

**Union CHD Alignment with
Agency Strategic Plan**

Agency Strategic Plan Goal	Agency Strategic Plan Strategy No.	Agency Strategic Plan Strategy	Union 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 bacterial STD rate per 100,000 in 15-to-24 year olds by 10% by 12/31/2014.
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.	Decrease unintentional injury death rate for all age groups per 100,000 population to 50 by 12/31/2015.
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 Union County adults who are overweight or obese (ie, BMI greater than or equal to 25) to 52% by 12/31/2015.
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.	
Improve maternal and child health	1.3.2	Meet special health care needs of children.	Decrease percent of repeat births to mothers ages 15 to 19 to 14% by 12/31.2015.
Improve efficiency and effectiveness	2.1.1	Use information technology and systems to efficiently support disease prevention, intervention and epidemiological activities.	Increase the percent of Bradford/Union County hospitals participating in ESSENCE syndromic surveillance project to 100% by 12/31/2013.

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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 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.	

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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.	Achieve a quarterly average cash balance within the range of 7-9.5% by 06/30/2014.
Maximize funding to accomplish the public health mission	2.2.2	Review and update fee policies and fee schedules.	Achieve a quarterly average cash balance within the range of 7-9.5% by 06/30/2014.
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.	
Promote a culture of organizational excellence.	2.3.3	Develop, implement and sustain integrated quality improvement processes throughout organizational practice, programs, processes and interventions.	Achieve at least a "meets expectations" rating on 100% of administrative external audits by 12/31/2013.

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	2.3.3	Develop, implement and sustain integrated quality improvement processes throughout organizational practice, programs, processes and interventions.	Reduce incurred workers compensation cost per fulltime equivalent (FTE) to \$300 by 12/31/2014.
Optimize communications.	2.4.1	Develop, implement and improve internal and external communication strategies and plans.	
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.	Decrease to 40% the percent of CHD primary care clinic clients who are uninsured by 06/30/2014.
	3.2.1	Increase access to care for underserved populations.	Increase by 1,000 new users the number of patients seen at the New River Health Center 06/30/2014.

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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 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.	
Attract, recruit, and retain a competent and credentialed workforce.	4.1.2	Provide trainings and resources that support and develop current public health employees.	Increase to 100% the percent of employees completing the mandatory DOH Training in accordance with DOH Training Policy 06/30/2014.
	4.1.2	Provide trainings and resources that support and develop current public health employees.	Increase the response rate on the Employee Satisfaction Survey to 80% by 06/30/2015.
	4.1.2	Provide trainings and resources that support and develop current public health employees.	Increase percent of employees responding to the Employee Satisfaction Survey who rate their overall level of satisfaction as very satisfied or satisfied to 80% by 06/30/2015.
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.	