

Strategic Plan Goals and Objectives

SAINT PAUL – RAMSEY COUNTY PUBLIC HEALTH

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 July 1, 2016.
2. Create and implement an organizational framework within the department to ensure a focused approach to health equity, by December 31, 2015.
3. Identify one health disparity with a concentrated department-wide focus every two years beginning December 31, 2014.
4. Establish annually a clear policy and advocacy agenda for the department to advance health equity and address structural racism, beginning July 30, 2014.
5. Identify and implement up to three department strategies that promote 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-funded community clinic, by December 31, 2017.
3. Advocate for at least three public policy initiatives designed to improve health outcomes for residents in Ramsey County, on an annual basis beginning July 30, 2014.
4. Identify and implement at least one department-wide 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.
2. Complete a vulnerability and risk assessment of the public health impacts associated with climate change, every two years beginning June 30, 2015.
3. Develop up to three department-specific priority climate change adaptation actions, including actions to improve department capacity to assess and build resilience to climate change risks, by 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. Create and communicate an annual public policy agenda that reflects a "health in all policies" commitment, beginning December 31, 2015.
3. Convene community members to address at least one priority public health issue facing Ramsey County residents, on an annual basis beginning December 31, 2014.
4. Create and 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

1. Achieve and maintain national accreditation through the Public Health Accreditation Board that drives the continuous improvement of department programs and services, by June 30, 2015.
2. Create and implement a comprehensive workforce development plan that addresses training needs of the staff and the development of core public health competencies, by October 1, 2015.
3. Create and implement a Performance Management System that enhances the effectiveness, efficiency and quality of programs and services, by December 15, 2014.

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