

The 2021-2026 KCHD Strategic Plan was approved and published on December 2021. Since then, there's been an ongoing effort to engage staff at all levels and areas to participate and contribute in the process (there are currently 28 employees actively involved in one or more strategic priority). Strategic teams meet independently and share progress monthly during leadership meetings. Implementation plans for all 5 priorities are being tracked through the KCHD' Performance Management System, VMSG.

## Our Priorities

### Health Equity



The KCHD Health Equity Team has transitioned into implementation phase. We have reviewed the timeline for our activities and expanded the objectives for better alignment. The first objective to tackle in 2022 and 2023 is the implementation of a consistent translation system for KCHD. We will conduct a market analysis of translation services used in the area. We are also planning a kick off meeting with minority organizations in the community to begin to formally explore engagement in public health initiatives. The Health Equity Team meets monthly on the 4th Monday of every month.

### Communications



Employee communication survey has been completed and reviewed by committee and leadership. The interim executive director has begun a bi-weekly communication with staff to keep them informed about current issues. For external communication, a survey to collect a summary of current communication tools is being developed to assess current channels and products.

### Workforce Development



- The part-time Workforce Development Specialist was hired as of January 10, 2022.
- The FY22 Cascading Goals Worksheet template has been updated by all Divisions. Employees are in the process of developing their individual cascading goals.
- The Employee Involvement Committee reconvened in February, 2022.
- The Compensation market study proposal for 65% of employees (union staff) was submitted to the labor attorney for consideration on 2/25/2022.

## Resource Development



The Resource Development team's mission for FY22 is the completion of a survey of resource needs for each of the Health Department's programs. Health Department employees have volunteered to join the team, and the team is currently reviewing materials from the previous strategic planning cycle to update the listing of departmental services and identify gaps for further investigation.

## Strategic Collaboration



Strategic Collaboration team formed this quarter with a review of the objectives and current representation within the health department. Our four areas discussed were Community Partnership Engagement, Memorandum of Understanding (MOU) management, Internal Coordination with Partnerships and Integration of the Integrated Referral and Intake System (IRIS). The team is currently assessing models to evaluate community partnership from Center for Disease Control and Prevention, Align for Health from Robert Wood Johnson Foundation and Collective Impact 3.0 model. Members are reviewing all of our partnerships for any gaps in representation. MOU management initiated gathering current agreements and internal options for management system. System criteria will need to be developed.

**Progress updates on the advancement of the strategic plan will be provided quarterly to KCHD employees during All Hands Meetings, as well as through quarterly progress reports, to sustain engagement and obtain input and feedback for strategic projects.**