

Strategic teams meet independently and share progress monthly during leadership meetings. Implementation plans for all 5 priorities are being tracked through the KCHD' Performance Management System, VMSG.

Our Priorities

Health Equity



The priority that the Health Equity Team is currently addressing is the implementation of a consistent translation system for KCHD. In order to accomplish this, we are taking inventory of policies and translation efforts currently in place. We also sent a survey to Kane County Department heads as well as executive directors of NIPHC health departments to determine what processes they have in place as well as vendors they are currently using. We also reviewed CLAS standards as well as PHAB measures relating to Health Equity to ensure that all areas are addressed. We are planning a Health Equity kickoff event in collaboration with the CHA/CHIP Executive Committee in the Fall.

Communications



Communications committee is recruiting additional members and will work with incoming executive director to transition and update internal and external communications tasks and strategies. Internal action team being formed to review organization of department's electronic files to assure all staff has access to relevant, needed resources. Efforts are underway to identify opportunities for increased collaboration with County Board communication efforts.

Workforce Development



- 90% of the KCHD employees have completed FY22 Individual Cascading Goals.
- Developed an updated KCHD FY22 Workforce Development Plan.
- Successful Pilot Telework Arrangement Program completed. Telework Arrangement Protocol was created (effective 3/30/22) based on staff's feedback.
- The Collective Bargaining Team (AFSCME & KCHD employees) have been meeting regularly with Interim Executive Director and Labor Attorney to come to a tentative agreement on the next Collective Bargaining Agreement (including but not limited to compensation package).
- The Employee Involvement Committee (EIC) has planned a late spring activity and is drafting a survey for next quarter's Quality Work Life Balance suggestions for future consideration.

Resource Development



The Resource Development Strategic Planning Team is currently working to create a survey that will identify where resources are coming from, where they are being allocated, and identify any unmet resource needs. Based on the latest organizational chart, we will identify leaders and ask that they complete this survey for each of their programs. This high-level survey has been drafted and will be sent out in July. Data collected from this survey will help to identify and prioritize resource needs. This data will also be used for further research and analysis of program resources.

Strategic Collaboration



This quarter, the Strategic Collaboration Team continued to work on internal goals on organizing the Memorandums of Understanding (MOU). A survey of current practice was sent to all applicable individuals at the health department for their process, location and review schedules. Our next step is to review the current policy on MOU and identify revisions or training needs. The Integrated Referral and Intake System (IRIS) has already met one of their goals of increasing organizations this year. Training for health department staff continues into the next quarter. For our external goal of Community Partnership Engagement, we reviewed models and edited survey options for implementation. A review of current applications at the health department for a centralized database of our community partners was completed. Due to system limitations, the currently available applications do not meet the objectives identified. Further investigation will continue into the next quarter.

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to see the progress of goals and objectives

Progress updates on the advancement of the strategic plan will be provided quarterly to KCHD employees during All Hands Meetings, as well as through quarterly progress reports, to sustain engagement and obtain input and feedback for strategic projects.

Progress monitoring and revision of the KCHD Strategic Plan will be included quarterly as an agenda item in the KCHD QI Committee Meetings.