

# Bridging Our Horizons



**Southern Seven Health Department**

**Strategic Plan  
2015—2020**



# **Our Mission**

The Mission Statement of  
Southern Seven Health  
Department is:

“To promote a safe and  
healthy environment by  
providing preventive  
health care, family  
support services and  
child development  
programs.”



## **Southern Seven Health Department Values . . . .**

**VISION**—We believe that with purpose and direction we can accomplish our mission.

**RELATIONSHIPS**—We will relate to our colleagues, co-workers, and the communities we serve with respect, dignity and compassion.

**SERVICE**—We must always strive to provide high quality services to our colleagues, co-workers and the communities we serve in achievement of our mission.

**INTEGRITY**—We are committed to communicating with honesty, openness and clarity.

**PROFESSIONAL DEVELOPMENT**—We encourage and support continuous growth for our co-workers and the families we serve.



## **Southern Seven Health Department Values (Cont.)**

**FLEXIBILITY**—We must always maintain the ability to adapt individually and/or as an agency to internal or external opportunities or threats.

**EMPOWERMENT**—We encourage an environment that allows decision making, independence and influence at the most direct level possible.

**RECOGNITION**—We must always strive to recognize the value of internal and external stakeholders and their contribution to the overall mission.

**RISK-TAKING**—We must always be willing to take calculated risks to test new thinking, ideas and practices realizing that services are resource driven.



# Philosophy

## **We Believe . . . .**

- ◆ in the acceptance of and adjustment to change within programs.
- ◆ that each employee is an integral part in the achievement of program, division and agency goals.
- ◆ that teamwork between divisions and programs develops and maintains a common vision.
- ◆ in continuing education and training to enhance staff expertise to improve the quality of service.
- ◆ in innovative approaches to the delivery of services given our unique agency size and complexity.



## **Philosophy (Cont.)**

- ◆ in promoting healthy lifestyles and serving as role models for the community.
- ◆ in providing services in a respectful manner, which shows positive regard towards those we serve.





## **STRATEGIC DIRECTIONS AND GOALS TO BETTER SERVE OUR COMMUNITY**

### **#1 Develop the best possible Technology and Facilities.**

- Goal 1: Develop a plan to optimize effectiveness within the IT Department.
- Goal 2: Optimize Transportation for Head Start Children.
- Goal 3: Explore possibilities for relocating Key Head Start Sites.







## **STRATEGIC DIRECTIONS AND GOALS TO BETTER SERVE OUR COMMUNITY**

### **#2 Attract and retain the highest caliber of employees.**

- Goal 1: Maintain a Public Health turnover rate of 20% or less.
- Goal 2: Maintain a Head Start turnover rate of 15% or less.
- Goal 3: Provide job specific training and continuing education to promote employee development.
- Goal 4: Utilize the Retention and Recruitment Committee to identify methods of attracting and retaining employees.





## **STRATEGIC DIRECTIONS AND GOALS TO BETTER SERVE OUR COMMUNITY**

### **#3 Promote the utilization of agency services. \***

Goal 1: Maintain and analyze data in the following areas and plan for incremental improvement.

- Breast & cervical cancer screenings
- Flu rates
- Immunization rates
- Family Planning Clients
- WIC
- Early Childhood Division enrollment
- Retention rates of eligible children
- Average Daily Attendance
- Childhood Obesity
- Family Case Management
- Communicable Disease Surveillance
- EPSDT Exams
- Lipid Panels
- Environmental Health Services
- Bright Smiles
- Health Education Programming

\*Universal Direction



**(Continued)**

**# 3 Promote the utilization of agency services.**

- Goal 2. Increase utilization of agency services.
- Goal 3. Utilize available marketing resources.
- Goal 4. Analyze the income potential from marketing various services.



**Public Health**  
Prevent. Promote. Protect.



**Head Start**



## **STRATEGIC DIRECTIONS AND GOALS TO BETTER SERVE OUR COMMUNITY**

### **#4 Enhance agency operating efficiency and effectiveness.**

- Goal 1. Achieve NACCHO Accreditation.
- Goal 2. Survey consumer satisfaction annually and compare to previous results.
- Goal 3. Achieve & maintain minimum competency levels for all staff.
- Goal 4. Implement processes/practices to reduce Worker's Compensation premiums by 25% within 5 years.
- Goal 5. Explore opportunities for assistance in Data Analysis.



## **STRATEGIC DIRECTIONS AND GOALS TO BETTER SERVE OUR COMMUNITY**

### **#5 Promote Healthy Lifestyles in accordance with strategies identified in IPLAN 2015- 2020.**

- Goal 1. Utilize Healthy Lifestyles Committee to promote employee wellness.
- Goal 2. Develop community partnerships to support and promote healthy lifestyle choices.
- Goal 3. Model healthy lifestyles.





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