

**Hillsborough CHD Alignment with
Agency Strategic Plan**

Agency Strategic Plan Goal	Agency Strategic Plan Strategy No.	Agency Strategic Plan Strategy	DOH - Hillsborough 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	5.1-By July 1, 2015, increase by 20% the number of educational sessions with targeted health messages on communicable disease conducted annually.
Protect the Population from health threats	1.1.2	Prevent and reduce illness, injury and death related to environmental factors	
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.	5.3 By December 31, 2015 increase the percentage of adults with diabetes that have ever taken a course in how to manage their diabetes at the Florida Department of Health Hillsborough County by 15% from baseline.
Reduce chronic disease morbidity and mortality	1.2.2	Reduce illness, disability, and death related to tobacco use and secondhand smoke exposure.	5.5-Annually, 50% of clients identified as smokers will be referred to a smoking cessation program.
Improve maternal and child health	1.3.1	Reduce infant mortality.	5.4-Annually, 5000 women of child bearing age will receive preconception/interconception education regarding lifestyle behaviors and prevention strategies.
Improve maternal and child health	1.3.2	Meet special health care needs of children.	
Improve efficiency and effectiveness	2.1.1	Use information technology and systems to efficiently support disease prevention, intervention and epidemiological activities.	

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Improve efficiency and effectiveness	2.1.2	Use public health information technology and systems to efficiently improve business practices	
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	
Improve efficiency and effectiveness	2.1.5	Implement tools, processes and methods that support accountability and provide transparency in DOH administrative management systems	
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 the community	
Maximize funding to accomplish the public health mission	2.2.2	Review and update fee policies and fee schedules.	

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Promote a culture of organizational excellence.	2.3.1	Collect, track and use performance data to inform business decisions and continuously improve.	2.1-By July 1, 2014, implement a systematic plan for 100% of Divisions and Councils to use our scorecard.
Promote a culture of organizational excellence.	2.3.1	Collect, track and use performance data to inform business decisions and continuously improve.	
Promote a culture of organizational excellence.	2.3.2	Maintain a sustainable performance management framework.	3.2-By December 31, 2015, 100% of Supervisors will utilize a systematic performance management process based on core competencies.
Promote a culture of organizational excellence.	2.3.2	Maintain a sustainable performance management framework.	6.6-By December 31, 2015, achieve a Customer/Community satisfaction rate of 95% or higher.
Promote a culture of organizational excellence.	2.3.3	Develop, implement and sustain integrated quality improvement processes throughout organizational practice, programs, processes and interventions.	
Optimize communications.	2.4.1	Develop, implement and improve internal and external communication strategies and plans.	1.1-By December 31, 2015, 90% of the workforce will be able to explain how their position supports our Strategic Plan as a result of Senior Managers and Employee Council efforts.
Optimize communications.	2.4.1	Develop, implement and improve internal and external communication strategies and plans.	1.2-By December 31, 2015, the Program Management Team will develop a plan to define relevant information and implement methods to share with our workforce.
Promote an integrated public health system.	3.1.1	Implement and link health improvement planning at state and local levels.	

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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.	5.2-By January 1, 2015, assure all DOH-Hillsborough led partnerships are aligned with our Mission.
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.	6.1-By July 1, 2014, develop, implement, and evaluate annually a county wide campaign to improve public health.
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.	6.3-By January 1, 2015, the Director, Assistant Director and/or a Senior Manager designee will provide annually a minimum of two in person educational discussions with county and/or city officials.
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.	

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Assure access to health care	3.2.1	Increase access to care for underserved populations.	
Assure access to health care	3.2.2	Provide equal access to culturally and linguistically competent care.	
Expediently license all healthcare professionals who meet statutorily mandated	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.	3.1- By December 31, 2015, 100% of Employees will be hired through a systematic process based on core competencies
Attract, recruit, and retain a competent and credentialed workforce.	4.1.1	Implement a competency-based framework for recruitment and training.	4.1-By December 31, 2015, implement a workforce development plan based on core competencies.
Attract, recruit, and retain a competent and credentialed workforce.	4.1.1	Implement a competency-based framework for recruitment and training.	4.2-By April 1, 2014, create and sustain an agency succession plan for critical positions.
Attract, recruit, and retain a competent and credentialed workforce.	4.1.2	Provide trainings and resources that support and develop current public health employees.	
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.	