



Strategic Plan Status Report

IDPH Strategic Plan 2017-2021

May - July 2017

Use the navigation buttons along the top of the screen to go to detail pages.

Symbols Key

GOALS

	All Targets Met, Score on indicators increasing		Not All Targets Met, Score on indicators increasing
	All Targets Met, Score on indicators equal to last quarter		Not All Targets Met, Score on indicators equal to last quarter
	All Targets Met, Score on indicators decreasing		Not All Targets Met, Score on indicators decreasing

STRATEGIES



























	On Target	> half of scheduled actions completed or in progress
	Caution	≤ half of scheduled actions completed or in progress
	Off Target	> half of scheduled actions not started or behind schedule
	No Information	≥ half of actions with no information (not scheduled to begin yet)










ACTION / ACTIVITIES

	Completed
	In Progress
	Not Started / Behind Schedule
	No Information (Not scheduled to begin yet)

INDICATORS / MEASURES

	Target Met, Trend in Right Direction	Score=6		No Information
	Target Met, No Trend	Score=5		Not Yet Defined
	Target Met, Trend in Wrong Direction	Score=4		
	Target Not Met, Trend in Right Direction	Score=3		
	Target Not Met, No Trend	Score=2		
	Target Not Met, Trend in Wrong Direction	Score=1		

Goal	Indicators	Strategies
 Goal 1: Strengthen the department's role as Iowa's chief health strategist (CHS).	 Iowa's top health issues identified/published	 Strategy 1.1: Define and communicate chief health strategist (CHS) tactics.
	 Percent of staff performance plans with CHS tactics identified	 Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS tactics.
	 Iowa's Top 10 Health Issues: Self-assessed score for CHS tactics.	 Strategy 1.3: IDPH staff demonstrate CHS tactics in carrying out health priorities.
 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, including IDPH branding: improve how people communicate & what is communicated.
	 Workforce Development: Percent of staff participating in internal 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)		

Goal	Indicators	Strategies
	 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 Iowa'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).

IDPH Strategic Plan (2017-2021)

Indicators



Iowa's top health issues identified/published
IDPH Strategic Plan (2017-2021)



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


















Iowa's Top 10 Health Issues: Self-assessed score for CHS tactics.
IDPH Strategic Plan (2017-2021)

Status

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity End Date	Action/Activity Analysis
Strategy 1.1: Define and communicate chief health strategist (CHS) tactics.	Develop/adopt definitions for CHS tactics.	1/10/17	8/31/17	Based on input from staff and e-team, definitions have been drafted. Slated for review/approval by e-team in August.
	Train staff in CHS tactics.	7/31/17	2/28/18	Started conversations with communications and planning services about training strategies.
	Designate CHS mentors/champions.	12/31/17	7/31/18	
Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS tactics.	Develop model frameworks to assess and evaluate implementation of CHS tactics.	7/31/17	12/31/17	Draft frameworks have been developed for consideration/discussion/edits.
	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 tactics in carrying out health priorities.	Include CHS tactics 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)
-  **Partnerships: Percent of local public health agencies with staff that have attended CHS training**
IDPH Strategic Plan (2017-2021)
-  **Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (...)**
IDPH Strategic Plan (2017-2021)
-  **Workforce Development: Percent of staff participating in internal training**
IDPH Strategic Plan (2017-2021)
-  **Workforce Development: Percent of staff participating in informatics and analytical skills training**
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that know the IDPH vision (Employee Survey)**
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that know the IDPH mission (Employee Survey)**
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Emp...)**
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees satisfied with the information received about what's going on in other parts of the...**
IDPH Strategic Plan (2017-2021)
-  **QI: Department's quality culture score**
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of IDPH staff who have had exposure to QI in the last year**
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of IDPH staff with QI in their performance plans**
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)**
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)**
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)**
IDPH Strategic Plan (2017-2021)

Status

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity End Date	Action/Activity Analysis
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 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	A tool to review existing partnerships has been developed by the Tobacco Division. The tool will be revised for use with obesity, nutrition, physical activity partnerships.
	 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	Formed a cross-department committee of 10 IDPH employees to review the current workforce development plan and develop new goals. The committee identified 3 new goals, which were incorporated into a revised 2017 workforce plan. The education coordinator updated data tables and added new information from the 2017-2021 strategic plan to the revised workplan. The revised workforce development plan is currently awaiting final approval from the E-team.
	 Develop at least one cross-sectional team for the selected health issues [Goal 3].	4/30/17	10/31/17	Drafted a description of the cross-sectional team for nutrition, physical activity and obesity. Reviewed with ETeam with direction to move on to recruit members. Plan to convene first meeting in October 2017.
	 Identify and provide training to staff on informatics and analytical skills.	7/31/18	1/31/19	<p>The following in-house trainings have occurred or are on the upcoming calendar.</p> <ul style="list-style-type: none"> • Qualitative Data: Collecting and Analyzing, June 20, 2017 • Data Use, July 11, 2017 • Using Infographics to Strengthen Public Health Initiatives, August 29, 2017 • Making Data Make Sense: Using Social Math to Communicate Your Message, August 31, 2017 • IDPH Data Tracking Portal, October 5, 2017 • Quantitative Data: Frequency Measures Used in Public Health, October 31, 2017 <p>Additionally, planning is in the works for a pilot training using professors from the University of Iowa on a Data Consumption training in September 2017. This training will invite some IDPH employees and also staff from local public health.</p>
 Strategy 2.3: Enhance internal and external communications, including IDPH branding: improve how people communicate & what is communicated.	 Communicate with staff and stakeholders about the IDPH strategic plan.	1/17/17	12/31/21	<p>Staff: All new employees are shown the strategic plan and the three goals are discussed during new employee orientation session B.</p> <p>Stakeholders: Strategic plan was reviewed with the State Board of Health on July 12, 2017.</p>





	 Continue regular Bus Stop sessions on important organizational functions/processes (e.g., IDPH branding, communication and public information, accreditation, strategic planning, program activities).	1/17/17	12/31/21	<p>Monthly bus stops have continued with the following topics:</p> <ul style="list-style-type: none"> • May 24, 2017- Iowa Office of State Medical Examiner • June 28, 2017-IDPH Efforts with the Opioid Crisis • July 26, 2017-HIV Strategies in Iowa • August 30, 2017-Environmental Health and Director's Report
	 Provide training to staff on internal and external communication and meeting facilitation.	7/31/18	1/31/19	An August 15 training is planned for a bureau chiefs meeting on holding difficult/crucial conversations. The LEAD (leading through engagement, activities and development) series will introduce participants to facilitation by detailing the ORID communication method and demonstrating the process for leading a consensus workshop.
 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. QI plan updated to extend initial terms, no new appointments needed at this time.
	 Provide QI training to staff.	1/17/17	12/31/17	<p>QI Council training completed 4/20/17.</p> <p>New employees are invited to attend a QI training offered 2x/year. There were 10 new employees at the first session on 5/18/2017.</p> <p>All staff are offered the opportunity to attend QI Basics training, offered 2x/year. There were five employees who attended the first session on 3/23/17.</p> <p>All staff also are offered the opportunity to attend a QI Intermediate training, offered once per year.</p>
	 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.
	 Complete at least one formal QI project annually.	7/1/17	12/31/17	Formal kick-off of QI project submission planned for September all staff meeting. On August 2, Information Management will begin a formal QI effort to review the computer procurement and delivery processes.





Goal 3: Implement a collaborative, department-wide approach to addressing Iowa's top health issues.










IDPH Strategic Plan (2017-2021)









Indicators

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

Status

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity 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	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.
	 Document existing funding sources for obesity-related strategies.	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.
	 Communicate to and educate staff/partners on obesity-related issues.	7/1/17	2/28/18	Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.

 <p>Develop and implement new collaborative strategies for addressing obesity.</p>	7/1/17	2/28/18	<p>Drafted a description of the cross-sectional team for nutrition, physical activity and obesity to be convened in October 2017. The first three meetings will provide a baseline understanding the health issue with the first meeting focused on where the department is now with regard to addressing obesity and where we want to be in relationship to the Chief Health Strategist role. This team is the first new collaborative strategy. Included the development of a department wide strategy as part of the scope of the cross-sectional team and discussed potential examples; gathered more information about the 5-2-1-0 evidence-based strategy and its implementation in other states and in central Iowa.</p>	
 <p>Assess financial sustainability and identify potential sources of funding for obesity-related strategies.</p>	7/31/17	12/31/21	<p>Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity. Identified this as a quarterly activity.</p>	
 <p>Assess, identify, analyze, and distribute data related to obesity.</p>	7/31/17	2/28/18	<p>Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.</p>	
 <p>Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.</p>	 <p>Document existing department strategies for improving nutrition.</p>	3/28/17	<p>Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.</p>	
	 <p>Document existing funding sources for nutrition-related strategies.</p>	3/28/17	<p>Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.</p>	
	 <p>Communicate to and educate staff/partners on nutrition related issues.</p>	7/1/17	2/28/18	<p>Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.</p>
	 <p>Develop and implement new collaborative strategies for improving nutrition.</p>	7/1/17	2/28/18	<p>The November meeting of the cross-sectional team will focus on where the department is now with regard to nutrition and where we want to be in relationship to Chief Health Strategist role.</p>
	 <p>Assess financial sustainability and identify potential sources of funding for nutrition-related strategies.</p>	7/31/17	12/31/21	<p>Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity. Identified this as a quarterly activity.</p>

	 Assess, identify, analyze, and distribute data related to nutrition.	7/31/17	2/28/18	Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.
 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	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.
	 Document existing funding sources for physical activity-related strategies.	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department early in the next quarter.
	 Communicate to and educate staff/partners on physical activity-related issues.	7/1/17	2/28/18	Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.
	 Develop and implement new collaborative strategies for increasing physical activity.	7/1/17	2/28/18	The December meeting of the cross-sectional team will focus on where the department is now with regard to physical activity and where we want to be in relationship to the Chief Health Strategist role.
	 Assess financial sustainability and Identify potential sources of funding for physical activity-related strategies.	7/31/17	12/31/21	Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity. Identified this as a quarterly activity.
	 Assess, identify, analyze, and distribute data related to physical activity.	7/31/17	2/28/18	Adopted as one of the goals for the cross-sectional team for nutrition, physical activity and obesity.



Strategy 1.1: Define and communicate chief health strategist (CHS) tactics.
IDPH Strategic Plan (2017-2021)

Lead

Director and Deputy Director

Start Date

1/17/17

End Date

12/31/21

Goals

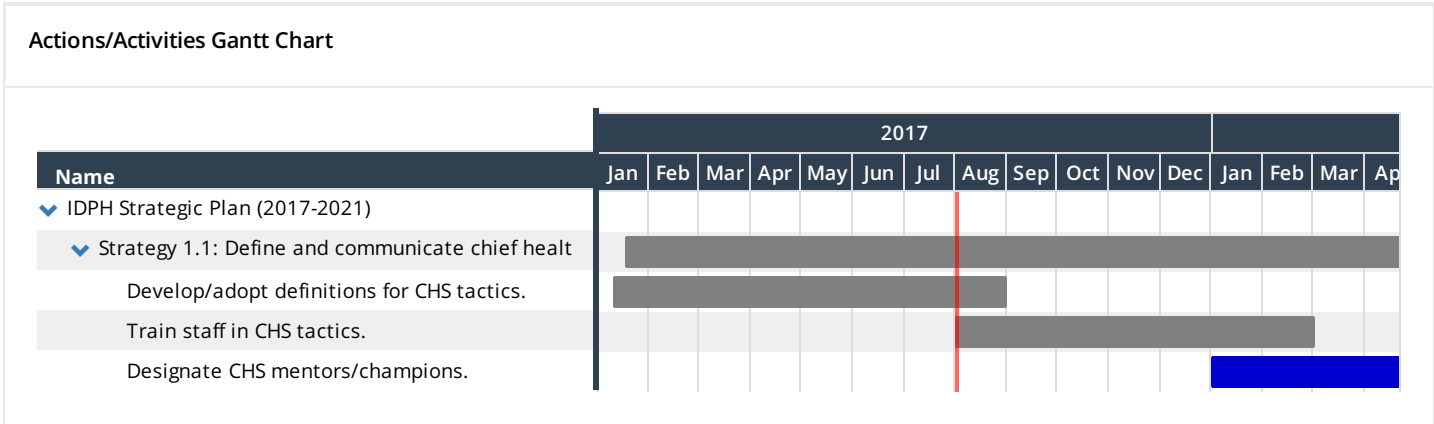
Goal 1: Strengthen the department's role as Iowa's ch..
IDPH Strategic Plan (2017-2021)

Actions/Activities

- Develop/adopt definitions for CHS tactics.**
IDPH Strategic Plan (2017-2021)
- Train staff in CHS tactics.**
IDPH Strategic Plan (2017-2021)
- Designate CHS mentors/champions.**
IDPH Strategic Plan (2017-2021)

Analysis Jul-17

First two actions are in progress. Action 1 will be completed in August.





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

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 ch..
IDPH Strategic Plan (2017-2021)

Actions/Activities

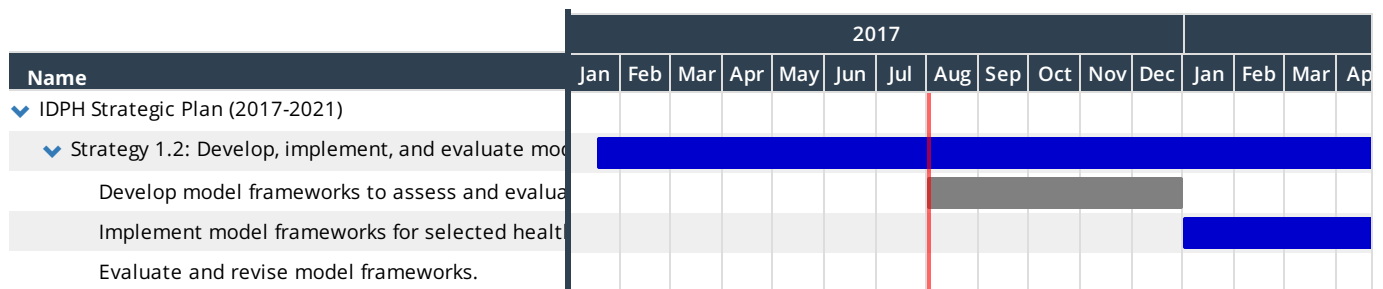
- Develop model frameworks to assess and evaluate im.**
IDPH Strategic Plan (2017-2021)
- Implement model frameworks for selected health iss..**
IDPH Strategic Plan (2017-2021)
- Evaluate and revise model frameworks.**
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

First action in in progress. Other two actions are not scheduled to begin yet.

Actions/Activities Gantt Chart





Strategy 1.3: IDPH staff demonstrate CHS tactics in carrying out health priorities.
IDPH Strategic Plan (2017-2021)

Lead

Deputy Director

Start Date

1/17/17

End Date

12/31/21

Goals

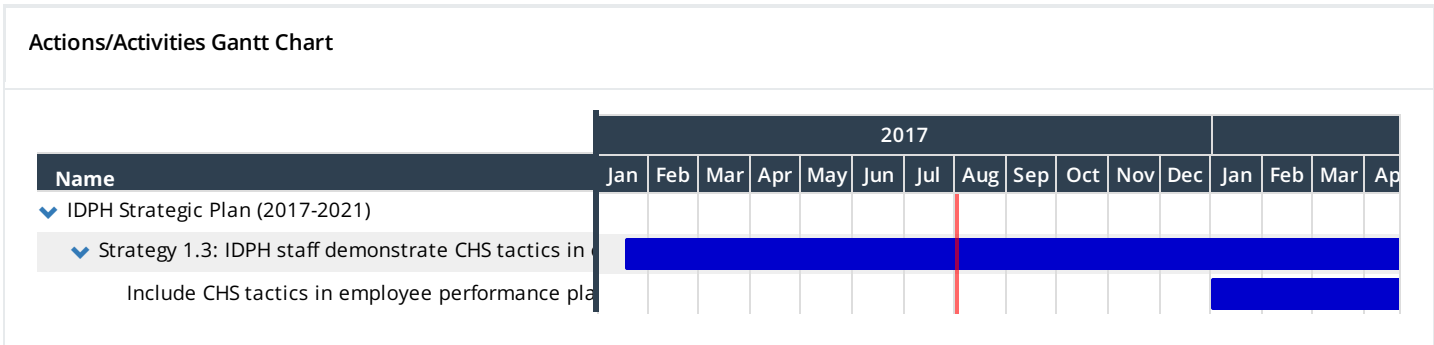
Goal 1: Strengthen the department's role as Iowa's ch..
IDPH Strategic Plan (2017-2021)

Actions/Activities

Include CHS tactics in employee performance plans.
IDPH Strategic Plan (2017-2021)

Analysis Jul-17

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





Strategy 2.1: Strengthen partnerships.

IDPH Strategic Plan (2017-2021)

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 ca.
IDPH Strategic Plan (2017-2021)

Actions/Activities

Assess the strength/quality of existing partnerships f...
IDPH Strategic Plan (2017-2021)

Identify and implement partnership-building activitie...
IDPH Strategic Plan (2017-2021)

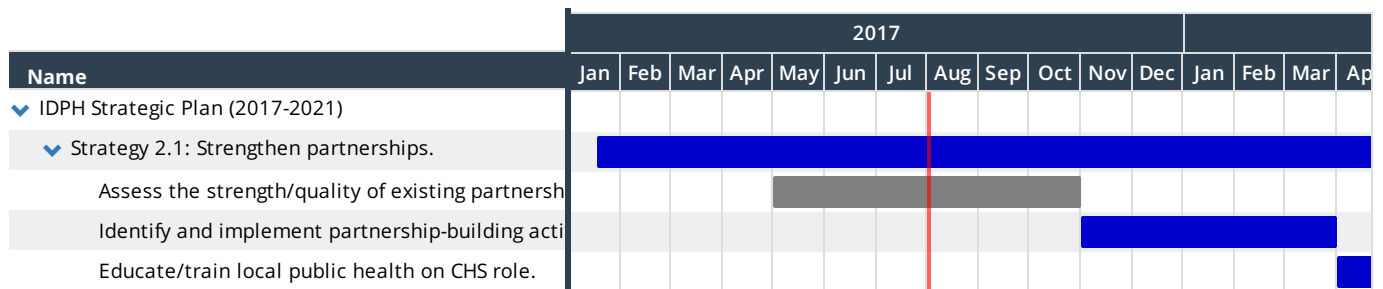
Educate/train local public health on CHS role.
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

One action is in progress. The other actions are not scheduled to begin yet.

Actions/Activities Gantt Chart



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

Lead
 Administration & Professional Licensure Division Director

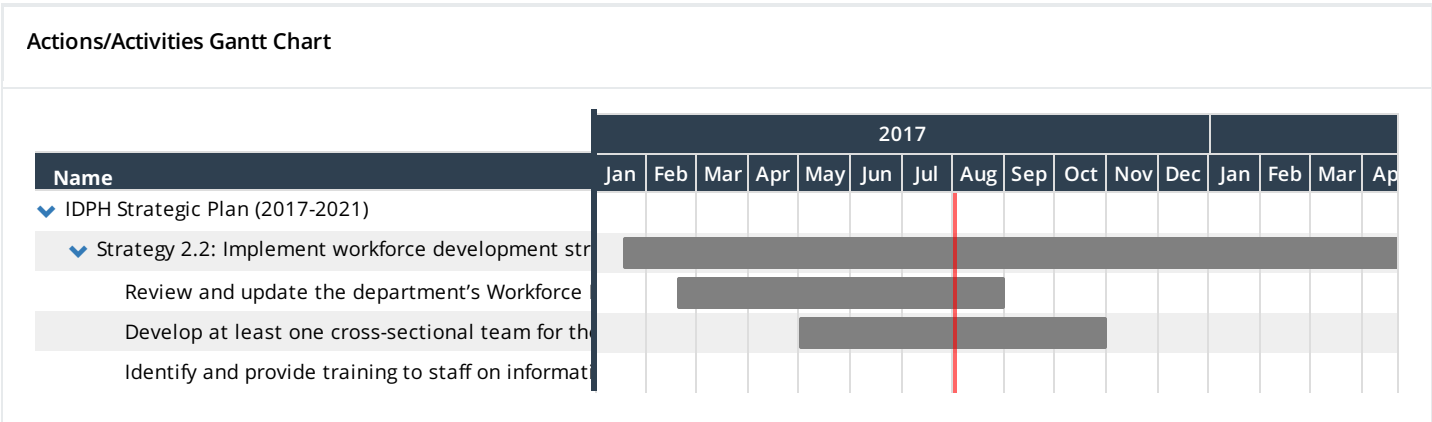
Start Date
 1/17/17

End Date
 12/31/21

Goals
 Goal 2: Strengthen the department's capability and ca.
 IDPH Strategic Plan (2017-2021)

- Actions/Activities**
- Review and update the department's Workforce Deve...
 IDPH Strategic Plan (2017-2021)
 - Develop at least one cross-sectional team for the sele.
 IDPH Strategic Plan (2017-2021)
 - Identify and provide training to staff on informatics a...
 IDPH Strategic Plan (2017-2021)

Analysis Jul-17
 All three actions are in progress.



Strategy 2.3: Enhance internal and external communications, including IDPH branding; improve how people communicate & what is communicated.
 IDPH Strategic Plan (2017-2021)

Lead
 Deputy Director

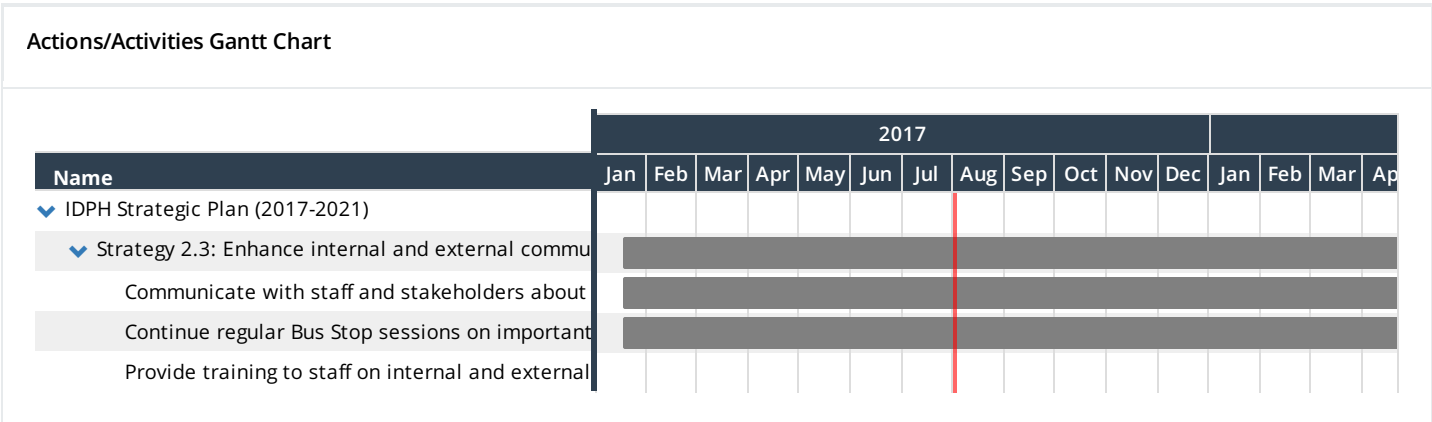
Start Date
 1/17/17

End Date
 12/31/21

Goals
 Goal 2: Strengthen the department's capability and ca.
 IDPH Strategic Plan (2017-2021)

- Actions/Activities**
- Communicate with staff and stakeholders about the ...
 IDPH Strategic Plan (2017-2021)
 - Continue regular Bus Stop sessions on important orga.
 IDPH Strategic Plan (2017-2021)
 - Provide training to staff on internal and external com..
 IDPH Strategic Plan (2017-2021)

Analysis Jul-17
 All three actions are in progress.





Strategy 2.4: Improve organizational practices using QI processes.

IDPH Strategic Plan (2017-2021)

Lead

Deputy Director

Start Date

1/13/17

End Date

12/31/21

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Actions/Activities



Establish a department-wide QI Council.
IDPH Strategic Plan (2017-2021)



Provide QI training to staff.
IDPH Strategic Plan (2017-2021)



Review and update the QI Plan.
IDPH Strategic Plan (2017-2021)



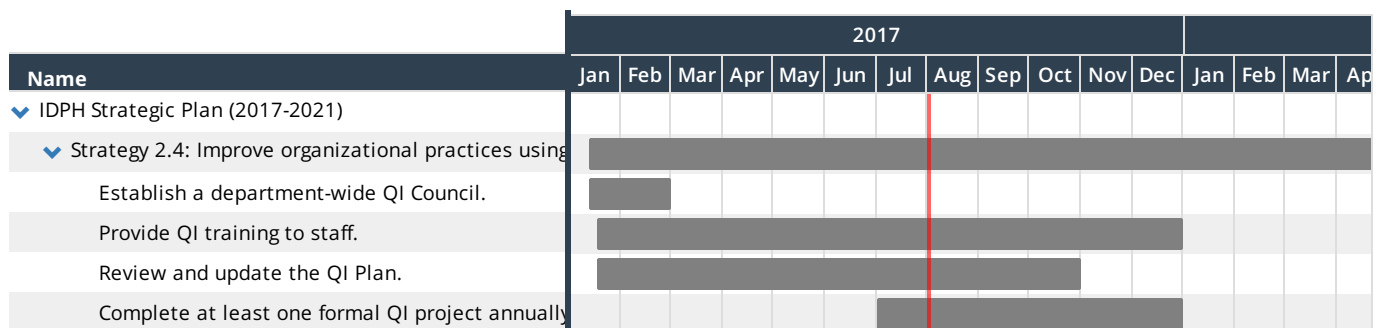
Complete at least one formal QI project annually.
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

One action is complete and all other actions are in progress.

Actions/Activities Gantt Chart





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

IDPH Strategic Plan (2017-2021)

Lead

Health Promotion & Chronic Disease Prevention Division Director

Start Date

1/17/17

End Date

12/31/21

Goals



Goal 3: Implement a collaborative, department-wide ...
IDPH Strategic Plan (2017-2021)

Actions/Activities



Document existing department strategies for address...
IDPH Strategic Plan (2017-2021)



Document existing funding sources for obesity-relate...
IDPH Strategic Plan (2017-2021)



Communicate to and educate staff/partners on obesi...
IDPH Strategic Plan (2017-2021)



Develop and implement new collaborative strategies...
IDPH Strategic Plan (2017-2021)



Assess financial sustainability and identify potential s...
IDPH Strategic Plan (2017-2021)



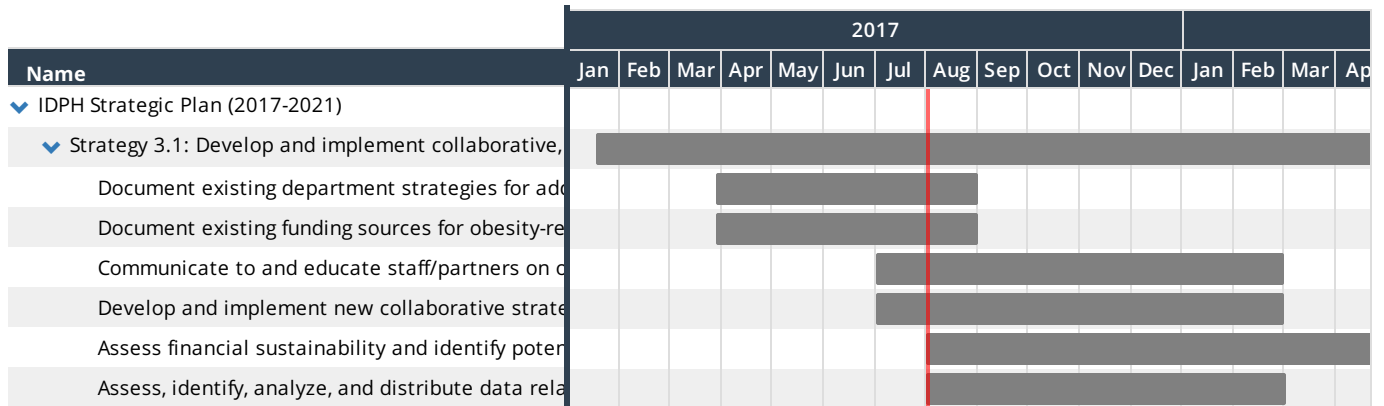
Assess, identify, analyze, and distribute data related ...
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Three actions are behind schedule or have not been started as intended. Revisions to target dates are necessary along with close monitoring to ensure completion.

Actions/Activities Gantt Chart





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

IDPH Strategic Plan (2017-2021)

Lead

Health Promotion & Chronic Disease Prevention Division Director

Start Date

1/17/17

End Date

12/31/21

Goals



Goal 3: Implement a collaborative, department-wide ...
IDPH Strategic Plan (2017-2021)

Actions/Activities



Document existing department strategies for improv...
IDPH Strategic Plan (2017-2021)



Document existing funding sources for nutrition-relat...
IDPH Strategic Plan (2017-2021)



Communicate to and educate staff/partners on nutrit...
IDPH Strategic Plan (2017-2021)



Develop and implement new collaborative strategies...
IDPH Strategic Plan (2017-2021)



Assess financial sustainability and Identify potential s...
IDPH Strategic Plan (2017-2021)



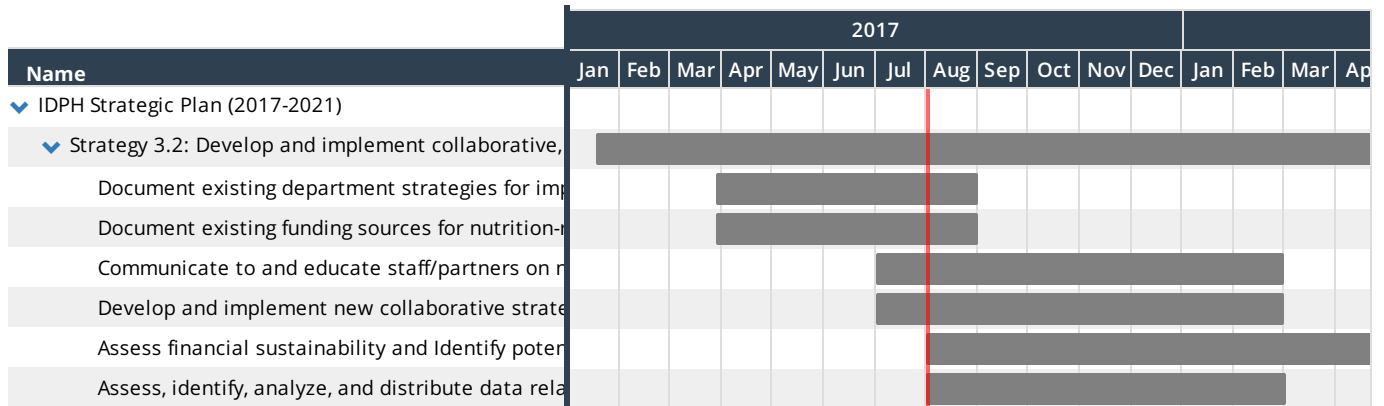
Assess, identify, analyze, and distribute data related ...
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Three actions are behind schedule or have not been started as intended. Revisions to target dates are necessary along with close monitoring to ensure completion.

Actions/Activities Gantt Chart






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







IDPH Strategic Plan (2017-2021)

Lead
Health Promotion & Chronic Disease Prevention Division Director

Start Date
1/17/17

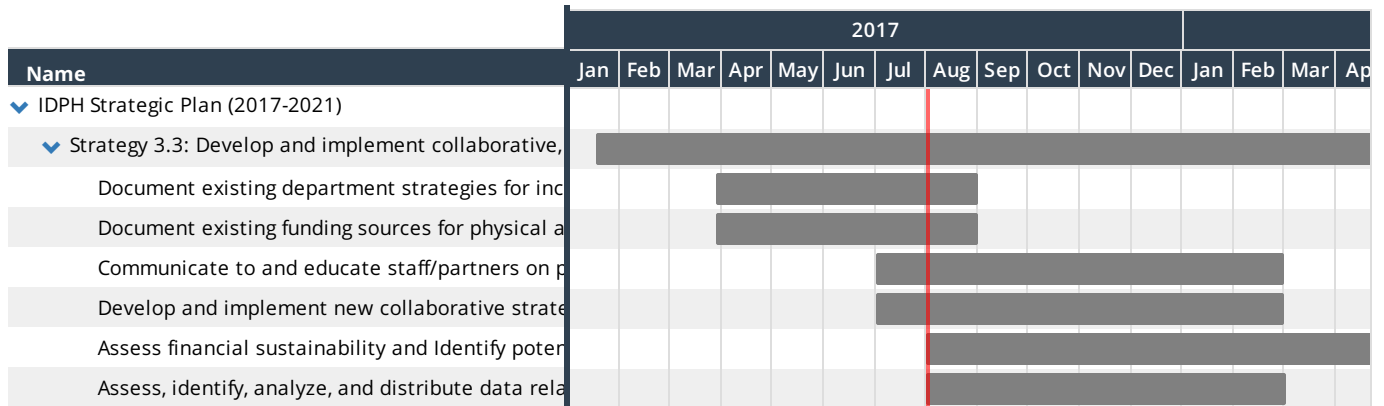
End Date
12/31/21

Goals
 Goal 3: Implement a collaborative, department-wide ... IDPH Strategic Plan (2017-2021)

Actions/Activities
 Document existing department strategies for increas... IDPH Strategic Plan (2017-2021)
 Document existing funding sources for physical activi... IDPH Strategic Plan (2017-2021)
 Communicate to and educate staff/partners on physi... IDPH Strategic Plan (2017-2021)
 Develop and implement new collaborative strategies... IDPH Strategic Plan (2017-2021)
 Assess financial sustainability and Identify potential s... IDPH Strategic Plan (2017-2021)
 Assess, identify, analyze, and distribute data related ... IDPH Strategic Plan (2017-2021)

Analysis	Jul-17
<p>Three actions are behind schedule or have not been started as intended. Revisions to target dates are necessary along with close monitoring to ensure completion.</p>	

Actions/Activities Gantt Chart





Iowa's top health issues identified/published

IDPH Strategic Plan (2017-2021)

Goals



Goal 1: Strengthen the department's role as Iowa's ch..
IDPH Strategic Plan (2017-2021)

Strategies

Analysis

Dec-16

Iowa's Top Health Issues were published in August 2016.

Data Source

Healthy Iowans: Iowa's Health Improvement Plan

Results

Dec-16

2016



Indicator Data

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

Percent of staff performance plans with CHS tactics identified

IDPH Strategic Plan (2017-2021)

Goals



Goal 1: Strengthen the department's role as Iowa's ch..
IDPH Strategic Plan (2017-2021)

Strategies



Strategy 1.3: IDPH staff demonstrate CHS tactics in c...
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Data Source

TBD

Percent of staff performance plans with CHS tactics identified

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


Indicator Data

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		

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

IDPH Strategic Plan (2017-2021)

Goals

 **Goal 2: Strengthen the department's capability and ca.**
IDPH Strategic Plan (2017-2021)

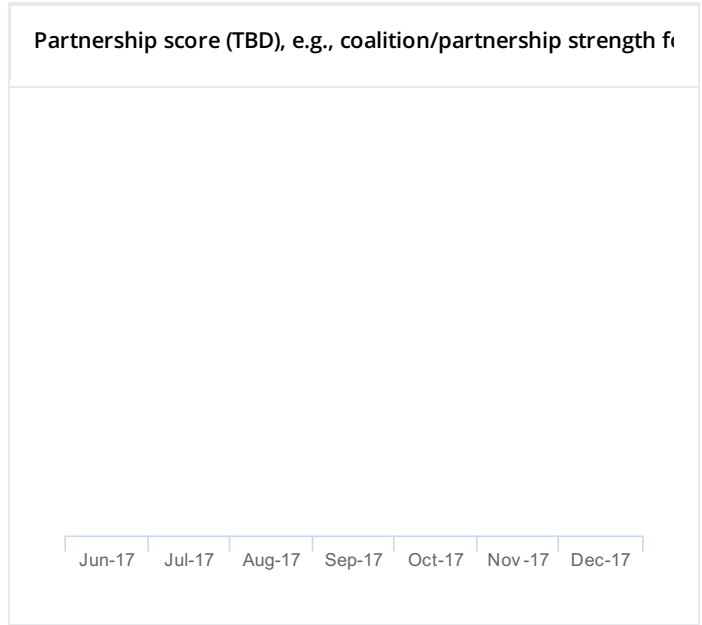
Strategies

 **Strategy 2.1: Strengthen partnerships.**
IDPH Strategic Plan (2017-2021)

Analysis Jul-17

Data Source

TBD



Indicator Data

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		


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

IDPH Strategic Plan (2017-2021)

Goals


Goal 2: Strengthen the department's capability and ca.
 IDPH Strategic Plan (2017-2021)

Strategies


Strategy 2.1: Strengthen partnerships.
 IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Data Source

TBD

Percent of local public health agencies with staff that have att

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

Indicator Data

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		

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)

Goals

Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies

Strategy 2.2: Implement workforce development stra...
IDPH Strategic Plan (2017-2021)

Analysis

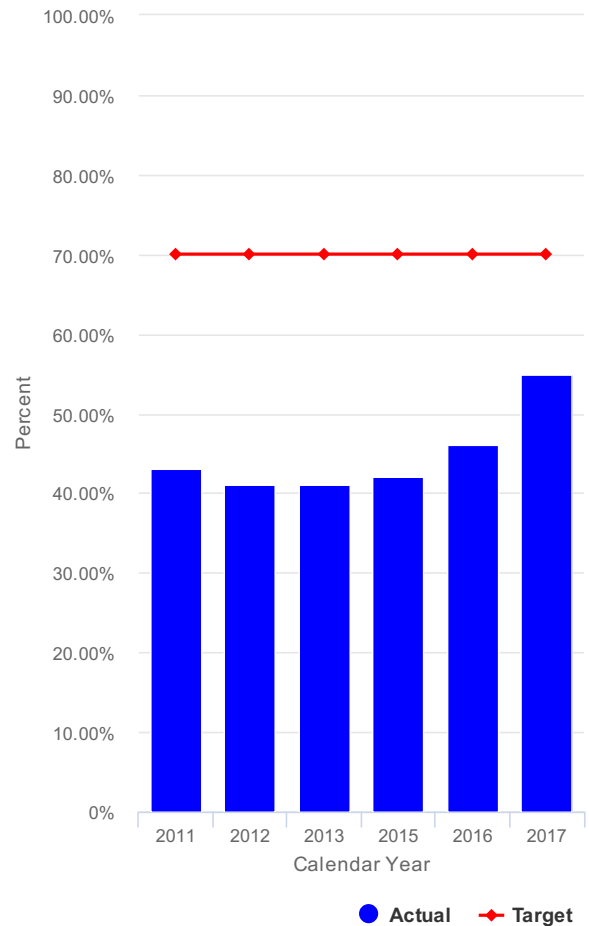
2017

This measure increased slightly compared to the baseline value. It remains well below the target.

Data Source

IDPH - Employee Survey

% of employees that agree "IDPH has the right people with th



Indicator Data

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



Workforce Development: Percent of staff participating in internal training

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies



Strategy 2.2: Implement workforce development stra...
IDPH Strategic Plan (2017-2021)

Analysis

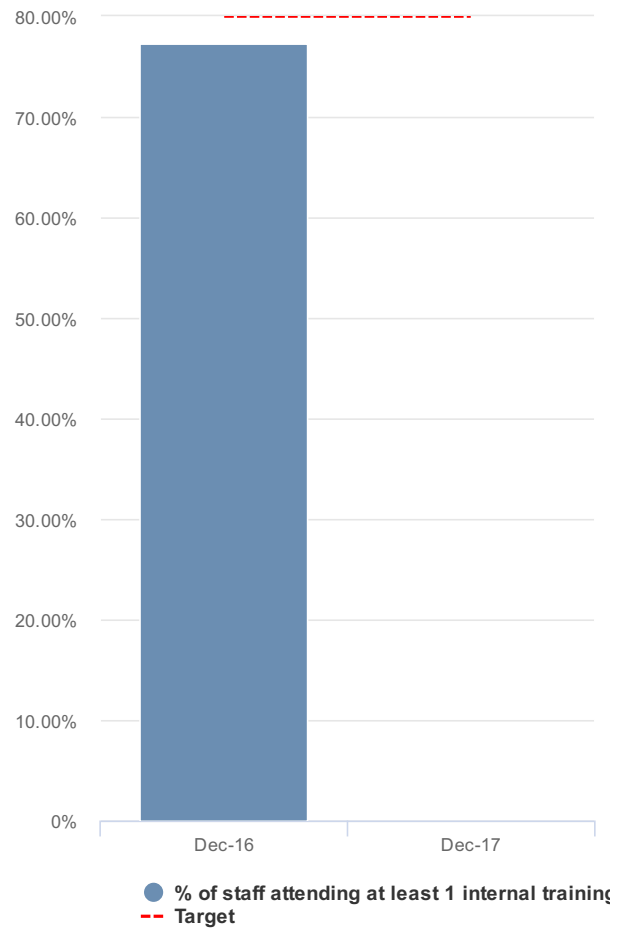
Dec-16

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.

Percent of staff participating in internal training



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	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

IDPH Strategic Plan (2017-2021)

Goals


Goal 2: Strengthen the department's capability and ca.
 IDPH Strategic Plan (2017-2021)

Strategies


Strategy 2.2: Implement workforce development stra...
 IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Percent of staff participating in informatics and analytical skill

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

Data Source

TBD

Indicator Data

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)

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies



Strategy 2.3: Enhance internal and external commun...
IDPH Strategic Plan (2017-2021)

Analysis

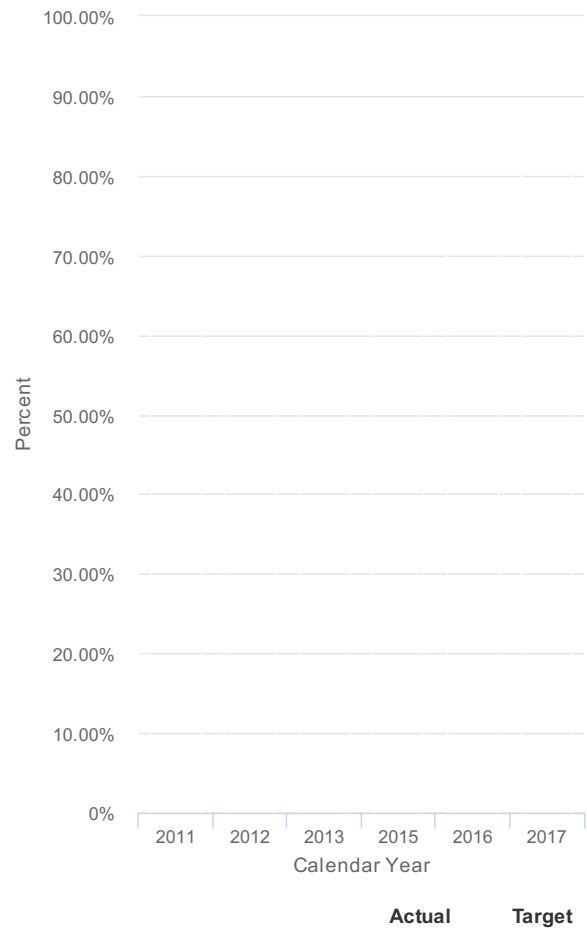
2017

Percentage reached its highest level in 2017. Target has been met since 2016. After dips in performance in 2012 and 2013, the percentage has risen substantially.

Data Source

IDPH Employee Survey

% of employees that know IDPH vision



Indicator Data

Period		Status	Actual	Target
2011	⚠	Target Not Met, No Tr...	68.00%	70.00%
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	🟢	Target Met, Trend in R...	71.00%	70.00%
2017	🟢	Target Met, Trend in R...	83.00%	70.00%



Communication: Percent of employees that know the IDPH mission (Employee Survey)
IDPH Strategic Plan (2017-2021)

Goals

 **Goal 2: Strengthen the department's capability and ca.**
IDPH Strategic Plan (2017-2021)

Strategies

 **Strategy 2.3: Enhance internal and external commun...**
IDPH Strategic Plan (2017-2021)

Analysis

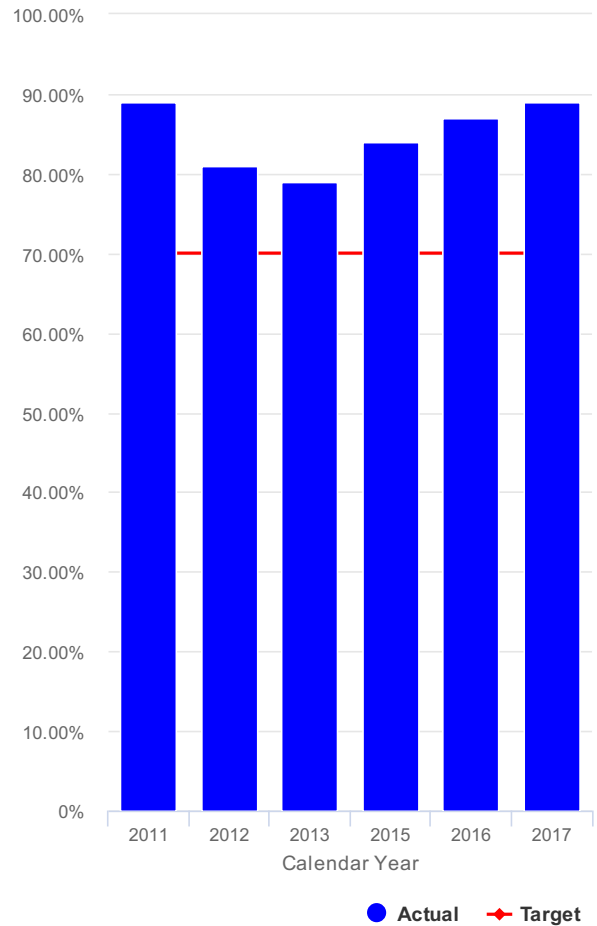
2017

Target has been met since 2011. After dips in performance in 2012 and 2013, the percentage has returned to its baseline value.







Data Source

IDPH Employee Survey

% of employees that know the IDPH mission



Indicator Data

Period		Status	Actual	Target
2011		Target Met, No Trend	89.00%	70.00%
2012		Target Met, Trend in W...	81.00%	70.00%
2013		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)

IDPH Strategic Plan (2017-2021)

Goals

 **Goal 2: Strengthen the department's capability and ca.**
IDPH Strategic Plan (2017-2021)

Strategies

 **Strategy 2.3: Enhance internal and external commun...**
IDPH Strategic Plan (2017-2021)

Analysis

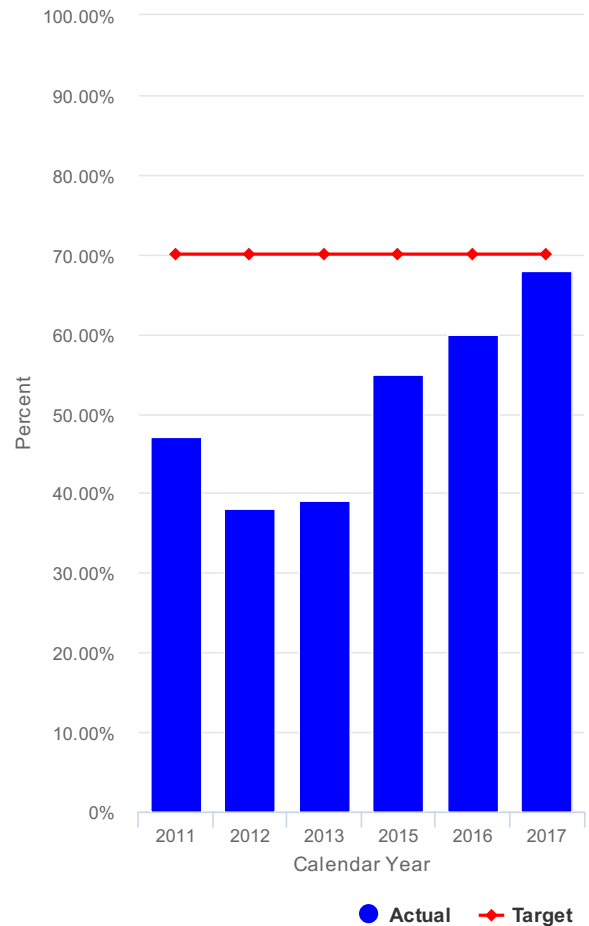
2017

Target has not been met. After dips in performance in 2012 and 2013, there has been steady progress toward the target.







Data Source

IDPH Employee Survey

% of employees that see a clear link between their work and t



Indicator Data

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



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)

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies



Strategy 2.3: Enhance internal and external commun...
IDPH Strategic Plan (2017-2021)

Analysis

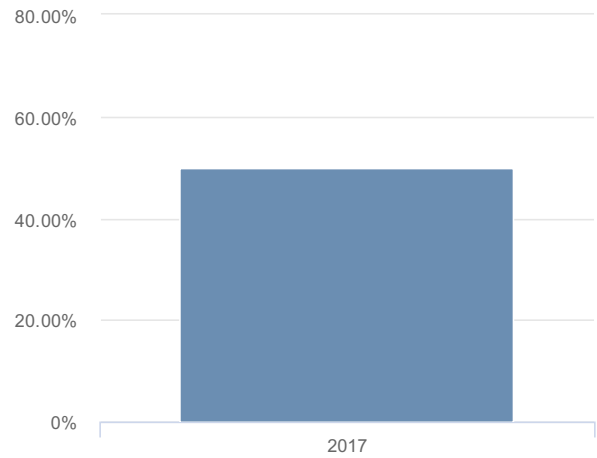
2017

This question was asked for the first time in 2017. Target (70%) has not been met.

Data Source

IDPH Employee Survey

% of employees satisfied with the information received about



Indicator Data

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



QI: Department's quality culture score

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca. IDPH Strategic Plan (2017-2021)

Strategies



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

Analysis

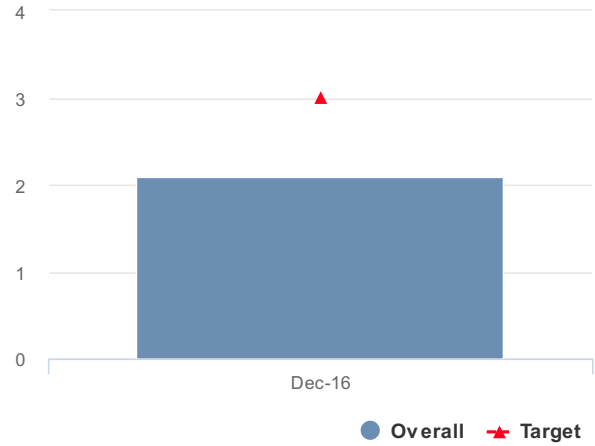
Dec-16

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."

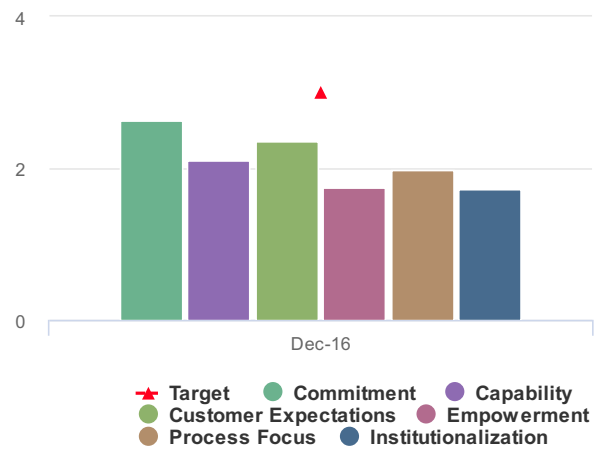
Data Source

Bureau of Planning Services, Quality culture survey.

Department's overall quality culture score



Department's quality culture score by category



Indicator Data

Period	Status	Commitment	Capability	Customer Expectations	Empowerment	Process Focus	Institutio
Dec-16	Target Not Met, No Tr...	2.63	2.11	2.35	1.74	1.98	
Dec-17	Not Defined						



QI: Percent of IDPH staff who have had exposure to QI in the last year

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca. IDPH Strategic Plan (2017-2021)

Strategies



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

Analysis

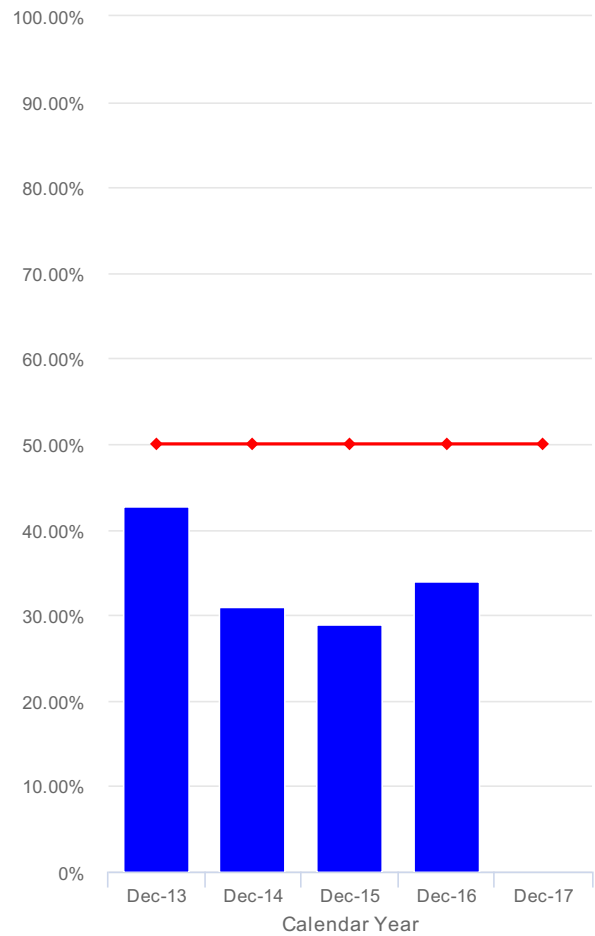
Dec-16

The percentage decreased from 2013-2015 and increased slightly in 2016. The percentage is expected to increase with the hiring of a full-time QI coordinator.

Data Source

Bureau of Planning Services, IDPH bureau chief survey.

% of IDPH staff who have had exposure to QI in the last year



Indicator Data

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...	34.00%	50.00%
Dec-17	Not Defined		50.00%



QI: Percent of IDPH staff with QI in their performance plans

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies



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

Analysis

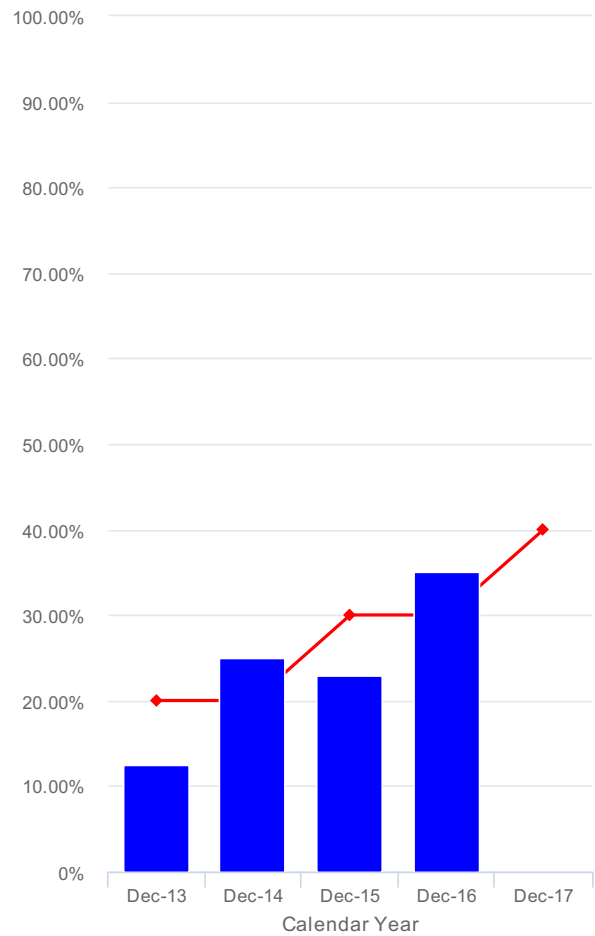
Dec-16

There is no clear trend for this measure. The percentage decreased from 2014 to 2015 and increased in 2016. The percentage is expected to increase as more staff are exposed to QI methods.

Data Source

Bureau of Planning Services, IDPH bureau chief survey.

% of IDPH staff with QI in their performance plans



Indicator Data

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 Met, Trend in R...	35.00%	30.00%
Dec-17	—	Not Defined		40.00%



Q1: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca. IDPH Strategic Plan (2017-2021)

Strategies



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

Analysis

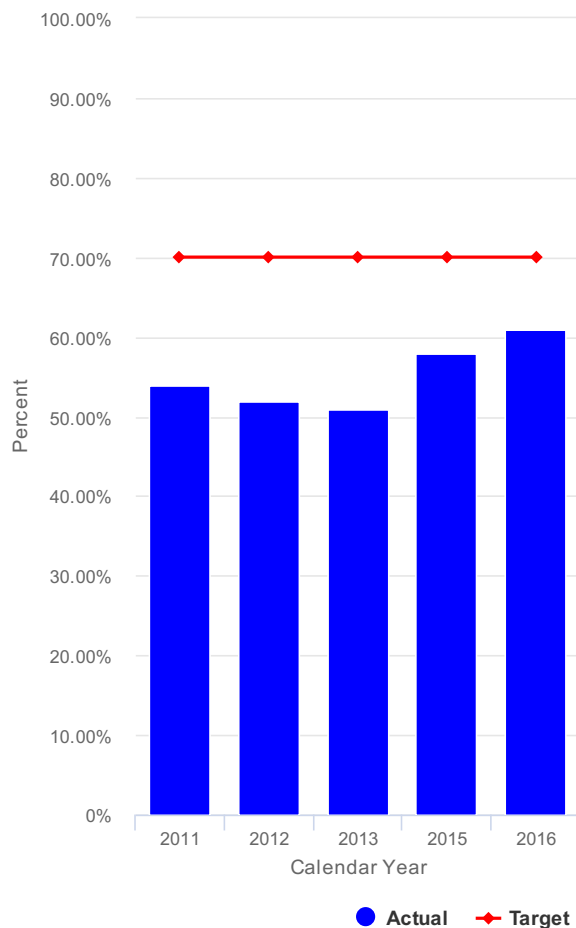
2017

Target has not been met. After dips in performance in 2012 and 2013, there has been moderate progress toward the target.

Data Source

IDPH - Employee Survey

% of employees that agree "We have good processes for doing our work"



Indicator Data


Period	Status	Actual	Target
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	Target Not Met, Trend...	61.00%	70.00%
2017	Target Met, Trend in R...	71.00%	70.00%

Q1: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)
 IDPH Strategic Plan (2017-2021)

Goals

 **Goal 2: Strengthen the department's capability and ca.**
 IDPH Strategic Plan (2017-2021)

Strategies

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

Analysis

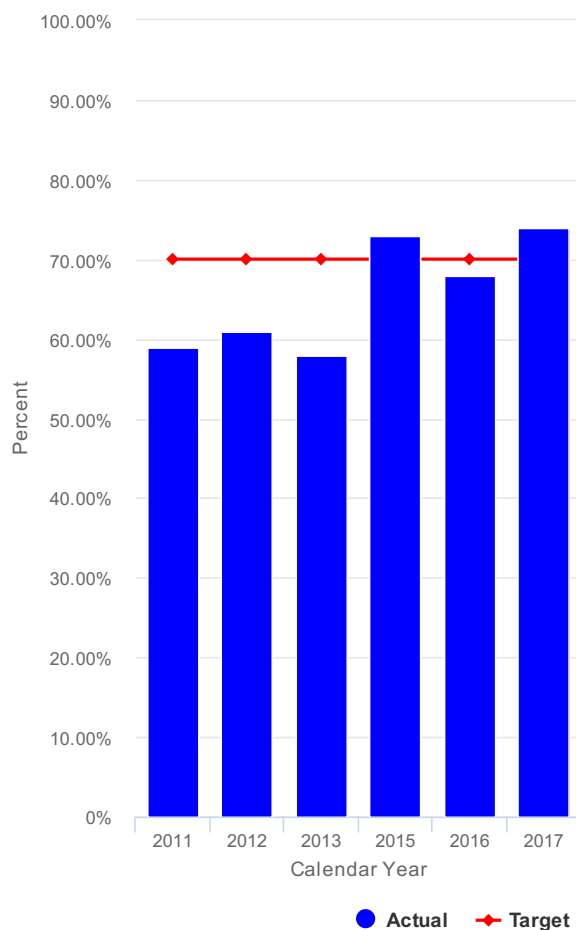
2017

Target was met in 2017. This measure has fluctuated over the years.







Data Source

IDPH - Employee Survey

% of employees that agree to "I have influence in defining my



Indicator Data

Period		Status	Actual	Target
2011		Target Not Met, No Tr...	59.00%	70.00%
2012		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		Target Not Met, Trend...	68.00%	70.00%
2017		Target Met, Trend in R...	74.00%	70.00%



Q1: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)

IDPH Strategic Plan (2017-2021)

Goals



Goal 2: Strengthen the department's capability and ca.
IDPH Strategic Plan (2017-2021)

Strategies



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

Analysis

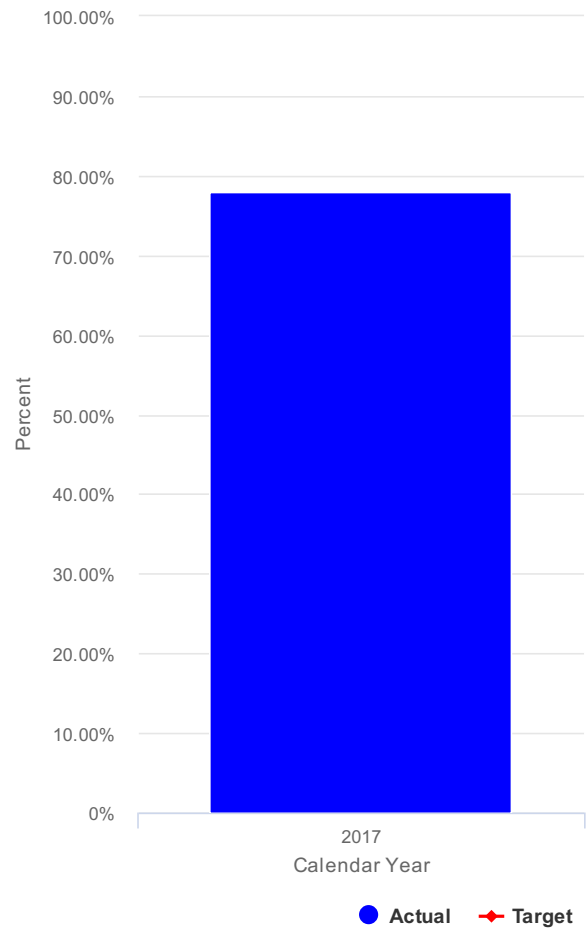
2017

This was the first year for this question. Performance was above the target.

Data Source

IDPH - Employee Survey

% of employees that agree to "I have influence in improving r




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


IDPH Strategic Plan (2017-2021)


Goals


Goal 3: Implement a collaborative, department-wide ...
 IDPH Strategic Plan (2017-2021)

Strategies


Strategy 3.1: Develop and implement collaborative, d...
 IDPH Strategic Plan (2017-2021)


Strategy 3.2: Develop and implement collaborative, d...
 IDPH Strategic Plan (2017-2021)


Strategy 3.3: Develop and implement collaborative, d...
 IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Data Source

TBD

Outcomes/metrics of progress toward improvement of the s

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

Indicator Data

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

IDPH Strategic Plan (2017-2021)

Goals

 **Goal 3: Implement a collaborative, department-wide ...**
IDPH Strategic Plan (2017-2021)

Strategies

 **Strategy 3.1: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

 **Strategy 3.2: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

 **Strategy 3.3: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

Analysis

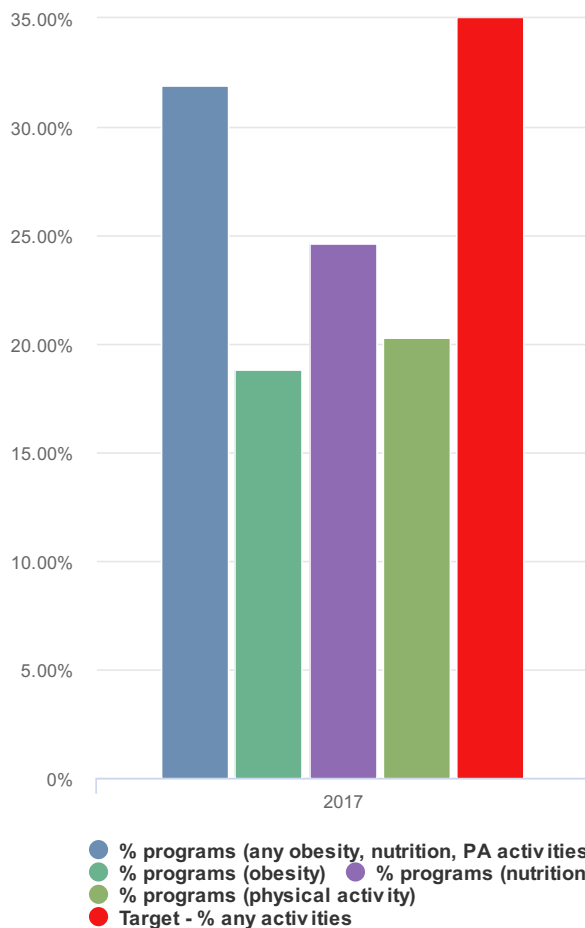
Jun-17

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.

Data Source

Strategy Detail Sheets and Program Profiles.

Percent of IDPH programs that have activities to address the :




Indicator Data

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)


Goals

 **Goal 3: Implement a collaborative, department-wide ...**
IDPH Strategic Plan (2017-2021)

Strategies

 **Strategy 3.1: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

 **Strategy 3.2: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

 **Strategy 3.3: Develop and implement collaborative, d...**
IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

Data Source

TBD

Percent of programs that incorporate data for the selected h

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


Indicator Data

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 ...](#)
 IDPH Strategic Plan (2017-2021)

Strategies


[Strategy 3.1: Develop and implement collaborative, d...](#)
 IDPH Strategic Plan (2017-2021)


[Strategy 3.2: Develop and implement collaborative, d...](#)
 IDPH Strategic Plan (2017-2021)


[Strategy 3.3: Develop and implement collaborative, d...](#)
 IDPH Strategic Plan (2017-2021)

Analysis

Jul-17

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

Indicator Data

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		