing to work for and with; may be demotivating to others who work with him/her.

Requesting Input from our Board Members

- Will send a link through email for your input
- Rank what you see as important Leadership Competencies for SNHD
- Will be included in the Gap Analysis to drive learning opportunities for all leaders from Supervisors through Executives.
- Final content
 - Modular
 - Assigned
 - Electives
 - Built into personal “Transcripts”



Future updates

- Will continue to update the Board monthly through the Board of Health Meeting Informational Items
- Administration Division Monthly Report



Home / Board of Health Agendas, Minutes, Audio & Video Recordings

Board of Health Agendas, Minutes, Audio & Video Recordings

Nevada Revised Statutes (NRS) 241.020 requires that written notice of all meetings be given at least three working days before the meeting. The notice shall include the time, place, location, and agenda of the meeting. Minutes of public meetings are available for download. Minutes are posted once they have been approved by the Board at the next scheduled meeting. Video recordings are posted within ten business days of the meeting. Video recordings may not be available for all meetings. Complete a [Public Records Request Form](#) if the public record you need is not available to download.

- [Board of Health Meeting Schedule](#)
- [Public Health Advisory Board Meeting Schedule](#)

Name	Year	Date	Agenda	Minutes	Audio	Video
District Board of Health Meeting	2021	October 28	Agenda			Video (WebEx)
Public Health Advisory Board Meeting	2021	October 11	Agenda			Video (WebEx)
District Board of Health Meeting	2021	September 23	Agenda	Minutes		Video (WebEx)
District Board of Health Meeting	2021	August 26	Agenda (amended)	Minutes		Video (WebEx)

Questions?

- Thank you!

