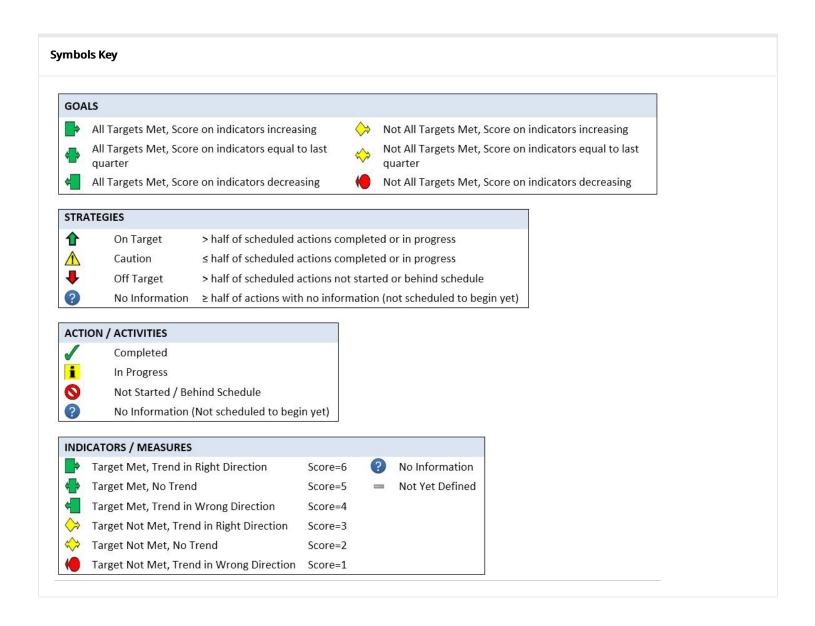


Strategic Plan Status Report

IDPH Strategic Plan 2017-2021

January - April 2017



lowa Department of Public Health Strategic Plan 2017-2021 IDPH Strategic Plan (2017-2021)



Goals	Indicators	Strategies
Goal 1: Strengthen the department's role as lowa's chief health strategist (CHS).	lowa's top health issues identified/published	Strategy 1.1: Define and communicate chief health strategist (CHS) practices.
	Data score (TBD), e.g., percent of health issues with data assessed, identified, analyzed, distributed	Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS practices.
	Strategy score (TBD), e.g., percent of health issues with statewide strategy developed, adopted, adapted	Strategy 1.3: IDPH staff demonstrate CHS practices in carrying out health priorities.
	Percent of staff performance plans with CHS practice identified	
Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI).	Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)	? Strategy 2.1: Strengthen partnerships.
	Partnerships: Percent of local public health agencies with staff that have attended CHS training	Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future.
	Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (Employee Survey)	Strategy 2.3: Enhance internal and external communications: improve how people communicate & what is communicated.
	Workforce Development: Percent of staff participating in training	Strategy 2.4: Improve organizational practices using QI processes.
	Workforce Development: Percent of staff participating in informatics and analytical skills training	
	Communication: Percent of employees that know the IDPH vision (Employee Survey)	
	Communication: Percent of employees that know the IDPH mission (Employee Survey)	
	Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Employee Survey)	
	Communication: Percent of employees satisfied with the information received about what's going on in other parts of the department (Employee Survey)	
	QI: Department's quality culture score	
	QI: Percent of IDPH staff who have had exposure to QI in the last year	
	QI: Percent of IDPH staff with QI in their performance plans	
	QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)	
	QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)	
	QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)	

Goal 3: Implement a collaborative, department-wide approach to addressing lowa's top health issues.	Outcomes/metrics of progress toward improvement of the selected health issues	Strategy 3.1: Develop and implement collaborative, department-wide activities related to decreasing obesity.
	Percent of IDPH programs that have activities to address the selected health issues	Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.
	Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc.	Strategy 3.3: Develop and implement collaborative, department-wide activities related to increasing physical activity.
	Resources used for the selected health issues (expenditures & receipts)	



Goal 1: Strengthen the department's role as Iowa's chief health strategist (CHS).









dil Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)

Indicators



lowa's top health issues identified/published

IDPH Strategic Plan (2017-2021)

Data score (TBD), e.g., percent of health issues with data assessed, identified, analyzed, distributed IDPH Strategic Plan (2017-2021)

Strategy score (TBD), e.g., percent of health issues with statewide strategy developed, adapted IDPH Strategic Plan (2017-2021)

Percent of staff performance plans with CHS practice identified IDPH Strategic Plan (2017-2021)

Status

Strategy	Actions/Activities	Action/Activi Start Date	Action/Activi End Date	Action/Activity Analysis
Strategy 1.1: Define and communicate chief health strategist (CHS) practices.	Develop/adopt definitions for CHS practices.	1/10/17	7/31/17	Executive Team decided to gather staff input on how CHS should be defined for IDPH. Two methods are planned/ underway: 1. All staff survey requesting input (April). 2. Staff listening sessions (May). Following staff input, a team will be used to develop preliminary definitions.
	? Train staff in CHS practices.	7/31/17	12/31/17	
	Pesignate CHS mentors/champions.	12/31/17	7/31/18	
Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS practices.	Develop model frameworks to assess and evaluate implementation of CHS practices.	7/31/17	12/31/17	
	Implement model frameworks for selected health issue(s) [Goal 3].	12/31/17	7/31/18	
	Evaluate and revise model frameworks.	7/31/18	12/31/18	
Strategy 1.3: IDPH staff demonstrate CHS practices in carrying out health priorities.	Include CHS practices in employee performance plans.	12/31/17	7/31/18	



Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI). IDPH Strategic Plan (2017-2021)









Indicators	
Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3) IDPH Strategic Plan (2017-2021)	Jun-17
Partnerships: Percent of local public health agencies with staff that have attended CHS training IDPH Strategic Plan (2017-2021)	Jun-17
Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
Workforce Development: Percent of staff participating in training IDPH Strategic Plan (2017-2021)	Dec-16
Workforce Development: Percent of staff participating in informatics and analytical skills training IDPH Strategic Plan (2017-2021)	Jun-17
Communication: Percent of employees that know the IDPH vision (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
Communication: Percent of employees that know the IDPH mission (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
Communication: Percent of employees satisfied with the information received about what's going on in other parts of the department (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
QI: Department's quality culture score IDPH Strategic Plan (2017-2021)	Dec-16
QI: Percent of IDPH staff who have had exposure to QI in the last year IDPH Strategic Plan (2017-2021)	Dec-16
QI: Percent of IDPH staff with QI in their performance plans IDPH Strategic Plan (2017-2021)	Dec-16
QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey) IDPH Strategic Plan (2017-2021)	2017
QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey) IDPH Strategic Plan (2017-2021)	2017

Status

Strategy	Actions/Activities	Action/Activi Start Date	Action/Activi End Date	Action/Activity Analysis
Strategy 2.1: Strengthen partnerships.	Assess the strength/quality of existing partnerships for the selected health issues [Goal 3].	4/30/17	10/31/17	

	Identify and implement partnership-building activities for the selected health issue(s).	10/31/17	3/31/18	
	Educate/train local public health on CHS role.	3/31/18	1/31/19	
Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future.	Review and update the department's Workforce Development Plan.	2/17/17	8/31/17	Department coordinator has been keeping informal notes on needed updates to the current WDP.
	Develop at least one cross-sectional team for the selected health issues [Goal 3].	4/30/17	10/31/17	
	Identify and provide training to staff on informatics and analytical skills.	7/31/18	12/31/19	Initial discussions have begun with Education Coordinator and Data Management Program Manager and Community of Practice to discuss current available trainings, potential topics and speakers.
Strategy 2.3: Enhance internal and external communications: improve how people communicate & what is communicated.	Communicate with staff and stakeholders about the IDPH strategic plan.	1/17/17	12/31/17	Staff: Plan was shared with staff via an all staff email from Director and intranet post on January 13. Bus Stop for staff was held on February 22. Participants learned about the process used to develop the IDPH strategic plan; the current vision, mission, and goals: and how they can contribute to the plan's continued development and implementation. Stakeholders: Plan was highlighted in January 26 Director's Quick Reads, which is distributed to staff and a broad group of stakeholders and promoted on IDPH social media channels. Plan was published on IDPH homepage under General Links: IDPH Strategic Plan http://idph.iowa.gov/Portals/1/userfiles/7/Polly/I and on Director's Office webpage: https://idph.iowa.gov/do
	Continue monthly Bus Stop sessions on important organizational functions/processes.	1/17/17	12/31/17	 Have held four Bus Stops in 2017. January: Bureau of Emergency and Trauma Services discussed emergency response. February: Strategic Plan. March: State Hygienic Lab. April: Employee Survey and an update from the Director.
	Provide training to staff on internal and external communication and meeting facilitation.	7/31/18	1/31/19	
Strategy 2.4: Improve organizational practices using QI processes.	Establish a department-wide QI Council.	1/13/17	2/28/17	Members selected 12/19/2016. First council meeting held 1/13/2017.
	Provide QI training to staff.	1/17/17	12/31/17	QI Council training completed 4/20/17. Other trainings for new employees and IDPH staff are scheduled for this year.
	Review and update the QI Plan.	1/17/17	10/31/17	QI council has identified areas to update. Will update plan by 10/20/17 following timeline established in QI council and QI plan.



7/1/17

12/31/17

Formal kick-off of QI Council QI project submission process planned for July all staff meeting.



Goal 3: Implement a collaborative, department-wide approach to addressing lowa's top health issues. IDPH Strategic Plan (2017-2021)





dil Home Scorecard Goals Strategies Indicators

Indi	cators	
_	Outcomes/metrics of progress toward improvement of the selected health issues IDPH Strategic Plan (2017-2021)	Jun-17
\Leftrightarrow	Percent of IDPH programs that have activities to address the selected health issues IDPH Strategic Plan (2017-2021)	Jun-17
-	Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc. IDPH Strategic Plan (2017-2021)	Jun-17
-	Resources used for the selected health issues (expenditures & receipts) IDPH Strategic Plan (2017-2021)	Jun-17

Status

Strategy	Actions/Activities	Action/Activi Start Date	Action/Activi End Date	Action/Activity Analysis
Strategy 3.1: Develop and implement collaborative, department-wide activities related to decreasing obesity.	Document existing department strategies for addressing obesity.	3/28/17	6/30/17	A work group convened in February with representatives from the bureaus of NHP, CDPM and Planning Services. Staff were surveyed in March to determine current implementation of related strategies; 150 staff responded. A documentation form (Strategy Detail Sheet) is being piloted by the Health Promotion and Chronic Disease Promotion Division's CDC Partnership Grant program. In May, once finalized, the Strategy Detail Sheet will be distributed to the 50 staff members that reported implementing related strategies. Responses to this form will document existing department strategies and funding sources for all three areas - obesity, nutrition and physical activity. Opportunities to engage in these areas of work will eventually be communicated with all staff, not just those who reported current involvement or those who have identified opportunities, but have not yet
	Document existing funding sources for obesity-related strategies.	3/28/17	6/30/17	The Strategy Detail Sheet includes a section for documenting funding for existing strategies.
	Communicate to and educate staff/partners on obesity-related issues.	7/1/17	1/1/18	
	Develop and implement new collaborative strategies for addressing obesity.	7/1/17	12/31/21	
	Assess, identify, analyze, and distribute data related to obesity.	7/31/17	1/31/18	

	Identify potential sources of funding for obesity-related strategies.	7/31/17	12/31/21	
Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.	Document existing department strategies for improving nutrition.	3/28/17	4/27/17	A work group convened in February with representatives from the bureaus of NHP, CDPM and Planning Services. Staff were surveyed in March to determine current implementation of related strategies; 150 staff responded. A documentation form (Strategy Detail Sheet) is being piloted by the Health Promotion and Chronic Disease Promotion Division's CDC Partnership Grant program. In May, once finalized, the Strategy Detail Sheet will be distributed to the 50 staff members that reported implementing related strategies. Responses to this form will document existing department strategies and funding sources for all three areas - obesity, nutrition and physical activity. Opportunities to engage in these areas of work will eventually be communicated with all staff, not just those who reported current involvement or those who have identified opportunities, but have not yet implemented them.
	Document existing funding sources for nutrition-related strategies.	3/28/17	6/30/17	The Strategy Detail Sheet includes a section for documenting funding for existing strategies.
	Communicate to and educate staff/partners on nutrition related issues.	7/1/17	1/1/18	
	Develop and implement new collaborative strategies for improving nutrition.	7/1/17	12/31/21	
	Assess, identify, analyze, and distribute data related to nutrition.	7/31/17	1/31/18	
	Identify potential sources of funding for nutrition-related strategies.	7/31/17	12/31/21	

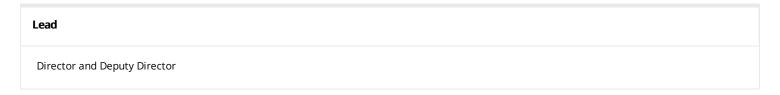
Strategy 3.3: Develop and implement collaborative, department-wide activities related to increasing physical activity.	Document existing department strategies for increasing physical activity.	3/28/17	6/30/17	A work group convened in February with representatives from the bureaus of NHP, CDPM and Planning Services. Staff were surveyed in March to determine current implementation of related strategies; 150 staff responded. A documentation form (Strategy Detail Sheet) is being piloted by the Health Promotion and Chronic Disease Promotion Division's CDC Partnership Grant program. In May, once finalized, the Strategy Detail Sheet will be distributed to the 50 staff members that reported implementing related strategies. Responses to this form will document existing department strategies and funding sources for all three areas - obesity, nutrition and physical activity. Opportunities to engage in these areas of work will eventually be communicated with all staff, not just those who reported current involvement or those who have identified opportunities, but have not yet implemented them.
	Document existing funding sources for physical activity-related strategies.	3/28/17	6/30/17	The Strategy Detail Sheet includes a section for documenting funding for existing strategies.
	Communicate to and educate staff/partners on physical activity-related issues.	7/1/17	1/1/18	
	Develop and implement new collaborative strategies for increasing physical activity.	7/1/17	12/31/21	
	Assess, identify, analyze, and distribute data related to physical activity.	7/31/17	1/31/18	
	Identify potential sources of funding for physical activity-related strategies.	7/31/17	12/31/21	



Strategy 1.1: Define and communicate chief health strategist (CHS) practices.

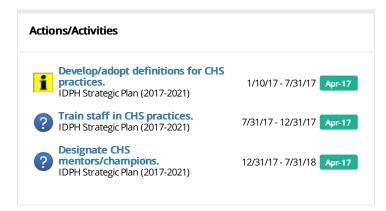
Home Scorecard Goals Strategies Indicators

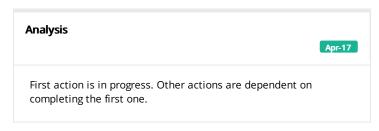
IDPH Strategic Plan (2017-2021)

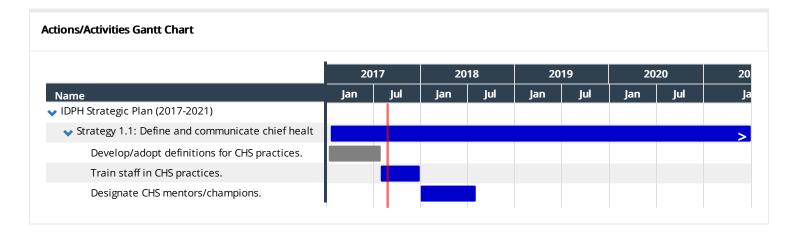














Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS practices.







dil **Indicators**

IDPH Strategic Plan (2017-2021)

Lead

Acute Disease Prevention, Emergency Response & Environmental Health Division Director Health Promotion & Chronic Disease Prevention Division Director

Start Date

1/17/17

End Date

12/31/21

Goals

Goal 1: Strengthen the department's role as Iowa's chief health strategist (CHS).

IDPH Strategic Plan (2017-2021)

Actions/Activities

Develop model frameworks to assess and evaluate implementation of CHS practices. IDPH Strategic Plan (2017-2021)

Implement model frameworks for

selected health issue(s) [Goal 3]. IDPH Strategic Plan (2017-2021)

Evaluate and revise model frameworks. IDPH Strategic Plan (2017-2021)

7/31/18 - 12/31/18 Apr-17

7/31/17 - 12/31/17 Apr-17

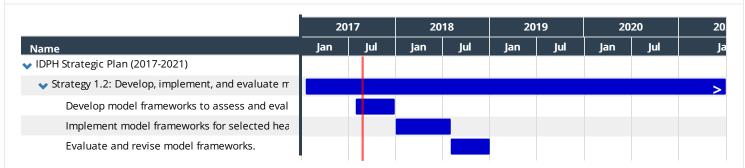
12/31/17 - 7/31/18 Apr-17

Analysis

Apr-17

This strategy will begin once the first action related to the first strategy for Goal 1 has been completed.

Actions/Activities Gantt Chart



Apr-17



Strategy 1.3: IDPH staff demonstrate CHS practices in carrying out health priorities.







dil Home Scorecard Goals Strategies Indicators

Apr-17

IDPH Strategic Plan (2017-2021)



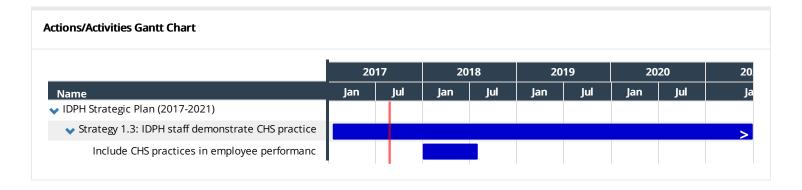
Analysis







This strategy will begin once the first action related to the first strategy for Goal 1 is completed.









dil **Indicators**

Lead

Behavioral Health Division Director

Tobacco Use Prevention & Control Division Director

Start Date

1/17/17

End Date

12/31/21

Goals

Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI).

IDPH Strategic Plan (2017-2021)

Actions/Activities

Assess the strength/quality of existing partnerships for the selected health issues [Goal 3]. IDPH Strategic Plan (2017-2021)

4/30/17 - 10/31/17 Apr-17

Identify and implement partnership-building activities for the selected health issue(s). IDPH Strategic Plan (2017-2021)

10/31/17 - 3/31/18 Apr-17

Educate/train local public health on CHS role. IDPH Strategic Plan (2017-2021)

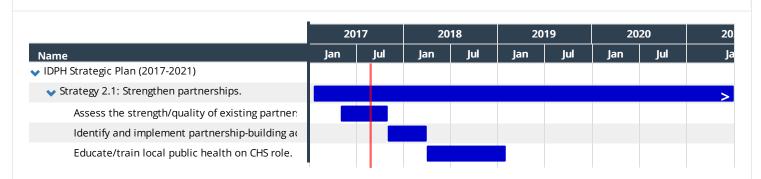
3/31/18 - 1/31/19 Apr-17

Analysis

Apr-17

The actions related to this strategy are scheduled to begin later this year.

Actions/Activities Gantt Chart



Apr-17

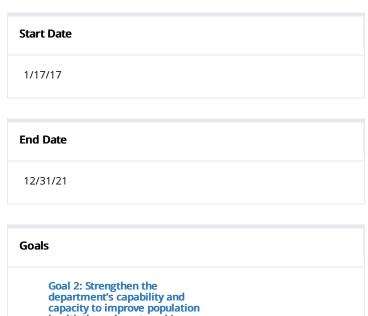


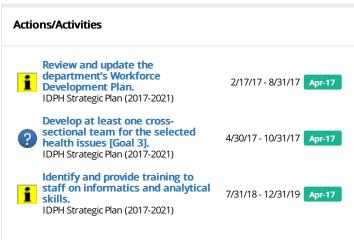
Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future.

Home Scorecard Goals Strategies Indicators

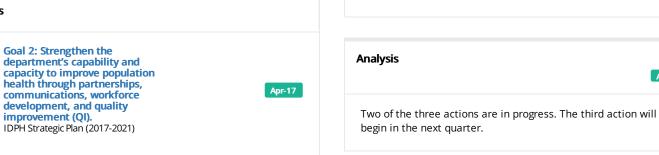
IDPH Strategic Plan (2017-2021)

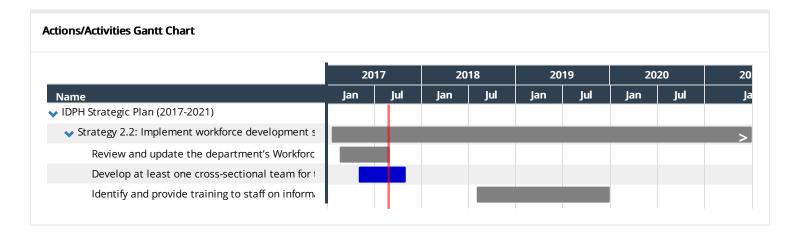






Apr-17





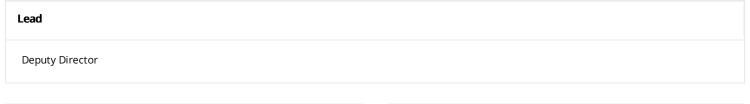


Start Date

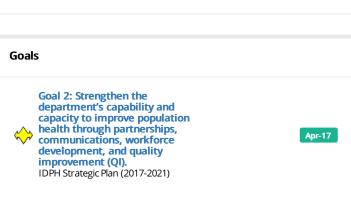
Strategy 2.3: Enhance internal and external communications: improve how people communicate & what is communicated.

Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)

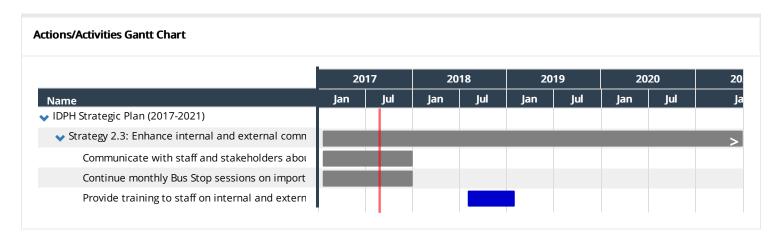














Strategy 2.4: Improve organizational practices using QI processes. IDPH Strategic Plan (2017-2021)





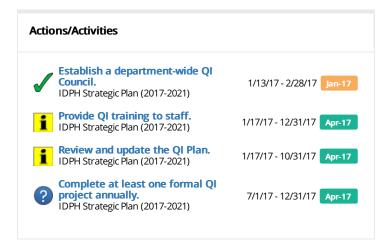


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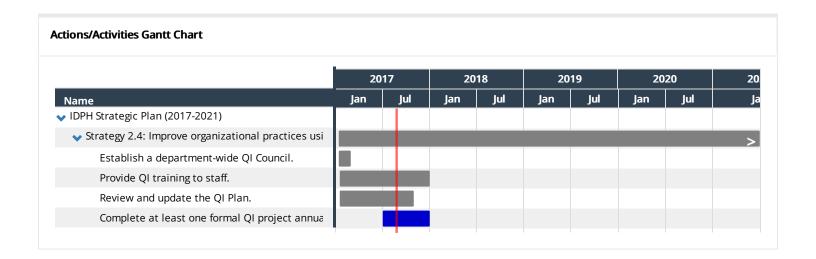
Lead Deputy Director













Strategy 3.1: Develop and implement collaborative, department-wide activities related to decreasing obesity.

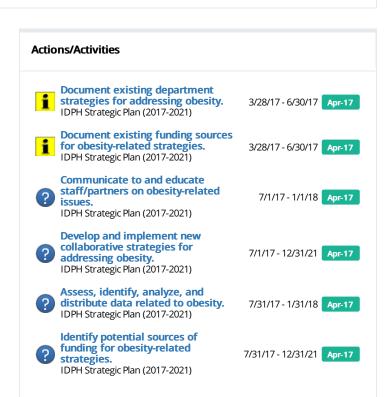
Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)



Health Promotion & Chronic Disease Prevention Division Director

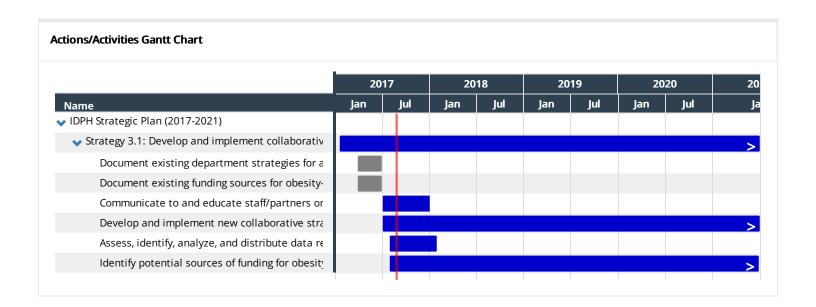
Start Date 1/17/17 End Date 12/31/21 Goals Goals Goal 3: Implement a collaborative, department-wide approach to addressing lowa's top health issues. IDPH Strategic Plan (2017-2021)



Analysis

Apr-17

Two of the actions are in progress. The other actions will begin in the third quarter of 2017.





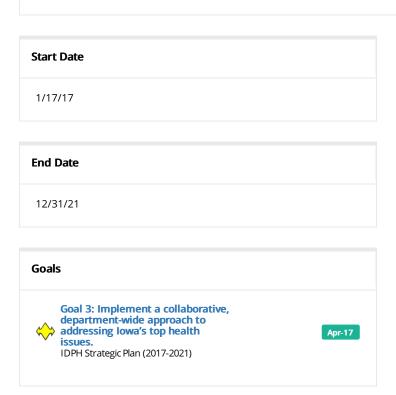
Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.

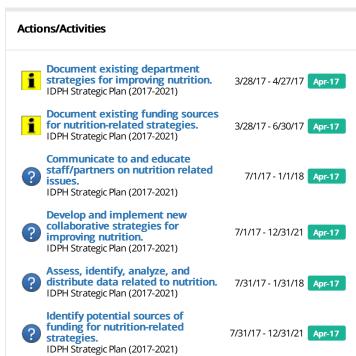
Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)



Health Promotion & Chronic Disease Prevention Division Director

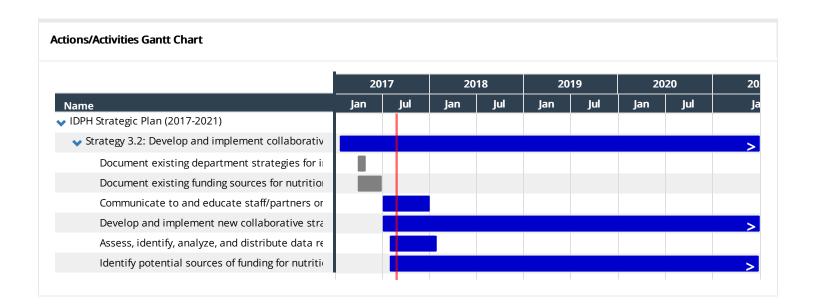




Analysis

Apr-17

Two of the actions are in progress. The other actions will begin in the third quarter of 2017.



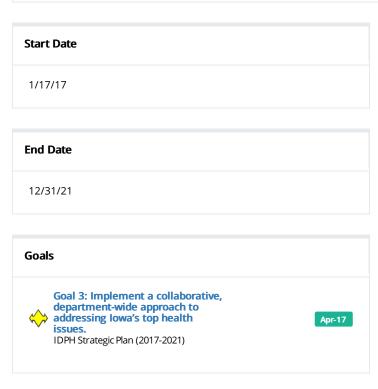


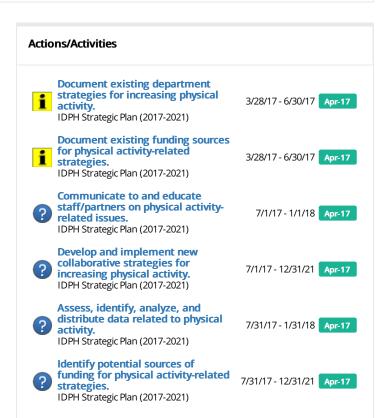
Strategy 3.3: Develop and implement collaborative, department-wide activities related to increasing physical activity.

Home Scorecard Goals Strategies Indicators

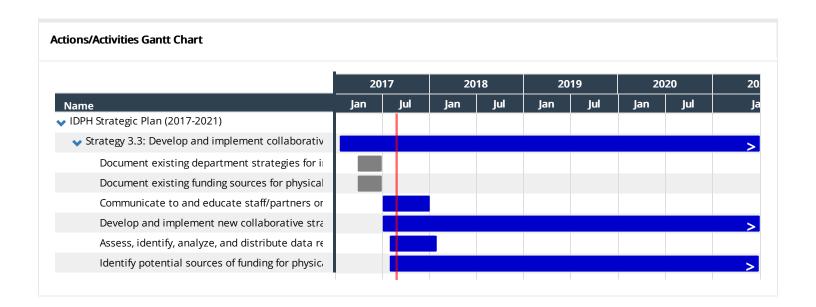
IDPH Strategic Plan (2017-2021)







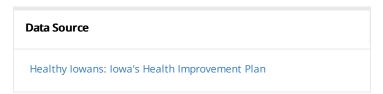


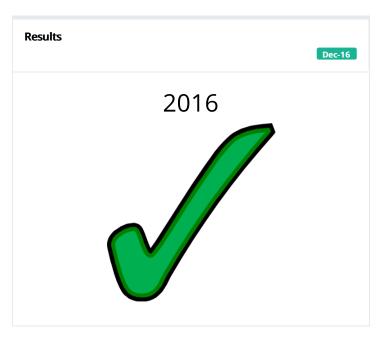












ndicator Data				
Period		Status	Actual	Target
Dec-16	-	Target Met, No Trend	Identified & Published August 2016	Identified & Published
Dec-17		Not Defined		

Data score (TBD), e.g., percent of health issues with data assessed, identified, analyzed, distributed



IDPH Strategic Plan (2017-2021)





Analysis	Jun-17
TBD	
Data Source	
TBD	

Data score (TBD), e.g., percent of health issues with data assessed, identified, analyzed, distributed				
Jun-17 Jul-17	Aug-17 Sep-17	Oct-17 Nov-17	Dec-17	

Indicator Data Period Status Actual Target Jun-17 Not Defined Not Defined Jul-17 Aug-17 Not Defined Sep-17 Not Defined Oct-17 Not Defined Nov-17 Not Defined Dec-17 Not Defined

Strategy score (TBD), e.g., percent of health issues with statewide strategy developed, adopted, adapted









dil Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)



Strategies	
Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS practices. IDPH Strategic Plan (2017-2021)	1/17/17 - 12/31/21 Apr-17
Strategy 1.3: IDPH staff demonstrate CHS practices in carrying out health priorities. IDPH Strategic Plan (2017-2021)	1/17/17 - 12/31/21 Apr-17

Analysis	Jun-17
TBD	
Data Source	
TBD	

Not Defined

Not Defined

Nov-17

Dec-17

Strategy score (TBD), e.g., percent of health issues with statewide strategy developed, adopted, adapted				
Jun-17 Jul-17 Aug-17 Sep-17 Oct-17 Nov-17 Dec-17				

Indicator Data Period Status Actual Target Jun-17 Not Defined Not Defined Jul-17 Aug-17 Not Defined Sep-17 Not Defined Oct-17 Not Defined

Percent of staff performance plans with CHS practice identified IDPH Strategic Plan (2017-2021)









Goals Goal 1: Strengthen the department's role as lowa's chief health strategist (CHS). IDPH Strategic Plan (2017-2021) Apr-17

Strategy 1.3: IDPH staff demonstrate CHS practices in carrying out health priorities. IDPH Strategic Plan (2017-2021)	Strategies	
	demonstrate CHS practices in carrying out health priorities.	1/17/17 - 12/31/21 Apr-17

Analysis		Jun-17
TBD		

Data Source	
TBD	

Percent of staff performance plans with CHS practice Jun-17 Jul-17 Aug-17 Sep-17 Oct-17 Nov-17 Dec-17

Indicator Data Period Status Actual Target Not Defined Jun-17 Jul-17 Not Defined Not Defined Aug-17 Sep-17 Not Defined Oct-17 Not Defined Nov-17 Not Defined Dec-17 Not Defined

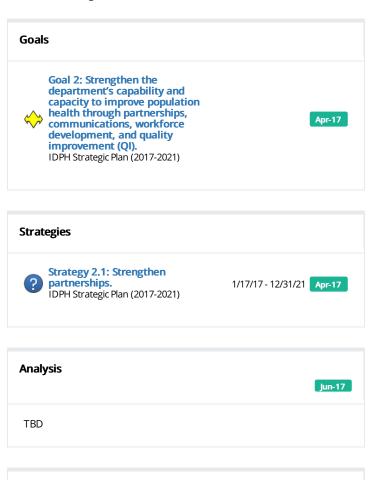
Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)



IDPH Strategic Plan (2017-2021)

Data Source

TBD



Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)						
Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17

Indicator Data Actual Period Status Target Jun-17 Not Defined Jul-17 Not Defined Aug-17 Not Defined Sep-17 Not Defined Oct-17 Not Defined Nov-17 Not Defined Dec-17 Not Defined

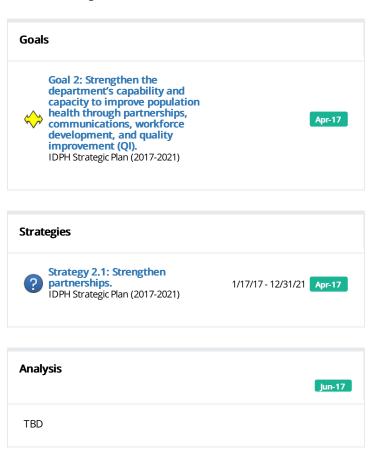
Partnerships: Percent of local public health agencies with staff that have attended CHS training



IDPH Strategic Plan (2017-2021)

Data Source

TBD



Percent of local public health agencies with staff that have attended CHS training							
Jun	-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17

Indicator Data Actual Period Status Target Jun-17 Not Defined Jul-17 Not Defined Aug-17 Not Defined Sep-17 Not Defined Oct-17 Not Defined Nov-17 Not Defined Dec-17 Not Defined



Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (Employee Survey)









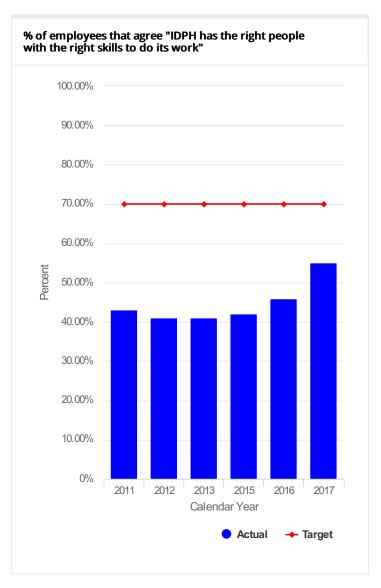
IDPH Strategic Plan (2017-2021)



Strategies Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future. IDPH Strategic Plan (2017-2021) Apr-17







Indicator Data Period Status Actual Target 43.00% 70.00% 2011 Target Not Met, No Tr... 2012 Target Not Met, Trend... 41.00% 70.00% 2013 Target Not Met, No Tr... 41.00% 70.00% 2015 42.00% 70.00% Target Not Met, Trend... 70.00% 2016 Target Not Met, Trend... 46.00% 2017 55.00% 70.00% Target Not Met, Trend...



Workforce Development: Percent of staff participating in training IDPH Strategic Plan (2017-2021)

Home Scorecard Goals Strategies







Goals

Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI). IDPH Strategic Plan (2017-2021)

Apr-17

Strategies

Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match 1/17/17 - 12/31/21 Apr-17 needs today and in the future. IDPH Strategic Plan (2017-2021)

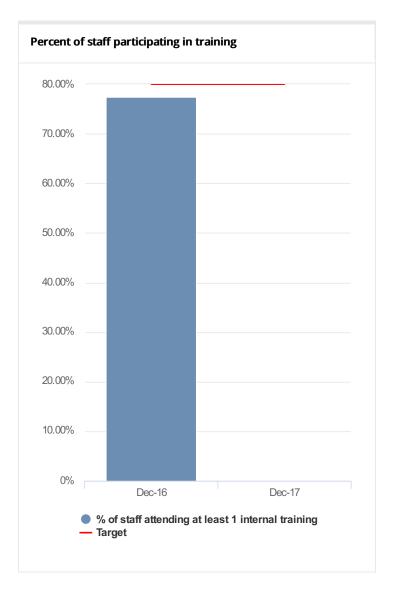
Analysis

Dec-16

Of 362 permanent staff at the beginning of 2016, 280 attended at least one internal training during 2016.

Data Source

Bureau of Planning Services training logs.



Indicator Data

Period	-	Status	% of staff attending at least 1 internal training	Target	# of staff attending at least 1 training	# of total permanent staff
Dec-16	\Leftrightarrow	Target Not Met, No Tr	77.35%	80.00%	280	362
Dec-17	_	Not Defined		80.00%		

Workforce Development: Percent of staff participating in informatics and analytical skills training









dil Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)



Strategies Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future. IDPH Strategic Plan (2017-2021) Apr-17 Apr-17

Analysis	Jun-17
TBD	
Data Source	
TBD	

Percent of staff participating in informatics and analytical skills training				
Jun-17 Jul-17 Aug-17 Sep-17 Oct-1	7 Nov-17 Dec-17			

Period	_	Status	Actual	Target
Jun-17	_	Not Defined		
Jul-17	_	Not Defined		
Aug-17	_	Not Defined		
Sep-17	_	Not Defined		
Oct-17	_	Not Defined		
Nov-17		Not Defined		
Dec-17		Not Defined		



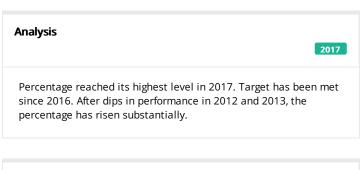
Communication: Percent of employees that know the IDPH vision (Employee Survey)

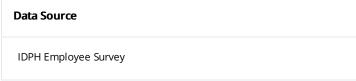
Home Scorecard Goals Strategies Indicators

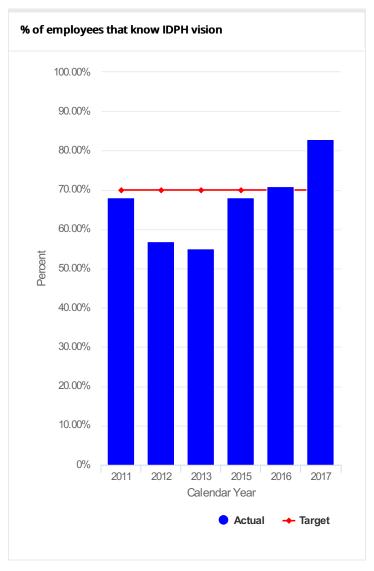
IDPH Strategic Plan (2017-2021)











Indicator Data Period Status Actual Target 2011 68.00% 70.00% Target Not Met, No Tr... 2012 Target Not Met, Trend... 57.00% 70.00% 2013 Target Not Met, Trend... 55.00% 70.00% 2015 Target Not Met, Trend... 68.00% 70.00% 2016 71.00% 70.00% Target Met, Trend in R... 2017 83.00% 70.00% Target Met, Trend in R...



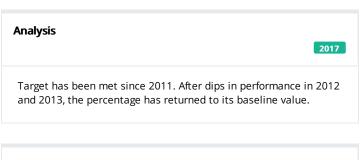
Communication: Percent of employees that know the IDPH mission (Employee Survey)

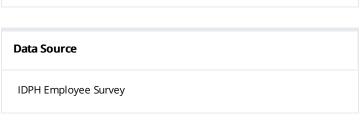
Home Scorecard Goals Strategies Indicators

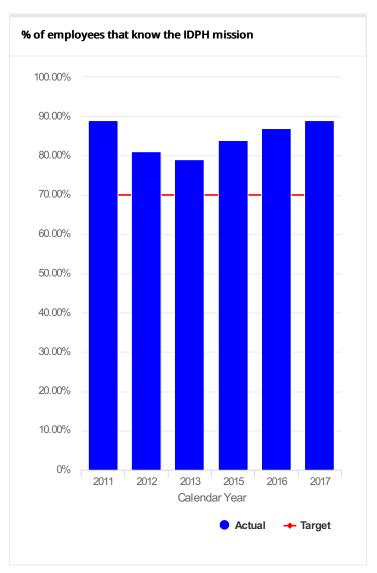
IDPH Strategic Plan (2017-2021)











dicator Data				
Period		Status	Actual	Target
2011	-	Target Met, No Trend	89.00%	70.00%
2012	4	Target Met, Trend in W	81.00%	70.00%
2013	4	Target Met, Trend in W	79.00%	70.00%
2015		Target Met, Trend in R	84.00%	70.00%
2016		Target Met, Trend in R	87.00%	70.00%
2017		Target Met, Trend in R	89.00%	70.00%



Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Employee Survey)







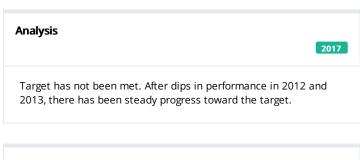


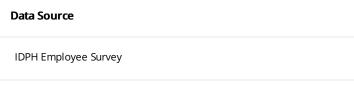
dil **Indicators**

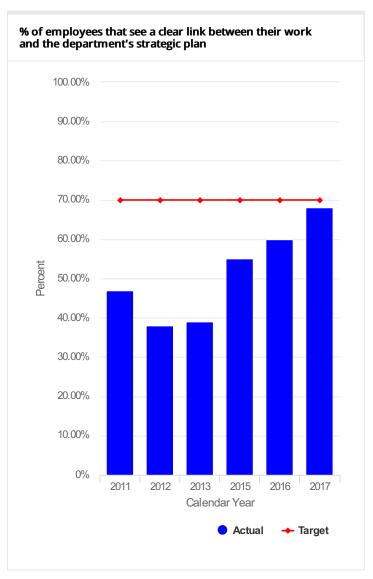
IDPH Strategic Plan (2017-2021)











Indicator Data Period Status Actual Target 47.00% 70.00% 2011 Target Not Met, No Tr... 2012 Target Not Met, Trend... 38.00% 70.00% 2013 Target Not Met, Trend... 39.00% 70.00% 2015 55.00% 70.00% Target Not Met, Trend... 2016 60.00% 70.00% Target Not Met, Trend... 2017 68.00% 70.00% Target Not Met, Trend...



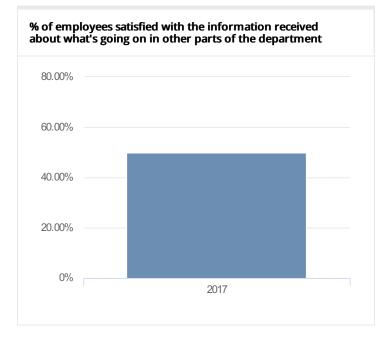
Communication: Percent of employees satisfied with the information received about what's going on in other parts of the department (Employee Survey)



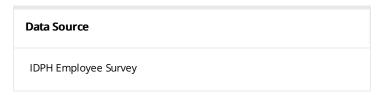
IDPH Strategic Plan (2017-2021)



Strategies Strategy 2.3: Enhance internal and external communications: improve how people communicate & what is communicated. IDPH Strategic Plan (2017-2021) Apr-17 Apr-17







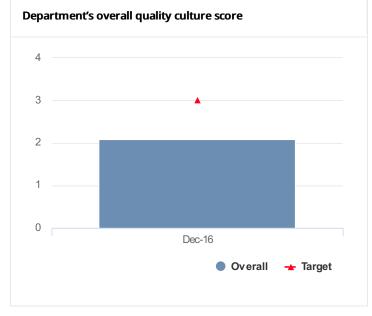
Indicator Data Period Status Actual Target 2011 Not Defined 2012 Not Defined 2013 Not Defined 2015 Not Defined 2016 Not Defined 2017 50.00% 70.00% Target Not Met, No Tr...



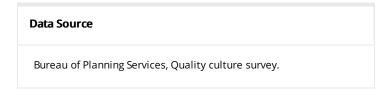








Analysis Dec-16 Baseline is 2.09 out of a possible 5, which represents an overall culture score of slightly above "we are just getting started" (2). Target of 3 will represent "We have had some movement in the right direction."





ndicator Data								
Period		Status	Commitment	Capability	Customer Expectations	Empowerment	Process Focus	Institutionalizat
Dec-16	⇔	Target Not Met, No Tr	2.63	2.11	2.35	1.74	1.98	1.72
Dec-17		Not Defined						



QI: Percent of IDPH staff who have had exposure to QI in the last year IDPH Strategic Plan (2017-2021)

Home Scorecard Goals Strategies





dil **Indicators**

Goals

Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI). IDPH Strategic Plan (2017-2021)

Apr-17

Strategies

Strategy 2.4: Improve organizational practices using QI processes. IDPH Strategic Plan (2017-2021)

1/13/17 - 12/31/21 Apr-17

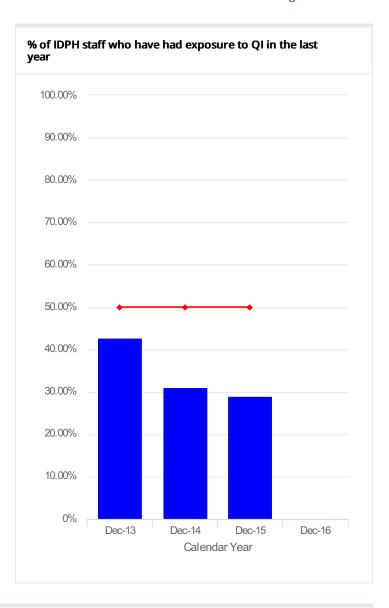
Analysis

Dec-16

The percentage has been decreasing since starting to track it in 2013.

Data Source

Bureau of Planning Services, IDPH bureau chief survey.



Period	_	Status	Actual	Target
Dec-13	~	Target Not Met, No Tr	42.70%	50.00%
Dec-14	(Target Not Met, Trend	31.00%	50.00%
Dec-15	(Target Not Met, Trend	29.00%	50.00%
Dec-16	(Target Not Met, Trend		



QI: Percent of IDPH staff with QI in their performance plans IDPH Strategic Plan (2017-2021)





dil **Indicators**

Goals

Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI). IDPH Strategic Plan (2017-2021)

Apr-17

Strategies

Strategy 2.4: Improve organizational practices using QI processes. IDPH Strategic Plan (2017-2021)

1/13/17 - 12/31/21 Apr-17

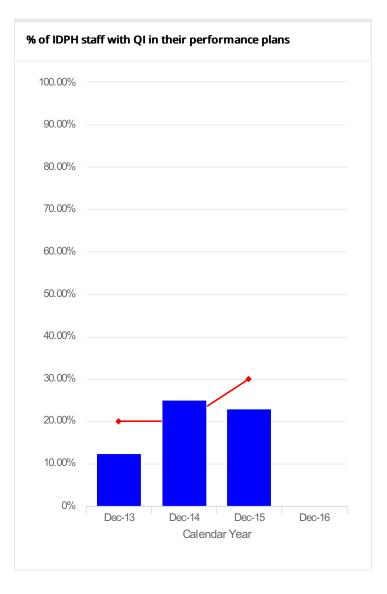
Analysis

Dec-16

There is no clear trend for this measure. The percentage decreased from 2014 to 2015.

Data Source

Bureau of Planning Services, IDPH bureau chief survey.



Period	_	Status	Actual	Target
Dec-13	⇔	Target Not Met, No Tr	12.50%	20.00%
Dec-14	-	Target Met, Trend in R	25.00%	20.00%
Dec-15	(Target Not Met, Trend	23.00%	30.00%
Dec-16	(Target Not Met, Trend		



QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)

Scorecard



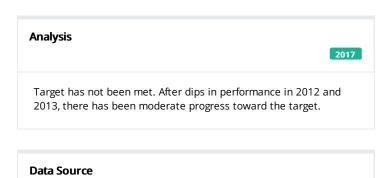


dil **Indicators**

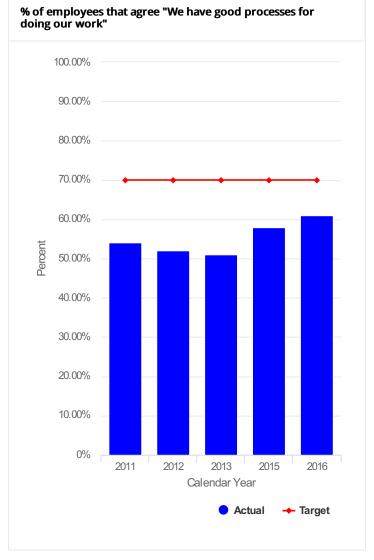
IDPH Strategic Plan (2017-2021)







IDPH - Employee Survey



Indicator Data Period Actual Target Status 2011 Target Not Met, No Tr... 54.00% 70.00% 2012 Target Not Met, Trend... 52.00% 70.00% 2013 Target Not Met, Trend... 51.00% 70.00% 2015 Target Not Met, Trend... 58.00% 70.00% 2016 61.00% 70.00% Target Not Met, Trend... 2017 Target Met, Trend in R... 71.00% 70.00%



QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)

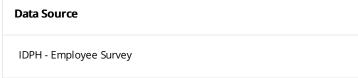
ome Scorecard Goals Strategies Indicators

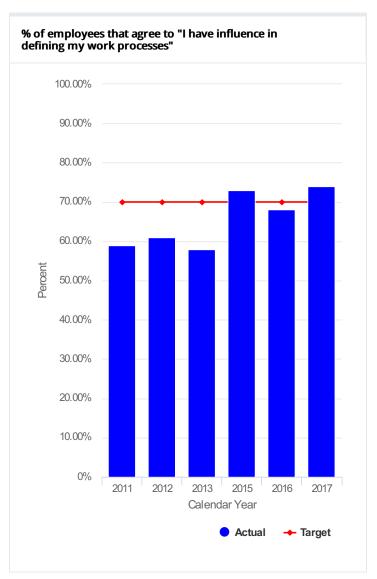
IDPH Strategic Plan (2017-2021)











ndicator Data	•			
Period		Status	Actual	Target
2011	⇔	Target Not Met, No Tr	59.00%	70.00%
2012	\Diamond	Target Not Met, Trend	61.00%	70.00%
2013	(Target Not Met, Trend	58.00%	70.00%
2015	 	Target Met, Trend in R	73.00%	70.00%
2016	4	Target Not Met, Trend	68.00%	70.00%
2017		Target Met, Trend in R	74.00%	70.00%



QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)







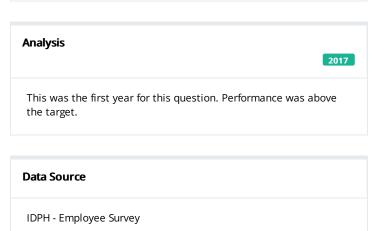


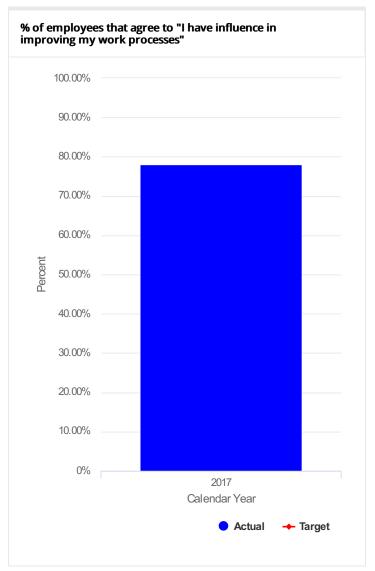
dil Indicators

IDPH Strategic Plan (2017-2021)





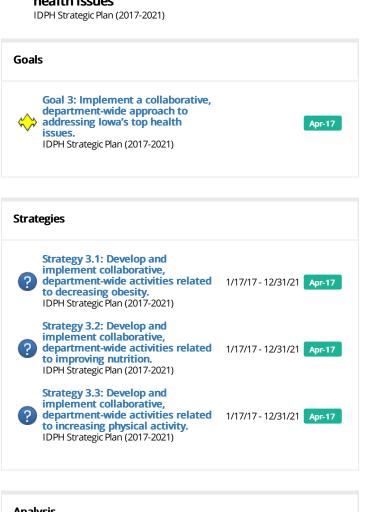




Indicator Data Period Status Actual Target 2011 Not Defined 2012 Not Defined 2013 Not Defined 2015 Not Defined 2016 Not Defined 2017 Target Met, No Trend 78.00% 70.00%

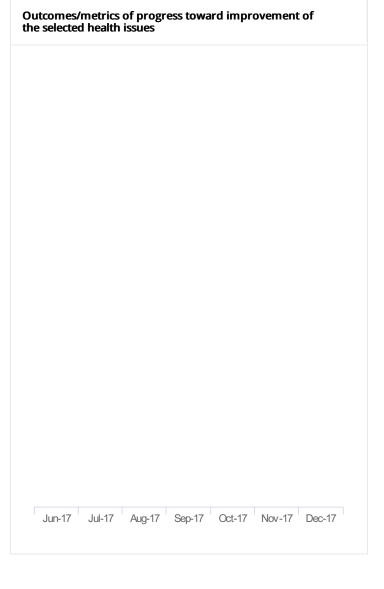
Outcomes/metrics of progress toward improvement of the selected health issues

Home Scorecard Goals Strategies Indicators









Period	_	Status	Actual	Target
Jun-17	_	Not Defined		
Jul-17	_	Not Defined		
Aug-17		Not Defined		
Sep-17		Not Defined		
Oct-17		Not Defined		
Nov-17		Not Defined		
Dec-17		Not Defined		

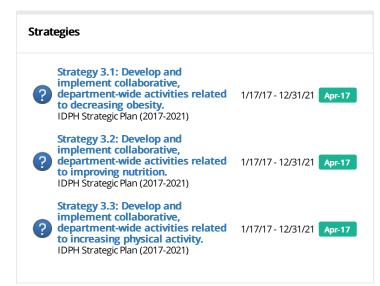


Percent of IDPH programs that have activities to address the selected health issues

Home Scorecard Goals Strategies Indicators

IDPH Strategic Plan (2017-2021)



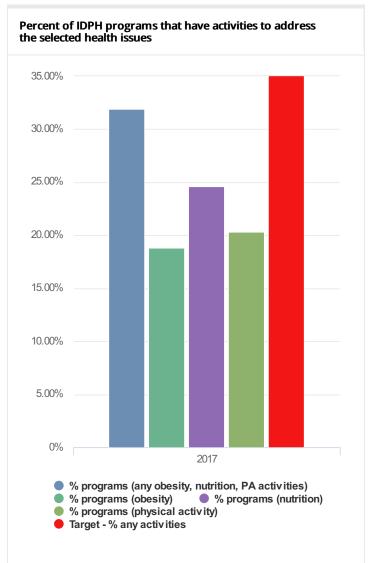


Analysis Jun-17

IDPH has 69 programs (according to Program Profile sheets). There are 22 programs (32%) that currently have activities addressing one or more of these issues: obesity, nutrition and physical activity; 13 programs are addressing obesity, 17 are addressing nutrition, and 14 are addressing physical activity. The majority of programs addressing obesity, nutrition, or physical activity are in the Division of Health Promotion and Chronic Disease Prevention. There are no programs in the Division of Administration and Professional Licensure addressing these issues.



Strategy Detail Sheets and Program Profiles.

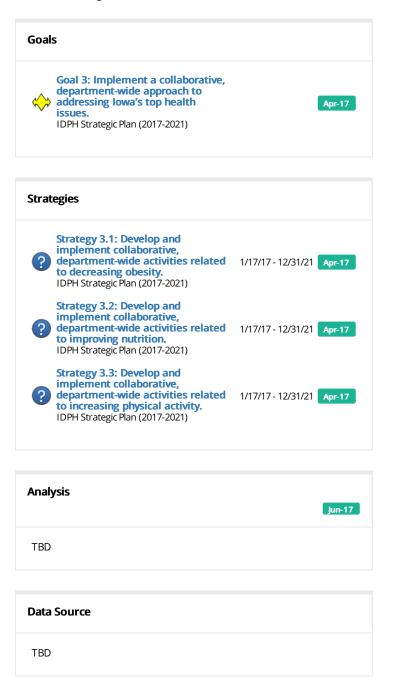


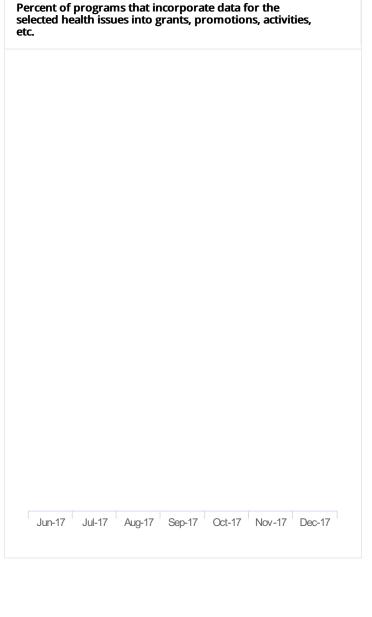
Series	Jun-17
% programs (any obesity, nutrition, PA activities)	31.88%
% programs (obesity)	18.84%
% programs (nutrition)	24.64%
% programs (physical activity)	20.29%
Target - % any activities	35.00%
# programs (IDPH program profiles)	69
# programs (any obesity, nutrition, PA activities)	22
# programs (obesity)	13
# programs (nutrition)	17
# programs (physical activity)	14

Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc.



IDPH Strategic Plan (2017-2021)





Period	_	Status	Actual	Target
Jun-17	_	Not Defined		
Jul-17		Not Defined		
Aug-17		Not Defined		
Sep-17		Not Defined		
Oct-17		Not Defined		
Nov-17	_	Not Defined		
Dec-17		Not Defined		

Resources used for the selected health issues (expenditures & receipts) IDPH Strategic Plan (2017-2021)











Goals

Goal 3: Implement a collaborative, department-wide approach to addressing lowa's top health issues. IDPH Strategic Plan (2017-2021)

Apr-17

Strategies

Strategy 3.1: Develop and implement collaborative, department-wide activities related 1/17/17 - 12/31/21 Apr-17

to decreasing obesity.
IDPH Strategic Plan (2017-2021)

Strategy 3.2: Develop and implement collaborative, department-wide activities related 1/17/17 - 12/31/21 Apr-17 to improving nutrition. IDPH Strategic Plan (2017-2021)

Strategy 3.3: Develop and implement collaborative, department-wide activities related 1/17/17 - 12/31/21 Apr-17

to increasing physical activity. IDPH Strategic Plan (2017-2021)

Analysis

Jun-17

TBD

Data Source

TBD

Resources used for the selected health issues (expenditures & receipts)

Jun-17 Jul-17 Aug-17 Sep-17 Oct-17 Nov-17 Dec-17

Period	-	Status	Actual	Target
Jun-17	_	Not Defined		
Jul-17	_	Not Defined		
Aug-17		Not Defined		
Sep-17		Not Defined		
Oct-17		Not Defined		
Nov-17		Not Defined		
Dec-17		Not Defined		