

**Broward CHD Alignment with
Agency Strategic Plan**

Agency Strategic Plan Goal	Agency Strategic Plan Strategy No.	Agency Strategic Plan Strategy	Broward CHD Objective, aligned to State Strategy NOTE: Target dates for strategic objectives must be no later than Dec. 31, 2015
Protect the Population from health threats	1.1.1	Prevent and control infectious disease	Decrease infectious syphilis rates by 25% annually through December 2015.
		Prevent and control infectious disease	Eliminate the incidence of congenital syphilis by December 2015.
		Prevent and control infectious disease	Decrease new HIV infection rates by 10% annually through December 2015.
Protect the Population from health threats	1.1.2	Prevent and reduce illness, injury and death related to environmental factors	Reduce annual re-inspection rate of environmental health inspections to 20% by June 2015.
Protect the Population from health threats	1.1.3	Minimize loss of life, illness, and injury from natural or man-made disasters	
Protect the Population from health threats	1.1.4	Prevent and reduce intentional and unintentional injuries.	
Reduce chronic disease morbidity and mortality	1.2.1	Increase the proportion of adults and children who are at a healthy weight.	Reduce the proportion of Broward County residents who are obese by 5% annually through December 2015.
Reduce chronic disease morbidity and mortality	1.2.2	Reduce illness, disability, and death related to tobacco use and secondhand smoke exposure.	
Improve maternal and child health	1.3.1	Reduce infant mortality.	Reduce the black infant mortality rate by 8% annually through December 2015.
Improve maternal and child health	1.3.2	Meet special health care needs of children.	Increase the percent of 2 year olds fully immunized by 2% annually through December 2015.
		Meet special health care needs of children.	Increase the percent of children in kindergarten fully immunized by 1% annually through December 2015.
		Meet special health care needs of children.	Increase the percent of 7th graders fully immunized by 1% annually through December 2015.

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Improve efficiency and effectiveness	2.1.1	Use information technology and systems to efficiently support disease prevention, intervention and epidemiological activities.	By June 2014, develop a process to identify individuals with HIV/AIDs who are lost to care based on analysis of multiple data systems for the purpose of re-engagement in care.
Improve efficiency and effectiveness	2.1.2	Use public health information technology and systems to efficiently improve business practices	Establish scorecard level performance metrics for 100% of DOH-Broward programs/departments by December 2013.
Improve efficiency and effectiveness	2.1.3	Adopt certified electronic health record software	
Improve efficiency and effectiveness	2.1.4	Connect agency providers and electronic health record systems in a network that consists of a state-level Health Information Exchange, Direct Secured Messaging and local health information exchanges and gateways	
Improve efficiency and effectiveness	2.1.5	Implement tools, processes and methods that support accountability and provide transparency in DOH administrative management systems.	Continue to develop and implement performance metrics through use of Active Strategy for 100% of DOH-Broward programs annually through December 2015.

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Maximize funding to accomplish the public health mission	2.2.1	Maximize Medicaid and other third party revenue to help county health departments and Children's Medical Service providers to retain the infrastructure necessary to meet the public health needs of their community.	Reduce accounts receivable outstanding balance percentage by 8% annually through December 2015.
Maximize funding to accomplish the public health mission	2.2.2	Review and update fee policies and fee schedules.	Increase by 1 per year the number of programs that are revenue neutral or positive by December, 2015.
		Review and update fee policies and fee schedules.	Increase total revenue by 5% annually through December 2015.
Promote a culture of organizational excellence.	2.3.1	Collect, track and use performance data to inform business decisions and continuously improve.	Ensure 80% of performance metrics show improvement by utilizing multiple levels of business reviews annually through December 2015.
		Collect, track and use performance data to inform business decisions and continuously improve.	Submit 25% of the process improvement activities/projects for recognition awards annually through December 2015.
Promote a culture of organizational excellence.	2.3.2	Maintain a sustainable performance management framework for the Department	

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Promote a culture of organizational excellence.	2.3.3	Develop, implement and sustain integrated quality improvement processes throughout organizational practice, programs, processes and interventions.	Implement at least one key process improvement activity/project in each DOH-Broward program/work unit annually through December 2015.
Optimize communications.	2.4.1	Develop, implement and improve internal and external communication strategies and plans.	Improve overall customer satisfaction with DOH-Broward services to 95% by June 2015.
Promote an integrated public health system.	3.1.1	Implement and link health improvement planning at state and local levels.	
Promote an integrated public health system.	3.1.2	Integrate planning and assessment processes to maximize partnerships and expertise of a community in accomplishing its goals.	
Promote an integrated public health system.	3.1.3	Support local efforts to revitalize communities.	
Assure access to health care	3.2.1	Increase access to care for underserved populations.	Increase the proportion of women in Broward County who receive cervical cancer screening by 6% annually through December 2015.
Assure access to health care	3.2.2	Provide equal access to culturally and linguistically competent care.	

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Expediently license all healthcare professionals who meet statutorily mandated standards of competency.	3.3.1	Provide an efficient licensure process that meets statutory requirements.	
Attract, recruit, and retain a competent and credentialed workforce.	4.1.1	Implement a competency-based framework for recruitment and training.	Reduce DOH-Broward staff turnover to 15% by June 2015.
		Implement a competency-based framework for recruitment and training.	Define career ladders for 100% of Occupational Groups by December 2015.
		Implement a competency-based framework for recruitment and training.	Recognize the top 10% of DOH-Broward employees based on performance annually through December 2015.
		Implement a competency-based framework for recruitment and training.	Develop job specific orientation for 100% of the occupational groups at the programmatic level by December 2015.
Attract, recruit, and retain a competent and credentialed workforce.	4.1.2	Provide trainings and resources that support and develop current public health employees.	Improve employee satisfaction by 3% annually through December 2015.
		Provide trainings and resources that support and develop current public health employees.	Develop a system for career advancement through use of career ladders and succession planning by December 2015 through December 2015.

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Ensure partnerships, systems and processes to support the future workforce.	4.2.1	Develop, sustain and improve an Agency Workforce Development Plan to ensure continuity of competent and credentialed workforce.	Reduce DOH-Broward vacancies to 3% by June 2014.
		Develop, sustain and improve an Agency Workforce Development Plan to ensure continuity of competent and credentialed workforce.	Reduce the cycle time to fill vacancies to 90 days by December, 2014.