

Green River District

HEALTH DEPARTMENT

STRATEGIC PLAN 2023-2027

Vision

To ensure our community lives in a healthy and safe environment.

Mission

To promote, protect, and strengthen the health and well-being of all by helping develop and maintain healthy lifestyles and environmentally safe communities.

Values ‘

Compassion, Respect, Innovation, Integrity, Accountability



Strengthening, Development, and Support of the Workforce

GOAL 1: GRDHD will develop and implement employee recruitment and retention strategies.

By December 31, 2023, GRDHD will increase five-year retention rates by 3%.

By June 30, 2025, GRDHD will identify at least 3 classifications to develop work process descriptions and develop a calendar for completion. Work to be done in conjunction with preparedness program.

GOAL 2: GRDHD will foster the development of future agency leaders through targeted process development and training opportunities.

By June 1, 2024, GRDHD will identify leadership development opportunities for staff in various formats including leadership programs, web-based trainings, and self-study programs.

GOAL 3: GRDHD will improve internal communication.

By January 31, 2024, GRDHD will develop and utilize three internal communication strategies.

GOAL 4: GRDHD will provide ongoing opportunities for mental health awareness by providing information and training for all staff in various positions through Gazette articles, KY Train, staff emails, and orientation.

By December 31, 2026, GRDHD will create a Mental Health Training and Resource Plan to address staff mental health needs.

GOAL 5: GRDHD will address safety issues identified by employees.

By June 30, 2027, GRDHD will develop and initiate a safety plan based on identified programmatic and facility risks district wide.

Improve Communication, Engagement and Collaboration in the Community

GOAL 6: GRDHD will expand outreach and visibility to increase services to the community.

By June 30, 2026, GRDHD will expand outreach and visibility to increase services to the community in at risk populations identified in the CHA.

GOAL 7: GRDHD will increase and promote health equity both in the community and within the agency.

By June 30, 2023, GRDHD will establish a health equity steering committee within the Green River District Health Department, consisting of five agency employees.

By January 1, 2024, GRDHD will develop a communications plan to engage community members and stakeholders in the work of the health equity steering committee.

By June 30, 2025, GRDHD will increase engagement and agency/community awareness, understanding, and promotion of health equity.

Annually, GRDHD will monitor and evaluate progress in addressing health disparities and promoting health equity.

GOAL 8: GRDHD will expand the CHA/CHIP during the 2023/2026 cycle to focus more on health equities and the social determinates of health that contribute poorer health outcomes.

GRDHD staff will update the CHA annually (August 2024, 2025, 2026) and review to identify inequities in subpopulations and contributing health factors.

By February 2024, GRDHD will identify Community Health Improvement initiatives in all seven counties and at district level.

GOAL 9: GRDHD will increase utilization of customer feedback through the use of GRDHD customer satisfaction survey.

By October 31, 2023, GRDHD will create a group of agency staff representing areas throughout the health department to develop goals for improving the usage of customer satisfaction surveys and data.

By December 31, 2023, GRDHD staff will research methods to collect information that would allow communication of satisfaction data in languages that represent the population served in GRDHD.

By February 28, 2024, GRDHD will develop a reporting mechanism for all agency programs to receive feedback and determine need for improvement of services.