

**FOCUSED IMPLEMENTATION PLANS:**

*What will we accomplish in the second year?*

**Strategic Direction 1**

**Reinvigorating community engagement and equitable access to services**

Current Reality	3-Year Accomplishments	Year 3 Achievements
<ul style="list-style-type: none"> <li>• All WIC/MIHP appointments were in person</li> <li>• Website was fully built and live</li> <li>• ATS mobile unit at BCRC once per week</li> <li>• 4 new Community Advisory Committees in school districts</li> <li>• 1 Youth Advisory Committee</li> <li>• Moving EH to Leelanau Government Center on 4/1 will improve access for clients</li> <li>• SWP connection with Bay Initiative re youth risk prevention</li> </ul>	<ul style="list-style-type: none"> <li>• In-person meeting were the norm</li> <li>• Website enjoyed traffic regularly from community</li> <li>• Increased referrals/Improved program participation</li> <li>• Increased numbers</li> <li>• Invitations from Community Organizations</li> <li>• Strong, coordinated plan for outreach</li> <li>• More staff participation</li> <li>• Increased community engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Integrated health department services w/Kindergarten Round ups</li> <li>• Continued to monitor website metrics/update</li> <li>• Improved WIC and MIHP caseloads</li> <li>• Addressed shortfall in outreach through CQI</li> <li>• Continued imms clinics in schools</li> <li>• Sought speaking opportunities with community groups</li> <li>• Brought back employee Town Halls with program-specific presentations</li> <li>• Increased awareness of EH programs</li> </ul>

**Strategic Direction 2**

**Capitalizing on workforce potential**

Current Reality	3-Year Accomplishments	Year 3 Achievements
<ul style="list-style-type: none"> <li>• Planned regular meetings with MIHP/CC/CSHCS</li> <li>• Convened quarterly public health meetings and regular huddles</li> <li>• Hired additional EH staff</li> <li>• Working to increase community outreach (and increase program numbers)</li> <li>• New EH code (POS Leelanau County)</li> <li>• Conducted drills/exercises in Leelanau building</li> <li>• Staff are becoming more proficient with technology</li> </ul>	<ul style="list-style-type: none"> <li>• Convened regular/organized meetings (program/division) including annual targeted EH meeting</li> <li>• Offered annual safety training opportunities</li> <li>• Increased clients within all programs</li> <li>• Onboarded and trained new staff</li> <li>• Work output reflected accuracy</li> <li>• Students' behavioral health needs were met</li> <li>• Recruited a fully staffed Mental Health Team</li> <li>• Implemented improved EH software</li> <li>• All new policies and procedures were in place and accessible to staff</li> </ul>	<ul style="list-style-type: none"> <li>• Convened regular EH staff meetings</li> <li>• Continued to offer safety training (EPC, All Staff Meeting, and others)</li> <li>• Continued community outreach to increase numbers/enrollment</li> <li>• Created a general agency orientation</li> <li>• Continued to develop objective productivity measures</li> <li>• Retained and supported school MSW staff</li> <li>• Evaluated organizational structure</li> <li>• Trained EH staff to use new EH software</li> <li>• Provided efficient, fully functional work stations for all who need them</li> <li>• Organized Teams channels</li> <li>• Wrote/posted policies and procedure in Teams</li> <li>• Identified Transition Plan</li> <li>• Created Staff Directory with photos</li> </ul>

Strategic Direction 3 Supporting staff with healthy workplace culture and strong leadership		
Current Reality	3-Year Accomplishments	Year 3 Achievements
<ul style="list-style-type: none"> <li>Hosted All Staff/EH meetings</li> <li>RS staff who wanted to participate have the opportunity</li> <li>Hired more staff to appropriately/equitable distribute workloads</li> </ul>	<ul style="list-style-type: none"> <li>EH January staff meetings scheduled</li> <li>All staff December meetings</li> <li>Regular participation in reflective supervision meetings</li> <li>Staff are participating in wellness programs</li> <li>Staff completed work in regular hours</li> <li>Convened Personnel Committee meetings regularly</li> </ul>	<ul style="list-style-type: none"> <li>Explored feasibility of an Employee Wellness Program</li> <li>Identified landing spaces for staff at county offices</li> <li>Developed Succession Plan</li> <li>Hired new Admin Services Director with overlap time for training</li> <li>Re-engaged Personnel Committee</li> </ul>
Strategic Direction 4 Maximizing financial resources		
Current Reality	3-Year Accomplishments	Year 3 Achievements
<ul style="list-style-type: none"> <li>Continued and enhanced education re public health finance for BOH and BOCs annually</li> <li>Leelanau EH set to move to new space</li> <li>BCRD renovations plan prepared for approval</li> <li>Advocated for CPBC block funding with legislators</li> <li>MIHP billing revenue increased</li> </ul>	<ul style="list-style-type: none"> <li>Maintained healthy fund balance</li> <li>BOH &amp; BOC supported local appropriations for BLDHD</li> <li>New Leelanau EH offices &amp; renovate BCRC</li> <li>Consistent, sustainability and flexible funding</li> <li>Billing revenue supports programs</li> <li>EGL contract funding is permanent</li> <li>Identified funding for permanent dedicated Health Officer</li> <li>Secured funding for PC and CC</li> </ul>	<ul style="list-style-type: none"> <li>Advocated for hearing and vision funding</li> <li>Shared information re the benefits of PC with residents</li> <li>Renegotiated contracts with Medicaid Health Plans for CC</li> <li>Received adequate funding for BCRC renovations</li> <li>Reviewed existing Fund Balance Policy</li> <li>Increased MIHP billing revenue</li> <li>Used WFD and infrastructure funding to address needs efficiently</li> </ul>