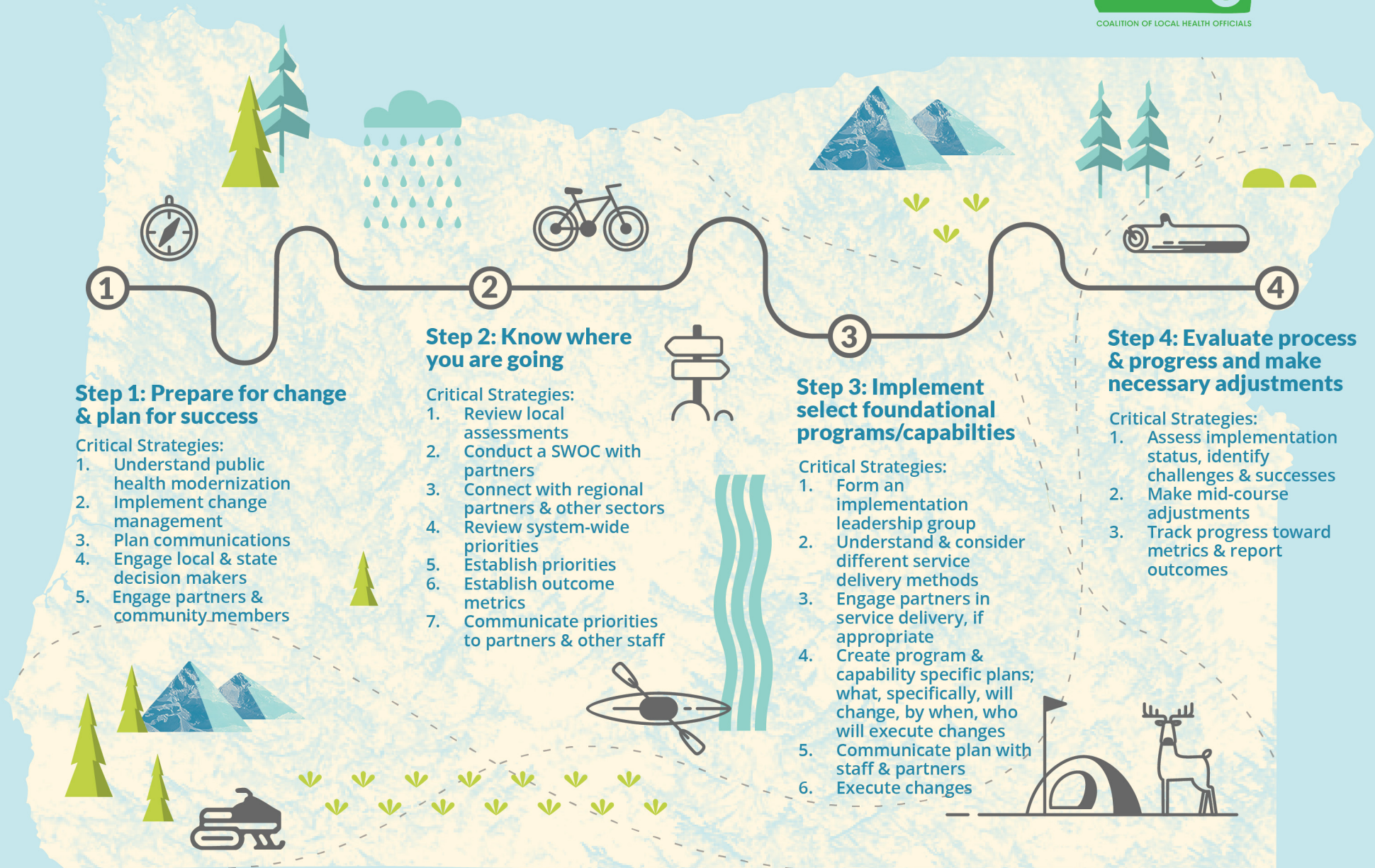


Steps to Local Public Health Modernization



1

Step 1: Prepare for change & plan for success

Critical Strategies:

1. Understand public health modernization
2. Implement change management
3. Plan communications
4. Engage local & state decision makers
5. Engage partners & community members

2

Step 2: Know where you are going

Critical Strategies:

1. Review local assessments
2. Conduct a SWOC with partners
3. Connect with regional partners & other sectors
4. Review system-wide priorities
5. Establish priorities
6. Establish outcome metrics
7. Communicate priorities to partners & other staff

3

Step 3: Implement select foundational programs/capabilities

Critical Strategies:

1. Form an implementation leadership group
2. Understand & consider different service delivery methods
3. Engage partners in service delivery, if appropriate
4. Create program & capability specific plans; what, specifically, will change, by when, who will execute changes
5. Communicate plan with staff & partners
6. Execute changes

4

Step 4: Evaluate process & progress and make necessary adjustments

Critical Strategies:

1. Assess implementation status, identify challenges & successes
2. Make mid-course adjustments
3. Track progress toward metrics & report outcomes

Steps to a Local Public Health Modernization

Step 1 (and ongoing): Prepare for Change & Plan for Success

Build internal and external understanding of modernization goals and benefits. Increase understanding of the role of public health in the community.

Critical Strategies

- CS 1.1– Understand public health modernization
- CS 1.2– Implement change management
- CS 1.3– Plan communications
- CS 1.4– Engage local & state decision makers
- CS 1.5– Engage partners & community members

Step Objectives

- O 1.1– PH staff and leadership understand the benefits of the new model and are committed to the transition of new model
- O 1.2– A plan for managing organizational and individual change (within the organization) has been created and adopted
- O 1.3– An effective communication plan is developed for audience-specific messaging regarding modernization and related programs
- O 1.4– PH leadership, such as agency directors, county administrators, and local elected officials have been engaged and informed about modernization and are committed to transitioning to this model
- O 1.5– Community partners have a clearer understanding of the role of public health in the community. Partners understand that public

health's role extends beyond providing safety net clinical services

Step 2: Know Where You're Going

Set priorities for implementing select foundational programs/capabilities

Critical Strategies

- CS 2.1– Review local assessments
- CS 2.2– Conduct a SWOC with partners
- CS 2.3– Connect with regional partners & other sectors
- CS 2.4– Review system-wide (Phase 1) priorities
- CS 2.5– Establish priorities
- CS 2.6– Establish outcome metrics
- CS 2.7– Communicate priorities to partners & staff

Step Objectives

- O 2.1– PH leadership, staff, and partners have reviewed and gained a clear understanding of findings from local assessments and SWOCs so that they can engage in priority setting from an informed position
- O 2.2– PH has met with other health departments and cross-sector partners in the region to identify areas where priorities are aligned
- O 2.3– PH leadership and staff have considered the benefits of focusing efforts on statewide system-wide vs. local PH priorities
- O 2.4– The health department has established annual priorities from among the 11 foundational programs and elements
- O 2.5– The health department has established annual outcome metrics for each priority
- O 2.6– Priorities have been

communicated with all PHD staff, partners and the community

Step 3: Implementing Select Foundational Programs/Capabilities

Determine the best, most efficient way to establish/integrate the select foundational program/capability within the health department and create a plan for making changes

Critical Strategies

- CS 3.1– Form an implementation leadership group
- CS 3.2– Understand & consider different service delivery methods
- CS 3.3– Engage partners in service delivery, if appropriate
- CS 3.4– Create program/capability specific plans – what, specifically, will change, by when, who will execute changes
- CS 3.5– Communicate plans with staff & partners (where appropriate)
- CS 3.6– Execute changes

Step Objectives

- O 3.1– Health department staff, with subject matter expertise and defined roles and responsibilities, has reviewed current programs and processes in the priority area and has determined best methods to achieve the goals and meet metrics established in given available resources
- O 3.2– Staff and partners have determined the best, most efficient service delivery method that fits the resources available (after consideration of various models including cross-sector partnerships and cross-jurisdictional sharing)
- O 3.3– If they haven't already, and

if appropriate, partners from other counties or sectors have been engaged for collaborative service delivery

- O 3.4– A written plan for implementing changes is created with an accompanying evaluation plan
- O 3.5– All staff and appropriate partners understand the basics of the implementation plan, including the service delivery method
- O 3.6– Implementation activities are carried out and monitored

Step 4: Evaluate process & progress and make necessary adjustments

Determine regular evaluation meetings, make adjustments, and track progress towards outcomes.

Critical Strategies

- CS 4.1– Assess implementation status, identify challenges & successes
- CS 4.2– Make mid-course adjustments
- CS 4.3– Track progress toward metrics & report outcomes

Step Objectives

- O 4.1– PH has established regular time intervals for monitoring implementation (monthly, quarterly, etc.)
- O 4.2– Process, output and outcome evaluations occur as planned.
- O 4.3– Mid-course adjustments are developed and operationalized
- O 4.4– Ongoing evaluation activities are in place
- O 4.5– Report to staff, decision makers. Share successes and lessons learned

Return to Step 2