

**Davidson County Health Department Strategic Plan
for
2016-2019**



***Celebrating 100 years of Service
1916-2016***



Our Mission

To assess, protect, promote, and assure the quality of life and health of all people within the county.

Our Vision

Davidson County Health Department leads the community through collaboration and partnerships to identify and reduce health risks which result in healthy lifestyles; to provide healthy and safe environments; and assure access to quality health care.

Our History

Davidson County Health Department (DCHD) had its beginning in May 1, 1916 by the appointment of the first "health officer" in the county. Since that time the department has grown to a staff of close to 100, offering a myriad of public health services to the community. The health department has been located in its current location for approximately 30 years. While the building was more than adequate for many years, growth has again pressed the department for space which was verified by a recent space needs study conducted by the County. The health department serves a county population of approximately 164,000 making it the 16th largest county in the state. Davidson County is divided into seventeen townships, among which Thomasville and Lexington have the largest populations.

Remarkably, in 2016 the DCHD has 30% of staff members with 20+ years of service to the department.

Our Future

Under the direction of our Health Director, Lillian Koontz, we look forward to serving the citizens of Davidson County for many years to come by continuing to focus on The Ten Essential Services Of North Carolina Public Health.

THE TEN ESSENTIAL PUBLIC HEALTH SERVICES OF NORTH CAROLINA PUBLIC HEALTH

ASSESSMENT

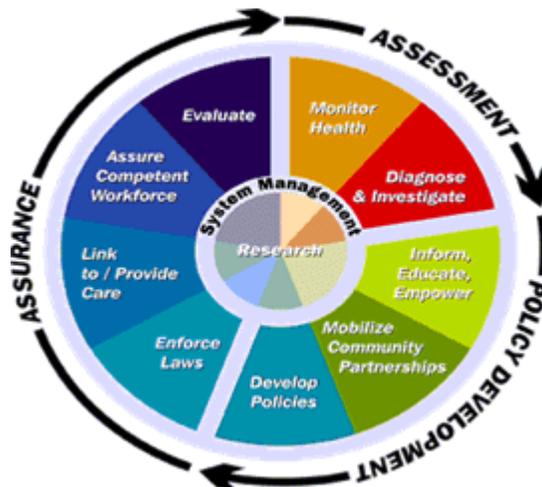
1. Monitor health status to identify community health problems
2. Diagnose and investigate health problems and health hazards in the community.

POLICY DEVELOPMENT

3. Inform, educate, and empower people about health issues
4. Mobilize community partnerships to identify and solve health problems
5. Develop policies and plans that support individual and community health efforts

ASSURANCE

6. Enforce laws and regulations that protect health and ensure safety
7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable
8. Assure a competent public health and personal health care workforce
9. Evaluate effectiveness, accessibility, and quality of personal and population – based health services
10. Research for new insights and innovative solutions to health problems



Goal:

To gain and keep clients thereby securing our financial security and our position as a safety net for those in need

Action Steps Needed to Meet Goal

- Advocate with County Manager to increase starting salary for provider
- Advertise provider position with applicable universities
- Encourage more staff to attend Enhanced Role Registered Nurse trainings (two)
- Research procedures for billing all insurance providers
- Establish contract with universities for Physician Assistant students
- Improve website appearance to promote our services
- Bill insurance/Medicaid for Sexually Transmitted Disease services
- Apply with insurance providers to accept our billing
- Offer clinic hours after 5:00PM and accept walk in patients
- Work with Human Resources to establish employee health, including billing for services
- Improve appearance of facility
- Provide Men's Health Clinic



Goal:

To improve healthy outcomes by encouraging healthy eating in an effort to decrease morbidity and mortality

Action Steps Needed to Meet Goal

- Set an example within the DCHD by providing healthier options during functions that serve food. Socials, holiday parties, employee appreciation, etc.
- Contact restaurants to determine interest in menu labeling
- Contact booster clubs to determine interest in offering healthier options
- Promote Women, Infant & Children (WIC) program with local providers
- For restaurants interested in participating in healthy menu options and labeling, analyze recipes
- Promote booster clubs offering healthy options
- If available, subsidize cost of healthy options for booster clubs
- Conduct 3-month & 6-month evaluation of booster clubs
- Work with corner stores in our community to sell fresh produce
- Promote participating restaurants, conduct 3-month & 6-month evaluation
- Conduct 3-month & 6-month evaluations of corner stores



Goal:

Address rising substance abuse and mental health issues in the county

Action Steps Needed to Meet Goal

- Work with community partners to develop framework for phone app.
- Meet with law enforcement to request their guidance on sequence and working of app
- Obtain and distribute Naloxone at the DCHD
- Inform community partners that Naloxone is available at the DCHD
- Contract with computer expert to write the app
- Support the Needle Exchange legislation at the local level
- Recruit additional community members to serve on Davidson County Stop Prescription Abuse Now (DCSPAN) and its workgroups
- Assist with promoting the Crisis Recovery Center
- Contact providers and educate and advocate for them to use the Controlled Substance Reporting System
- Promote the availability of the app with law enforcement and any other interested agencies
- Promote and advocate for law enforcement to attend Crisis Intervention Training
- Advocate with pharmacies to install a medication drop box



Goal:

Improve healthy outcomes and increase physical activity in the county

Action Steps Needed to Meet Goal

- Advocate with providers to inform parent(s) of child's Body Mass Index, and healthy ranges
- Plan and promote Healthy Lifestyle classes.
- Distribute Physical Activity Opportunities brochure
- Conduct and evaluate Healthy Lifestyle classes
- Host walking events in downtown Lexington and downtown Thomasville
- Work with Law Enforcement Officers to increase patrol in community exercise areas (walking routes, parks, etc.) to increase safety for outdoor physical activity
- Educate the public about benefits of physical activity



Goal:

Increase Staff Retention Rate

Action Steps Needed to Meet Goal

- Advocate with county leadership to support incentives for retention
- Form sub-committee to brainstorm incentive package
- Survey staff to determine their suggestions
- Propose a career path for employees
- Develop incentive package for staff growth and retention
- Advocate for compensation rates and benefits packages equal to or greater than competing employers
- Establish tiers for career advancement for Environmental Health
- Allow staff time to attend leadership development trainings
- Promote leadership development courses/seminars/classes
- Establish a mentor program between new energetic staff and seasoned staff



Davidson County Health Department's Strategic Plan was created to not only provide staff, but the community a large, with a clear vision of our priorities. Although Davidson County Health Department serves as the lead in meeting our established goals, a successful outcome cannot be attained without the assistance of our many partners working together.

We look forward to doing our part in helping the citizens of Davison County become a healthier population!

Planning is bringing the future into the present so that you can do something about it now ~Alan Lakein

