



DAWSON COUNTY HEALTH DEPARTMENT STRATEGIC PLAN 2022-2027

JUNE 2022

Revised June 2023

DAWSON COUNTY HEALTH DEPARTMENT

207 WEST BELL STREET
GLEN DIVE, MT 59330

6/2/2022

2023 revisions in red font

Dawson County Health Department Strategic Plan 2022-2027

1

TABLE OF CONTENTS

- DCHD Planning Participants..... 2
- Review of Mission, Vision, and Purpose..... 3
 - Mission Statement 3
 - Vision Statement 3
 - Purpose 3
 - Core Values..... 3
- Program Successes, Challenges, and Staff Goals..... 4
 - Women, Infants, and Children (WIC) Program-Lynn Newnam, Pam O'Brien..... 4
 - Family Planning-Lynn Newnam, Janice Opp 4
 - Communicable Disease-Taylor Mitchell, Lynn Newnam 6
 - PHEP-Taylor Mitchell..... 7
 - General Public Health-All Staff 8
 - Tobacco-Austin Adams 9
 - Dawson County Healthy Communities Coalition-Laureen Murphree, Pam O'Brien, Renee Steinbron, Austin Adams 11
 - Accreditation and Public Health Systems Improvement-Laureen Murphree 11
 - Immunizations and Daycare Visits-Kari Granmoe, Meg Ziegler, Jessi Tompkins, Michelle McKeen..... 12
 - School Nursing-Andeen Raymond, Kari Granmoe, Meg Ziegler 14
 - Home Visiting-Pam O'Brien, Renee Steinbron 17
 - Home Health and MOW/Mom's Meals -Andeen Raymond, 18
 - The Nurturing Tree, Parenting Classes and Safe Sitter Classes-Pam O'Brien, Renee Steinbron..... 19
 - Facility Improvements-All Staff 20
 - Sanitarian-Brant Gordon, Lori Bouchard 21
- SWOT Analysis..... 23
- DCHD Organizational Chart 25
- Chip Plan Objectives 26
- Plan Maintenance and Reevaluation 27

DCHD PLANNING PARTICIPANTS

- Andeen Raymond, Home Health
- Austin Adams, Tobacco Prevention
- Janice Opp, Family Planning Administrative Assistant
- Jessi Tompkins, Administrative Assistant, Billing
- Kari Granmoe, School Nurse & Immunizations
- Laureen Murphree, Director, QI Coordinator
- Lynn Newnam, Family Planning Coordinator, WIC
- Margaret Ziegler, School Nurse & Immunizations
- Michelle McKeen, Administrative Assistant
- Pam O'Brien, WIC and Administrative Assistant
- Renee Steinbron, Home Visiting, Substitute School Nurse
- Taylor Mitchell, PHEP

SANITARIAN DEPARTMENT

- Brant Gordon, Sanitarian Director
- Lori Bouchard, Sanitarian Administrative Assistant

DCHD FORMER PARTICIPANTS

- Blayne Rieger, Tobacco Prevention (resigned 11/2022)
- Valerie Meiers, PHEP (resigned 2/2023)

REVIEW OF MISSION, VISION, AND PURPOSE

MISSION STATEMENT

Promote and Protect Public Health

VISION STATEMENT

Dawson County Health Department (DCHD) is committed to excellence in protecting, promoting and enhancing the health and well-being of all people. We provide quality services to people of all ages and work to ensure the health, safety, and mental health of our community and environment.

PURPOSE

To serve, educate and advocate for the health and safety of our population by bridging the gap between the ever-changing landscapes of our community.

CORE VALUES

Evidence based and evidence informed practices - What we do is based in practices that have either been proven to be successful or that have a probability of achieving the desired outcome.

Professionalism –We believe our customers should be treated in a compassionate and caring manner that respects them as individuals, is non-judgmental and protects confidentiality. We are committed to ensuring that our staff is highly skilled and receives ongoing education to enable them to keep abreast of new information.

Community and Wellness Oriented – We believe that public health services should be based on the needs of the community and should be data driven and community oriented through an ongoing cycle of assessment, assurance and policy development. Services will be prevention focused and collaborative in nature.

PROGRAM SUCCESSES, CHALLENGES, AND STAFF GOALS

Successes	Challenges	General Goals
WOMEN, INFANTS, AND CHILDREN (WIC) PROGRAM-LYNN NEWNAM, PAM O'BRIEN		
<u>2022</u> 1. Caught up on anthropometrics on pregnant women and children under 2 by January 2022.	<u>2022</u> 1. Formula Shortage 2. Getting people back into the clinic	<u>2022</u> Met goal # 1 1. To monitor 100% of the client's receiving formula and to continue to change their food packages so clients are able to find and appropriate formula for their infant by the end of each month. 2. To complete anthropometrics on 80% of pregnant women and children under 2 by September 1, 2022
<u>2023</u> 1. Relationship with the State 2. Relationship with clients	<u>2023</u> 1. Getting people back into the clinic	<u>2023</u> Met goal # 1, 2 1. 80% of clients will be seen in person at least twice a year during FY 2023-2024
Successes	Challenges	General Goals
FAMILY PLANNING-LYNN NEWNAM, JANICE OPP		
<u>2022</u> 1. Maintain billable revenue by June, 2022. 2. Glasgow Clinic trained to use billing. 3. Attend 95% of state trainings or webinars.	<u>2022</u> 1. State lost the Title X federal grant to Bridger Care. Will we continue to be funded? 2. New EHR – Patagonia 3. Medicaid Billing – they changed our Provider	<u>2022</u> Met goal # 1,3,4 1. To continue to provide services at the same level we are providing now during FY 2022-2023.

	<p>Service number and all claims are being denied since February</p> <ol style="list-style-type: none"> 4. DCC Outreach 	<ol style="list-style-type: none"> 2. To become funded by the Montana Family Planning Association by Oct. 1st 2022. 3. To provide continuity of care during transition to new EHR. 4. To adjust claim information to what Medicaid required in order to get paid by July 31, 2022. 5. Provide tear- off phone number filers, information on services, contact information and possible contraceptives to DCC per their request by Aug. 31, 2022.
<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Transitioning to Montana Family Planning 2. Learning and implementing Patagonia 3. Understanding how Title X works especially with billing clients 	<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Health-E-Link 2. Billing 3. DCC Outreach 	<p><u>2023</u></p> <p>Met goal #1, 2, 3, 4</p> <ol style="list-style-type: none"> 1. Work with MFPN to complete transition from Ahlers to Health-E-Link. Tentative transition 10/31/23 2. Adjust costs/charges (Carve Out) Medicaid Billing – 9/30/23 3. Reevaluate and adjust fees – 9/30/23 4. Provide tear-off phone number filers, information on services, contact information & possible contraceptives to DCC by August 31, 2023

Successes	Challenges	General Goals
COMMUNICABLE DISEASE-VALERIE MEIERS, LYNN NEWNAM, TAYLOR MITCHELL		
<u>2022</u> 1. Contact 100% of positive cases within 72 hours for FY 2022.	<u>2022</u> 1. All involved in CD don't always know or follow reporting protocols 2. Inability to communicate with positive cases because voice mailbox has not been set up or is full.	<u>2022</u> Met goal # 1 1. Work with GMC and other communicable disease partners and provide a training on reportable diseases by June 20, 2023. 2. To be able to get 50% of contact names for STIs within 72hrs.
<u>2023</u> 1. End of Public Health Emergency for COVID-19. 2. Relationships/Communication with GMC	<u>2023</u> 1. Badlands Recovery Center tests clients and use the Center's address and the positive cases fall into our jurisdiction 2. Dog Bites	<u>2023</u> Met Goal #1, 2 1. For all positive CD cases from Badlands to fall into their home jurisdiction in MIDIS by September 1, 2023. 2. To decrease the number of dog bites to 16 by October 1, 2023 (FY22—18)– (pipedream but why not?)

Successes	Challenges	General Goals
PHEP - VALERIE MEIERS, TAYLOR MITCHELL		
<u>2022</u> <ol style="list-style-type: none"> 1. 100% of staff will complete ICS 100, 200, and 700 by June 2022. 2. Learn about training events we can put on and what resources they can help provide. 	<u>2022</u> <ol style="list-style-type: none"> 1. Cross training my backups in HAN Messaging, ORR reporting, and Volunteer management 2. ICS 300 and 400 training usually requires travel 3. School presentation around COVID 4. Build a great rapport with other organizations in and around Dawson County. 	<u>2022</u> Met goal # 1,3 <ol style="list-style-type: none"> 1. Train Lynn and Laureen on the new HAN system after it launches and I am trained. Train Laureen on the ORR reporting and train Michelle (Shelly) on volunteer management by June 30, 2023. (on hold by the State) 2. Have Val take ICS 300 and 400 training by June 30, 2023. 3. Visit one grade in each school and present with age-appropriate material the importance on emergency preparedness by June 1, 2023. 4. Increase MOUs in place with local groups by 3 establishments for a strong working community by June 2023.
<u>2023</u> <ol style="list-style-type: none"> 1. Taylor getting a lot of training. 2. Networking at trainings 3. Working with Dean of Students at WMS 	<u>2023</u> <ol style="list-style-type: none"> 1. Push back or lack of interest from AFN representatives 2. Courses are often far away, require long travel and overnight stay. 3. Possible push back from schools or parents? 	<u>2023</u> Met goal #2 <ol style="list-style-type: none"> 1. Increase AFN networking and participation in emergency planning and preparedness by reaching out to 2 facilities that support AFN community and assess specialized needs.

	<p>Unaware of schools' current emergency plans</p> <ol style="list-style-type: none"> A lot of factors go into running this successfully, need cooperation from multiple facilities including DES and hospital Noncompliance 	<p>Incorporate AFN into emergency plans by June 2024</p> <ol style="list-style-type: none"> Have Taylor take ICS 300 and/or 400 by June 2024. Collaborate with at least 2 schools to determine needs when it comes to emergency preparedness and what protocols are in place. Work with schools to develop program similar to love u guys which lays out emergency response in easy manner. Present to 2 schools by 2024 end of school year.
Successes	Challenges	General Goals
GENERAL PUBLIC HEALTH-ALL STAFF		
<p><u>2022</u></p> <ol style="list-style-type: none"> Hired a director. Decide on blood draws Walk with Ease has been replaced by Sail. Valerie has attended training for Hypertension classes. 	<p><u>2022</u></p> <ol style="list-style-type: none"> SAIL Class DCHD Rental Inventory 	<p><u>2022</u></p> <p>Met goals #1,2,3,5</p> <ol style="list-style-type: none"> Get 2 more people to join SAIL classes by Jan. 31, 2023. Create full inventory list of all rental equipment on hand for when people call by Jan. 31, 2023. Have Renee certified for Car Seat Technician by July 1, 2022. Get Foster Health Program policies and procedures in place by June 2023. Offer 1 hypertension class by June 2023. Share program information at monthly staff meetings for FY 2022-2023.

<u>2023</u> <ol style="list-style-type: none"> 1. Austin was trained in hypertension 2. Conversation with FCS went well and got some ideas for what was needed. 	<u>2023</u> <ol style="list-style-type: none"> 1. DCHD Rental Inventory 2. Hypertension 3. Foster Care Review 4. Program Information 	<u>2023</u> Met Goal #1,3, 6 <ol style="list-style-type: none"> 1. Create full inventory list of all rental equipment on hand for when people call by Jan. 31, 2024 2. Have at least 8 fulltime participants in the hypertension class, and host the first class before February 1, 2024. 3. Get Foster Health Program policies and procedures in place by June 2023. 4. See Foster Care parents within 2 weeks of getting medical records for FY24. 5. Share program information at staff meetings for FY 2023-2024.
Successes	Challenges	General Goals
TOBACCO-BLAYNE RIEGER, AUSTIN ADAMS		
<u>2022</u> <ol style="list-style-type: none"> 1. Deliverables for Grant 2. Servicing 3 counties 3. Catalyst Training 	<u>2022</u> <ol style="list-style-type: none"> 1. Turnover in staff 	<u>2022</u> Met goals #1-4 <ol style="list-style-type: none"> 1. Learn or carry out all deliverables by June 2023. 2. Learn reporting system updates and changes (Catalyst) by June 2023. 3. Continue to foster relationships in all 3 counties by attending 75% of Board of Health meetings in Dawson, Prairie, and Wibaux counties through June 2023. 4. Interview and select new Trading Card Kids by July 31, 2022.

2023

1. Hiring and training Austin
2. TCK meetings and working with the schools

2023

1. Servicing 3 Counties
2. Trading Card Kids
3. Board of Health Meetings
4. City & County Parks

2023

Met Goal #1, 2, 3, 4

1. Facilitate 3 activities with Wibaux County Schools and Terry Public Schools and 2 activities with Richey Public Schools by June 30, 2024.
2. Interview and select new Trading Card Kids by July 31, 2023.
3. Host monthly meetings with the TCKs to have better communication between myself and the TCKs.
4. Continue to foster relationships in all 3 counties by attending at least 75% of Board of Health meetings in Dawson, Prairie, and Wibaux counties through June 2024
5. Implement conversations about tobacco regulation for both county and city parks in all three counties by June 2024.

Successes	Challenges	General Goals
DAWSON COUNTY HEALTHY COMMUNITIES COALITION-LAUREN MURPHREE, PAM O'BRIEN, RENEE STEINBRON, BLAYNE RIEGER, AUSTIN ADAMS		
	<u>2022</u>	<u>2022</u> Met goals # 1. Attend 100% of the Healthy Communities Coalition meetings by at least 1 staff member by June 30, 2023.
<u>2023</u> 1. Representation at meetings has been positive	<u>2023</u>	<u>2023</u> Met Goal #1 1. Attend 100% of the Healthy Communities Coalition meetings by at least 1 staff member by June 30, 2024 2. Have Health Department staff write at least 1 article per month by June 30, 2023
Successes	Challenges	General Goals
ACCREDITATION AND PUBLIC HEALTH SYSTEMS IMPROVEMENT-LAUREN MURPHREE		
<u>2022</u> 1. Updated Strategic Plan 2. Updated Quality Improvement Plan	<u>2022</u> 1. Assessments 2. Community Health Improvement Plan	<u>2022</u> Met goals #1,3 1. Have each staff member take the Workforce Assessments and update the Workforce Development plan by July 15, 2022 2. Continue working on the 3 plans of action from the CHIP meeting and finish the CHIP plan by July 31, 2022 with goals extending into 2023.

<u>2023</u> 1. Finishing CHIP & CHA 2. Jessi doing QI Projects	<u>2023</u> 1. Assessments/ Self-Evaluations 2. Workforce Development Plan 3. QI Projects	<u>2023</u> Met goal #2 1. Have each staff member take the Self Assessments by August 31, 2023 2. Update the Workforce Development plan by August 31, 2023 3. Have 2 new Quality Improvement Projects by June 30, 2024
Successes	Challenges	General Goals
IMMUNIZATIONS AND DAYCARE VISITS-KARI GRANMOE, MEG ZIEGLER, JESSI TOMPKINS, MICHELLE MCKEEN		
<u>2022</u> 1. 100% principles of vaccination 2. 75% of patients return to complete a series. 3. All Charts has updated face sheet form with current information. 4. Train staff member more about VFC program, etc.	<u>2022</u> 1. Billing- vaccine prices are increasing so our vaccine prices will need to be watched closer to make sure we are charging an appropriate amount. 2. Flu Vaccine – usually we run out of regular flu vaccine and in April 2022 we sent back 280 doses. High Dose- we returned ~30 doses. VFC- returned 11 of the 20 we ordered. 3. School Immunizations- offer more clinics during August for kids to receive their immunizations prior to the first day of school. 4. Patient Folders	<u>2022</u> Met Goals # 1,2,4,9 1. Evaluate vaccine prices biannually in September and March. If prices remain steady, reevaluate annually versus biannually. 2. Administer all 300 doses of regular flu vaccine ordered for 2022-2023 Flu Season. 3. Administer all 300 doses of high dose vaccine ordered for 2022-2023 Flu Season. 4. 75% of students will receive school required immunizations prior to Oct. 1, 2022. 5. Go through all 3 file cabinets removing 2018 and 2019 by Oct. 1, 2022. 6. Add 2 additional immunization clinics the first two Tuesdays in Aug. 2022.

<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Very supportive of parent's wishes 2. Jessi keeps a close eye on vaccine prices 3. Parent's feedback on immunization program has been very positive 	<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Vaccine Prices 2. Article on teen HPV compliance 3. Teen HPV vaccine compliance rates 4. Ask state for ideas to improve Immunization Clinic participation. 5. At VFC training, it was suggested that WIC discuss need for pregnant mother to vaccinate babies after birth. Offer services at HD to these clients. 6. School vaccinations 7. Update HER 8. Posters/Flyers 9. 2 month & up routine vaccines 10. Daycare Audits 	<p><u>2023</u></p> <p>Met Goal #1, 4, 5, 6</p> <ol style="list-style-type: none"> 1. Evaluate vaccine prices biannually in September and March. If prices remain steady, reevaluate annually versus biannually. 2. Write a newsletter article encouraging teen vaccine compliance (include endorsement of HPV vaccine) by July 31, 2023 3. Increase HPV & Meningococcal vaccines given by 5 (FY23—Men-33, HPV--31) 4. Send an email to Trisha Gardener, asking for ideas (as suggested at VFC Training) by July 31, 2023 5. Schedule two WIC infants/year for vaccinations through Health Department by June 30, 2024 6. Add 2 additional Immunization clinics the first two Tuesday in August 2023. 7. Add all patients from filing cabinets to Patagonia and scan in paper records to their electronic record by June 2024 8. Rotate Poster & Flyers for immunization information bi-monthly, keep track of outdated/expired information to prevent clutter 9. Increase 2 months & up routine vaccine visits by June 30, 2024 (FY23-2) 10. Have Daycare Audits complete by December 31, 2023
---	---	--

Successes	Challenges	General Goals
------------------	-------------------	----------------------

SCHOOL NURSING-ANDEEN RAYMOND, KARI GRANMOE, MEG ZIEGLER

2022

1. 100% religious' exemptions by September
2. Monthly blood pressure clinic for GPS staff for FY 21-22.
3. Monthly education to GPS classrooms.
4. Join the American Association of school nurse.

2022

1. Care Van- Immunizations
2. Student missing Immunizations required for school up to date

2022

Met Goals #1,2,3,5

1. Have Care Van to WMS in May 2023 for Tdap, HPV, and MCV4 immunizations.
2. Have students up to date or on conditional attendance while getting immunizations by October 2022.
3. Transfer students – have parents sign conditional letter of attendance 15 days from the date that immunizations were found missing (records received and reviewed).
4. Start school screenings in September 2022.
5. Offer Quarterly Educations to GPS classrooms for FY 2022-2023.
6. Update Mental Health Referral list by January 2023.
7. Scheduling a light immunization clinic and no kids for the 1st and last day of school so that the main school nurse could be at their schools that day for FY 2022-2023.
8. Network with school staff to discuss ways to impact students for FY 2022-2023.
9. Monthly education via bulletin boards for FY 2022-2023.

10. Teaching "health promotion kits" available for checkout by grades 3rd -8th staff for FY 2022-2023.
11. Complete daycare audits during summer 2022 to allow for more time during school year.
12. Discuss access to 504/IEP Plans with Val Damron by September 2022.
13. Secure Individualized Health Care Plans within first month of 2022-2023 school year.
14. Secure Health Intake Forms by October 1, 2022
15. Offer one Facebook post/month to School FB page relating to students' health for FY 2022-2023.
16. Have 100% of needed religious exemption forms for Richey Schools and 3 rural schools in by September 30, 2022.
17. Get rural students files updated by September 30, 2022.
18. Offer Puberty education to Deer Creek School by October 1, 2022.

2023

1. Meeting most of the goals from last year
2. Finally having a good relationship with the new County Superintendent of Schools and the schools feeling confident with her

2023

1. Religious Exemptions
2. Quarterly Education
3. AED
4. Individual Health Care Plans
5. Immunizations
6. Screenings

2023

- Met Goal #1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18
1. Get 100% of New Religious Exemptions in by September 30, 2023
 2. Offer Quarterly Education classes to JES classes.

3. Follow plan made with school last year:

1. April- May 2023- Registered incoming kindergarteners will be notified of need for immunizations.
2. July- August: Health Department do ads in Ranger Review, FB posts, and mail postcards reminding parents to get immunizations
3. August: GPS send out general email to all parents reminding them to get immunizations
4. August 4th (1wk before school): Kari and Meg mail reminder letters to parents of students who are missing immunizations with due date to have immunizations done by August 31st (~2wks)
5. If immunizations are not done, Nurse will call before September 15th to remind parents on needed immunizations and notify them that immunizations must be done by September 30th or they will not be allowed to attend school.
6. Administrator will call after September 15th repeating above info.
7. Administrators and Nurse will mail certified letter to parents of students missing immunizations are required and the exclusion date (DATE) mail letter by (DATE)
8. Transfer Students- Nurse and administration send certified letter on day 15 starting what immunizations are missing, and that parents have 15 days to provide proof of immunizations or student will not be allowed to attend school.

7. Staff training
8. IZ in Infinite Campus
9. Religious Exemption—Rural
10. Rural Student Records

3. Offer introduction to AED class to DCHS PE classes.
4. Secure Individualized Health Care Plans by September 30, 2023.
5. Have students up to date on School Required Immunizations or on Conditional Attendance while getting immunizations By October 31, 2023.
6. Start screenings in September 2023.
7. Provide seizure, rescue medications, and basic introduction to AED education to JES and DCHS staff by November 1, 2023.
8. Enter pre-registered incoming kindergartener immunizations into Infinite Campus by August 16, 2023.
9. 100% of those in need of a Religious Exemptions for 3 rural schools and Richey be in files by September 30 2023
10. Have documentation of receiving needed immunizations by September 30 or contact parents letting them know immunizations required to remain in school by September 30th, 2023
11. Update rural students' files by October 31st, 2023

Successes	Challenges	General Goals
HOME VISITING-PAM O'BRIEN, RENEE STEINBRON		
<u>2022</u> <ol style="list-style-type: none"> 1. Replace clients if needed within 2 months of an opening. 2. RFP completed by due date 3. Funding for program. 	<u>2022</u> <ol style="list-style-type: none"> 1. Caseload; Pam and Renee need to maintain their caseload 2. Funding 3. Maintain Blue Ribbon requirements 	<u>2022</u> Met goals # 3,4,5, <ol style="list-style-type: none"> 1. Keep 80% of existing clients unless age out throughout 2022-2023. 2. Replace clients if needed within 2 months of an opening for FY 2022-2023. 3. Obtain 1 additional funding source by June 2023. 4. Ensure 90% of quality assurance requirements are met by FY 2022-2023.
<u>2023</u> <ol style="list-style-type: none"> 1. 115 % caseload 2. Adoption assistance 3. Several children returned to homes 4. Relationships with referral sources have improved 	<u>2023</u> <ol style="list-style-type: none"> 1. Caseload 2. Visit Frequency 3. Maintain Blue Ribbon requirements 	<u>2023</u> Met goal #1, 2, 4 <ol style="list-style-type: none"> 1. Maintain an 80% caseload throughout 2023-2024. 2. See each client a minimum of 24 times a year 3. Ensure 90% of quality assurance requirements are met by FY 2023-2024.

Successes	Challenges	General Goals
HOME HEALTH AND MOW/MOM'S MEALS -ANDEEN RAYMOND,		
<u>2022</u> <ol style="list-style-type: none"> 1. Sail has replaced Walk with Ease. 2. Continue promoting Home Health Services 3. Continue to monitor and address concerns on MOW client satisfaction. 4. Review quarterly MOW client qualifications and adhere to MOW guidelines for clients. 	<u>2022</u> <ol style="list-style-type: none"> 1. SAIL class: was slow getting enrollment number of 6. Poster SAIL program recommends was confusing. Will change up for next session. Time of year needs to be changed, too many activities/graduations in May. 2. Loss of staff-moved away. Very limited response to advertisements, and ones who have applied were not good fit for agency and our seniors. 3. Low wage scale for this position compared to what can be made at other agencies 4. Like other Health Department services, the public in general have no idea what services are available, and aren't interested UNTIL they have a need. 	<u>2022</u> Met goals # 3,4,5 <ol style="list-style-type: none"> 1. Offer SAIL class(es) in Fall of 2022 and January 2023 with at least 6 participants. 2. Eliminate a waiting list for Home Health Services by June 2023. 3. Hire staff and retain (HHA) to offer personal care services to new clients, and reduce waiting list to 3 for homemaker by June 2023. 4. Continue promoting Home Health Services for FY 2022-2023. 5. Continue to monitor and address concerns on MOW client satisfaction surveys for FY 2022-2023. 6. Review quarterly MOW client qualifications and adhere to MOW guidelines for clients for FY 2022-2023. 7. Do yearly updates as needed for Capstone for FY 2022-2023. 8. Update Capstone info on monthly basis for FY 2022-2023.

	<ol style="list-style-type: none"> 5. Working with manager of Senior Center needs to be cohesive. 6. Updates and review 7. Have an out-of-town staff member who is occasionally late with sending in paper work. 	
<u>2023</u> <ol style="list-style-type: none"> 1. SAIL class was very well received 2. Getting a CNA trained by July, 2023 3. Better relationship with Sagebrush 	<u>2023</u> <ol style="list-style-type: none"> 1. SAIL classes 2. Waiting list 3. Program Promotion 4. MOW 5. Capstone 	<u>2023</u> Met Goal #1, 3, 4, 5, 6, 7 <ol style="list-style-type: none"> 1. Offer 1 SAIL Class with 10 participants by June 30, 2024 2. Eliminate a waiting list for Home Health Services by June 2024 3. Continue promoting Home Health Services for FY 2023-2024 4. Review quarterly MOW client qualifications and adhere to MOW guidelines for clients for FY 2023-2024 5. Do yearly updates as needed for Capstone for FY 2023-2024 6. Update Capstone info on monthly basis for FY 2023-2024 7. Offer 1 Powerful Tools for Caregivers class by June 30, 2024
Successes	Challenges	General Goals
THE NURTURING TREE, PARENTING CLASSES AND SAFE SITTER CLASSES-PAM O'BRIEN, RENEE STEINBRON		
<u>2022</u> <ol style="list-style-type: none"> 1. Offer one class a week 2. Offer one parenting class every quarter 3. Increase local messaging. 	<u>2022</u> <ol style="list-style-type: none"> 1. Working Parents 2. Parenting Class – attendance 	<u>2022</u> Met goals # 1,3,5,7 <ol style="list-style-type: none"> 1. Offer take home kits once a month in FY 2022-2023.

3. Bright by Text		<ul style="list-style-type: none"> 2. Offer one parenting class every quarter in FY 2022-2023. 3. Have 5 people attend each session for FY 2022-2023. 4. Increase participants in Bright by Text by 10% in FY 2022-2023. 5. Increase local messaging by 25% in Bright by Text in FY 2022-2023.
<u>2023</u> <ul style="list-style-type: none"> 1. Relationship with Library is great 2. Huge increase in Nurturing Tree numbers 	<u>2023</u> <ul style="list-style-type: none"> 1. Parenting Class 2. Bright by Text 3. Organization 	<u>2023</u> Met Goal #2, 3, 5 <ul style="list-style-type: none"> 1. Offer one parenting class every quarter in FY 2023-2024. 2. Have 5 people attend each session for FY 2023-2024. 3. Increase participants to at least 31 in Bright by Text a 10% increase in FY 2023-2024. 4. Increase local messaging by 25%; at least 14 messages in Bright by Text in FY 2023-2024. 5. Organize office and storeroom at Library by January 2024
Successes	Challenges	General Goals
FACILITY IMPROVEMENTS		
<ul style="list-style-type: none"> 1. Decorated walls with local pictures 	<ul style="list-style-type: none"> 1. Breakroom cleaning 2. Waiting Area 3. Open House 	<u>2022</u> Met goals #1 <ul style="list-style-type: none"> 1. Get rid of old paint, weekly breakroom cleaning on Friday and weekly refrigerator checks as well for FY 2022-2023.

		<ol style="list-style-type: none"> 2. Finish painting waiting area up front by March 2023. 3. Purchase a magazine and pamphlet rack for front waiting room by August 2022.
<u>2023</u> <ol style="list-style-type: none"> 1. Painting in front waiting area 2. Family Planning got carpet 3. Successful Christmas party 	<u>2023</u> <ol style="list-style-type: none"> 1. Front Office Area 2. Breakroom cleaning 3. Refrigerator cleaning 4. Open House 	<u>2023</u> Met Goal #2 <ol style="list-style-type: none"> 1. Take breaks more often 2. Finish painting the front office area by September 2023. 3. Monthly cleaning of breakrooms for FY2024 4. Monthly refrigerator cleanout for FY2024 5. Host an Open House for the public by June 30, 2024
Successes	Challenges	General Goals
SANITARIAN-BRANT GORDON, LORI BOUCHARD		
<u>2022</u> <ol style="list-style-type: none"> 1. Inspect 90% or more of FCSS licensed establishments by December, 2021. 	<u>2022</u> Violation correction rates	<u>2022</u> Met goals # 1 <ol style="list-style-type: none"> 1. Increase correction of violations rate to ≥ 80% by July 1, 2023. 2. Complete SDS folder by December 2022. 3. To remove 25% of old files in the old jail that are able to be destroyed by June 2023.

<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Started Sanitarian duties with McCone and Prairie Counties 2. Building a better relationship with the police department 3. City Council & Mayor are beginning to understand their role vs our role in public nuisances 	<p><u>2023</u></p> <ol style="list-style-type: none"> 1. Violation Correction Rates 	<p><u>2023</u></p> <p>Met Goal #2</p> <ol style="list-style-type: none"> 1. Increase correction of violations rate to $\geq 80\%$ by July 1, 2024. 2. Lori to complete online Excel courses by July 1, 2024. 3. To remove 25% of old files in the old jail that are able to be destroyed by June 2024
--	--	---

Clinic Hours

Monday	Tuesday	Wednesday	Thursday	Friday
<p>HD: 8-12, 1-5 FP: 1-5</p>	<p>HD: 8-12, 1-5 FP: 1-5</p>	<p>HD: 8-12, 1-5 BP/Lab: 8-11:30 FP: 8-12,1-5</p>	<p>HD: 8-12, 1-5 WIC: 8-12, 1-5 BP: 8-11:30 IZ: 8-12, 1-5</p>	<p>HD: 8-12, 1-3 FP: 10-12, 1-3</p>

SWOT ANALYSIS

1. Strengths:

- Social Media posts have good content.
- Strong leadership
- Variety of services
- Positive attitude, leniency flexibility for life happenings, comradery, and willingness to help or find a solution or answer.
- Teamwork with a welcoming environment and everyone helps each other.
- Outreach to community and willingness to meet community needs above and beyond.
- Presence on community boards.
- Staff brings awareness and encouragement to community members of what services are available, especially to families in need.

2. Weaknesses:

- Low staff, no one for HC services and CNA. If gone, no one to fill in. Advertise job and cross train on portions of jobs.
- Vaccines constantly changing.
- Trying to go beyond in helping people with Medicaid Services and still feeling helpless because it's not a service provided here - little knowledge of what information they need.
- Make sure grants are not going over budget and using general budget funds.
- Review emergency exit plan and have a practice run for emergency preparedness.

- Family constraints
- Relationship with community has lost support and is strained due to COVID.

3. Opportunities:

- Review job description and contracts.
- Outreach to curb teen addictions
- Help reduce the mental health crisis in our county.
- Care Van for immunizations for 7th graders
- Resources for stranded (truckers stuck on Hwy)
- Drug patches for Court
- Prepare for emergency crisis i.e., school shooting.

4. Threats:

- Lack of credibility due to COVID. Education was a focus and now less reliable in some eyes.
- Family Planning budget being changed
- Retiring staff in next ~5 years.
- Politics
- Inflation and increasing prices to vaccines, supplies, etc.
- Animal bites, unvaccinated dogs, and dogs at large.
- Other health facility trying to recruit and providing the same services.

2023 SWOT Analysis

1. Strengths:

- Staff is like family
- Great leadership
- Fun work environment
- All positions filled with quality people
- Team oriented
- Great communications
- Community minded
- Caring, well-versed staff

2. Weaknesses:

- Lower paying jobs
- Lack of community support/public opinion
- Time—not enough
- Funding
- Limited cross-over training
- Public safety—animal bites
- Loss to follow-ups
- Lower immunization numbers/less revenue

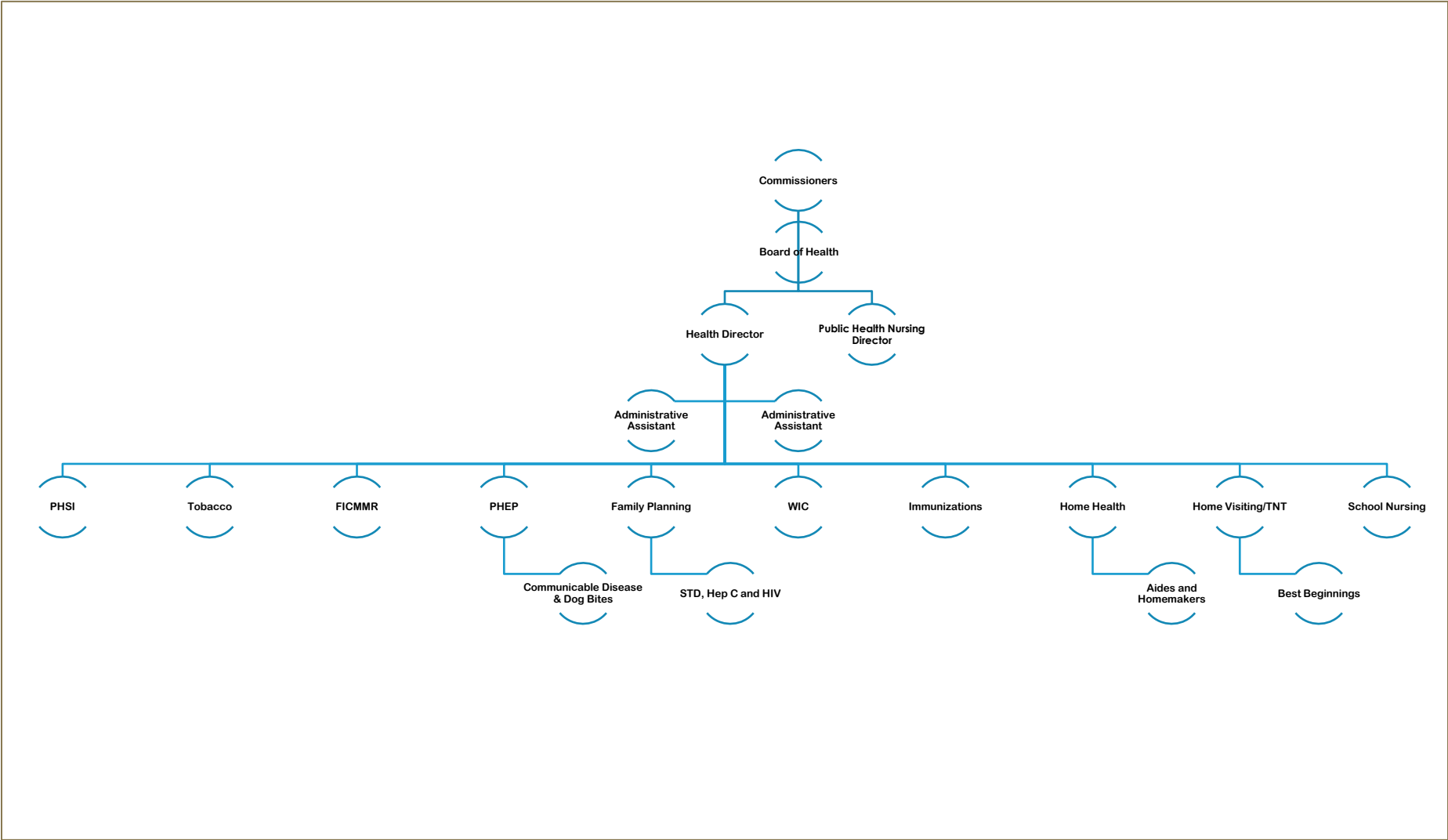
3. Opportunities:

- Grant funding
- Community outreach
- Word of mouth advertising
- Decline in tobacco use
- Education on animal bites
- Change/revise animal control
- Open house
- Work w/One Health

4. Threats:

- Retiring staff in next ~5 years.
- Misinformation
- Negative Facebook posts
- Grant funding
- Another outbreak
- Post-COVID public opinion
- New elected officials could bring less support
- Outline participation
- Other health facilities trying to recruit and providing the same services.
- Flu shots available at many places
- Violations not being corrected in establishments
- Animal bites, unvaccinated dogs, and dogs at large.

DCHD Organizational Chart



CHIP PLAN OBJECTIVES

Several key partnerships were identified pertinent to this Community Health Improvement Plan:

- Glendive Medical Center
- Dawson County Healthy Communities Coalition/Building Active Glendive
- Dawson County Board of Health
 - Dawson County Commissioners
 - DCHD Health Director
- DCHD- PHEP
- Mental Health Specialist
- Glendive Public School
- Department of Veterans Affairs Clinic
- Extension Office

Goal Timeline	Goal	Strategy	Assigned Staff Person(s)
August 2022	Early Childhood Resource Guide	1. Gather all resources relevant to childhood care: <ul style="list-style-type: none"> a. Pediatricians and OBGYN b. Daycare c. Safety tips (car seat, child proofing, and others) 	Val Meiers, Jamie Shanks, Allison Agostino
		2. Create QR Codes and easy share format	Val Meiers, Rachel Stewart, Allison Agostino, Lace Arvizu
		3. Once resources are created in a share mode advertise in communal places	All Staff
March 2023	Update information in the Dawson County Resource Guide and make it easy to share.	1. Verify if any information is missing	Stakeholders and Staff
		2. If any information is missing/ needs update. To submit correct information to Job Services.	Dawn Guenzi
		3. Share link of social media with QR Codes <ul style="list-style-type: none"> a. Advertise with QR Codes and printouts in communal places. 	All Staff, Jamie Shanks, Val Meiers

June 2022	Create a Social Media Email Group. This will be called the Dawson County Communication Committee. A hub where health related information can be shared to the community.	1. Draft how the Communication Committee will function and what kind of information will the newsletter contain.	Rachel Stewart, Allison Agostino, Lacey Arvizu
		2. Gather emails from different organizations, health related business and anyone who is interested.	
		3. Monthly newsletter of health-related information and activities that business can choose to share on social media.	

PLAN MAINTENANCE AND REEVALUATION

Progress will be evaluated annually through strategic planning sessions. The Director and Accreditation Coordinator are responsible for updating this plan. Members of the public are encouraged to forward comments to dchealth@midrivers.com or call DCHD at 406-377-5213.