

ALABAMA DEPARTMENT OF PUBLIC HEALTH

Strategic Plan Overview 2019-2023

In 2018, ADPH staff and leadership assessed the strengths, weaknesses, opportunities, and threats to the department. Through this assessment, the leadership team determined strategies to help address areas of need, including opportunities to leverage existing resources. Using the input from the leadership team, executive leadership determined a final list of 5-year strategic goals and objectives. In order to achieve these 5-year goals, an Annual Plan will be created each year to ensure implementation of specific projects to bolster departmental efforts across several areas of the agency.

OUR PROCESS



Five-year strategies with goals, measures and targets, time frames, resources



Establish outcomes / target results. Assemble teams to advance strategies and achieve targets.



Activities with goals, measures, time frames, resources, and methods to achieve annual targets



Objectives and accountabilities in support of team activities, annual results, and strategies

VISION



HEALTHY
PEOPLE • COMMUNITIES • ALABAMA

MISSION

To promote, protect, and improve Alabama's health

VALUES

EXCELLENCE – We believe in providing the highest quality services to our clients. We believe that all clients should be served with compassion, empathy, fairness, and respect.

INTEGRITY – We believe our employees should be professional, competent, honest, and knowledgeable; maintaining the highest level of integrity, accountability, confidentiality, and concern for our clients. We believe in always striving to maintain the public trust.

INNOVATION – We believe that we should demonstrate the ability to adapt to change and to be flexible in our approach to solving problems and providing services.

COMMUNITY – We believe that we should build and maintain internal and external partnerships to address public health challenges including effectively utilizing resources, solving problems, and building relationships.

<http://www.alabamapublichealth.gov/about/strategic-plan.html>

Alabama Department of Public Health Strategic Plan 2019-2023



MISSION: TO PROMOTE, PROTECT, AND IMPROVE ALABAMA'S HEALTH

HEALTH OUTCOME IMPROVEMENT

GOAL:

Improve specific health outcomes or health disparities so that Alabama is a healthier place to live and work

STRATEGIES:

1. Improve access to care.
2. Reduce obesity and chronic disease through nutrition and physical activity initiatives.
3. Strengthen the partnership with mental health (MH) stakeholders so that a safety net for MH services is developed.
4. Improve poor pregnancy outcomes so that infant mortality rates decrease.

MEASURES:

1. Uninsured population
2. Obesity rates
3. Chronic disease prevalence
4. Naloxone utilization
5. Telehealth utilization
6. Infant mortality
7. Emergency deliveries
8. Tobacco utilization
9. Vaping utilization
10. New HIV diagnoses
11. People living with HIV

SPONSORS:

- Scott Harris, M.D., M.P.H.
Karen M. Landers, M.D., F.A.A.P.
Ricky Elliott, M.P.H.

FINANCIAL SUSTAINABILITY

GOAL:

Increase available funds in order to continue to promote, protect, and improve the health of Alabama

STRATEGIES:

1. Receive payment for existing services provided.
2. Improve grant writing time and quality.
3. Decrease operating cost.

MEASURES:

1. Number and percent of claims paid
2. Indirect costs
3. Grant reviews
4. Budget reviews
5. Accounts receivable report

SPONSORS:

- Karen M. Landers, M.D., F.A.A.P.
Cathy Donald

WORKFORCE DEVELOPMENT

GOAL:

Strengthen the performance and capacity of the APH workforce so that the ability to serve our customers increases

STRATEGIES:

1. Improve recruitment of public health professionals.
2. Improve employee retention.
3. Work as one team.
4. Improve knowledge, skills, and abilities (KSAs) through training and communication.

MEASURES:

1. Employee satisfaction
2. Recognition of core values
3. Turnover rate
4. Customer satisfaction
5. Number of APH bureaus working together successfully
6. Number of trainings provided through Workforce Development Program

SPONSORS:

- Michele Jones
Brent Hatcher

ORGANIZATIONAL ADAPTABILITY

GOAL:

Adapt to changes in the health care environment so that programs and processes are increasingly effective and efficient

STRATEGIES:

1. Scan and evaluate programs provided by ADPH.
2. Innovate, adapt, and respond to changes.
3. Create effective and efficient processes, programs, and services.

MEASURES:

1. Improvements to IT infrastructure
2. Improvements to communication process and capabilities
3. Number of active QI projects

SPONSOR:

- Michele Jones

DATA DRIVEN DECISION MAKING

GOAL:

Become data-driven in analysis and decision making so that leaders and programs make informed decisions

STRATEGIES:

1. Improve analytical capabilities.
2. Use data to create efficient processes.
3. Use data to increase grant funding.

MEASURES:

1. Improving data transparency
2. Data summaries made available for decision making
3. Develop a disparities database
4. Develop and publish dashboards

SPONSORS:

- Cathy Donald
Michele Jones