

# Strategic Plan Goals and Objectives

S A I N T P A U L - R A M S E Y C O U N T Y P U B L I C H E A L T H

To guide its strategic focus through 2018, Saint Paul - Ramsey County Public Health (SPRCPH) established five overarching goals with related objectives. The goals capture priority needs and/or opportunities that were identified during the data-gathering phase, and use the best available evidence for making informed public health practice decisions.

The strategic plan is not intended to be comprehensive of all programs or functions carried out by the department. Nevertheless, all areas of SPRCPH will contribute in defined ways to achieving the plan's goals and objectives, and the department will continue to carry out mandated and other critical ongoing public health programs and services.

**Goal 1:**  
Advance health equity – the attainment of the highest level of health possible – for people of all ages and backgrounds in Ramsey County.

## Health Equity Objectives

1. Increase knowledge by at least 10% above baseline for all department staff of health inequities, the effects on the public's health and relevance to their job roles and responsibilities, by December 31, 2017.
- 2a. Create an organizational framework within the department to ensure a focused approach to health equity, by April 30, 2016.
- 2b. Implement the organizational framework within the department to ensure a focused approach to health equity, by May 31, 2016.
3. Identify and implement up to three department strategies that promote health equity and/or economic prosperity in Ramsey County, by December 31, 2015.

**Goal 2:**  
Improve the health and safety of people of all ages and backgrounds and the environment in Ramsey County.

## Improved Health and Environmental Outcomes Objectives

1. Increase knowledge by at least 10% above baseline for department staff of the current research related to (1) adverse childhood experiences and (2) violence, including the effects on the public's health and relevance to their job roles and responsibilities, by December 31, 2017.
2. Create and implement at least one joint strategy to improve evidence-based clinical preventive services with each Ramsey County-located community clinics, by December 31, 2017.
3. Initiate and actively work on at least three public policy initiatives designed to advance health equity, address structural racism and improve health outcomes for residents in Ramsey County, on an annual basis, beginning July 30, 2014.
4. Identify and implement at least one department-led strategy to address one targeted health issue of concern, by December 31, 2016.

**Goal 3:**  
Promote adaptive approaches to public health impacts of a changing climate.

## Adaptive Approaches to Climate Change Objectives

1. Increase knowledge by at least 10% above baseline for department staff of how the climate is changing, the effects on the public's health, and their job roles and responsibilities in promoting adaptations to climate change, by December 15, 2015.
- 2a. Complete a Health Vulnerability Assessment (HVA) of the public health impacts associated with climate change, by June 30, 2016.

# Strategic Plan Goals and Objectives - continued

## Goal 3: Continued

- 2b. Review data on an ongoing basis and create a status report that updates/refines the Health Vulnerability Assessment as needed (at least every five years), by June 2016.
3. Implement one department-led climate change adaptation action per year, including strategies to improve capacity to assess and build resilience to climate change risks, beginning December 31, 2015.

## Goal 4: Demonstrate strong leadership by identifying, articulating and addressing Ramsey County's public health priorities.

### Public Health Leadership Objectives

1. Develop an internal framework that supports a timely response to current and emerging public health and policy issues, by December 31, 2014.
2. Educate and inform at least 3 internal and external partners per year that there are health factors related to all public policy decisions, beginning June 2016.
3. Address at least one priority public health issue facing Ramsey County residents, in partnership with community members, annually, beginning January 1, 2015.
4. Create and continuously implement a communication plan promoting departmental goals and priorities, and the value of public health in people's lives, by October 31, 2015.

## Goal 5: Strengthen the department's infrastructure to support a culture of excellence.

### Infrastructure for Excellence Objectives

- 1a. Achieve national accreditation through the Public Health Accreditation Board that drives the continuous improvement of department programs and services, by December 31, 2016.
- 1b. Continue ongoing improvements and documentation to maintain accreditation, through December 31, 2018.
- 2a. Create a comprehensive Workforce Development Plan that addresses training needs of staff and the development of core public health competencies, by October 1, 2015.
- 2b. Implement the Workforce Development Plan, including assessment of, and training on core public health competencies, through December 31, 2018.
- 3a. Develop a Performance Management System policy that enhances the effectiveness, efficiency and quality of programs and services, by December 15, 2014.
- 3b. Create a Performance Management System Plan that includes collective assessment of various performance management components, communication regarding the assessment, and a process to use the assessment information to modify current programs and practices, by March 31, 2017.
- 3c. Implement the Performance Management Plan, through December 31, 2018.

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