



# Strategic Plan Status Report

## IDPH Strategic Plan 2017-2021

August - September 2017

Use the navigation buttons along the top of the screen to go to detail pages.

### Symbols Key

#### GOALS

	All Targets Met, Score on indicators increasing		Not All Targets Met, Score on indicators increasing
	All Targets Met, Score on indicators equal to last quarter		Not All Targets Met, Score on indicators equal to last quarter
	All Targets Met, Score on indicators decreasing		Not All Targets Met, Score on indicators decreasing

#### STRATEGIES














	On Target	> half of scheduled actions completed or in progress
	Caution	≤ half of scheduled actions completed or in progress
	Off Target	> half of scheduled actions not started or behind schedule
	No Information	≥ half of actions with no information (not scheduled to begin yet)









#### ACTION / ACTIVITIES

	Completed
	In Progress
	Not Started / Behind Schedule
	No Information (Not scheduled to begin yet)

#### INDICATORS / MEASURES

	Target Met, Trend in Right Direction	Score=6		No Information
	Target Met, No Trend	Score=5		Not Yet Defined
	Target Met, Trend in Wrong Direction	Score=4		
	Target Not Met, Trend in Right Direction	Score=3		
	Target Not Met, No Trend	Score=2		
	Target Not Met, Trend in Wrong Direction	Score=1		

Goal	Indicators	Strategies
 Goal 1: Strengthen the department's role as Iowa's chief health strategist (CHS).	 Iowa's top health issues identified/published	 Strategy 1.1: Define and communicate chief health strategist (CHS) tactics.
	 Iowa's Top 10 Health Issues: Self-assessed score for CHS tactics.	 Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS tactics.
	 Percent of staff performance plans with CHS tactics identified	 Strategy 1.3: IDPH staff demonstrate CHS tactics in carrying out health priorities.
 Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI).	 Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (Employee Survey)	 Strategy 2.1: Strengthen partnerships.
	 Workforce Development: Percent of staff participating in internal training	 Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future.
	 Communication: Percent of employees that know the IDPH vision (Employee Survey)	 Strategy 2.3: Enhance internal and external communications, including IDPH branding; improve how people communicate & what is communicated.
	 Communication: Percent of employees that know the IDPH mission (Employee Survey)	 Strategy 2.4: Improve organizational practices using QI processes.
	 Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Employee Survey)	
	 Communication: Percent of employees satisfied with the information received about what's going on in other parts of the department (Employee Survey)	
	 QI: Department's quality culture score	
	 QI: Percent of IDPH staff who have had exposure to QI in the last year	
	 QI: Percent of IDPH staff with QI in their performance plans	
	 QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)	
	 QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)	
	 QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)	
	 Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)	
	 Partnerships: Percent of local public health agencies with staff that have attended CHS training	
	 Workforce Development: Percent of staff participating in informatics and analytical skills training	

Goal	Indicators	Strategies
 Goal 3: Implement a collaborative, department-wide approach to addressing Iowa's top health issues.	 Percent of IDPH programs that have activities to address the selected health issues	 Strategy 3.1: Develop and implement collaborative, department-wide activities related to decreasing obesity.
	 Outcomes/metrics of progress toward improvement of the selected health issues	 Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.
	 Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc.	 Strategy 3.3: Develop and implement collaborative, department-wide activities related to increasing physical activity.
	 Resources used for the selected health issues (expenditures & receipts)	



## Goal 1: Strengthen the department's role as Iowa's chief health strategist (CHS).

IDPH Strategic Plan (2017-2021)

### Indicators



Iowa's top health issues identified/published

IDPH Strategic Plan (2017-2021)



Iowa's Top 10 Health Issues: Self-assessed score for CHS tactics.

IDPH Strategic Plan (2017-2021)



Percent of staff performance plans with CHS tactics identified
















IDPH Strategic Plan (2017-2021)

### Status

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity End Date	Action/Activity Analysis
<p>Strategy 1.1: Define and communicate chief health strategist (CHS) tactics.</p>	<p>Develop/adopt definitions for CHS tactics.</p>	1/10/17	8/31/17	Approved by e-team in August 2017 and rolled out to staff via an all staff meeting on September 6.
	<p>Train staff in CHS tactics.</p>	7/31/17	2/28/18	Definitions were presented to staff during an all staff meeting on September 6. Have started discussing additional training strategies - need model frameworks (Strategy 2, Action 1) complete prior to training.
	<p>Designate CHS mentors/champions.</p>	12/31/17	7/31/18	Have not started yet - due July 2018.
<p>Strategy 1.2: Develop, implement, and evaluate models for addressing health issues using CHS tactics.</p>	<p>Develop model frameworks to assess and evaluate implementation of CHS tactics.</p>	7/31/17	12/31/17	Two model frameworks have been developed - a climate assessment and a tactics assessment.
	<p>Implement model frameworks for selected health issue(s) [Goal 3].</p>	12/31/17	7/31/18	Goal 3 core team used both frameworks to establish a baseline. Cross department team will complete climate assessment after their first meeting on October 19.
	<p>Evaluate and revise model frameworks.</p>	7/31/18	12/31/18	Have not started yet. Not due until 2018.
<p>Strategy 1.3: IDPH staff demonstrate CHS tactics in carrying out health priorities.</p>	<p>Include CHS tactics in employee performance plans.</p>	12/31/17	7/31/18	Not scheduled to begin yet.










**Goal 2: Strengthen the department's capability and capacity to improve population health through partnerships, communications, workforce development, and quality improvement (QI).**  
IDPH Strategic Plan (2017-2021)

Indicators

-  **Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (..**  
IDPH Strategic Plan (2017-2021)
-  **Workforce Development: Percent of staff participating in internal training**  
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that know the IDPH vision (Employee Survey)**  
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that know the IDPH mission (Employee Survey)**  
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Emp..**  
IDPH Strategic Plan (2017-2021)
-  **Communication: Percent of employees satisfied with the information received about what's going on in other parts of the..**  
IDPH Strategic Plan (2017-2021)
-  **QI: Department's quality culture score**  
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of IDPH staff who have had exposure to QI in the last year**  
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of IDPH staff with QI in their performance plans**  
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)**  
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)**  
IDPH Strategic Plan (2017-2021)
-  **QI: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)**  
IDPH Strategic Plan (2017-2021)
-  **Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)**  
IDPH Strategic Plan (2017-2021)
-  **Partnerships: Percent of local public health agencies with staff that have attended CHS training**  
IDPH Strategic Plan (2017-2021)
-  **Workforce Development: Percent of staff participating in informatics and analytical skills training**  
IDPH Strategic Plan (2017-2021)

Status

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity End Date	Action/Activity Analysis
 <b>Strategy 2.1: Strengthen partnerships.</b>	 <b>Assess the strength/quality of existing partnerships for the selected health issues [Goal 3].</b>	4/30/17	10/31/17	A tool to review existing partnerships has been developed by the Tobacco Division. The tool will be revised for use with obesity, nutrition, physical activity, and other department partnerships.








	 Identify and implement partnership-building activities for the selected health issue(s).	10/31/17	3/31/18	Not started yet - scheduled to start next quarter.
	 Educate/train local public health on CHS role.	3/31/18	1/31/19	Not scheduled to start until 2018.
 Strategy 2.2: Implement workforce development strategies to assure human resource capabilities match needs today and in the future.	 Review and update the department's Workforce Development Plan.	2/17/17	8/31/17	Updated plan approved by executive team in August 2017.
	 Develop at least one cross-sectional team for the selected health issues [Goal 3].	4/30/17	10/31/17	Initial team for Goal 3 has been identified, first meeting will be October 19.
	 Identify and provide training to staff on informatics and analytical skills.	7/31/18	1/31/19	<p>The following in-house trainings have occurred or are on the upcoming calendar.</p> <ul style="list-style-type: none"> <li>• Qualitative Data: Collecting and Analyzing, June 20, 2017</li> <li>• Data Use, July 11, 2017</li> <li>• Using Infographics to Strengthen Public Health Initiatives, August 29, 2017</li> <li>• Making Data Make Sense: Using Social Math to Communicate Your Message, August 31, 2017</li> <li>• IDPH Data Tracking Portal, October 5, 2017</li> <li>• Quantitative Data: Frequency Measures Used in Public Health, October 31, 2017</li> </ul>
 Strategy 2.3: Enhance internal and external communications, including IDPH branding; improve how people communicate & what is communicated.	 Communicate with staff and stakeholders about the IDPH strategic plan.	1/17/17	12/31/21	<p>Staff: Progress on the plan was discussed at an all-staff meeting on September 6. All new employees are shown the strategic plan and the three goals are discussed during new employee orientation session B.</p> <p>Stakeholders: Strategic Plan Status Report is published quarterly on the internet:</p> <ul style="list-style-type: none"> <li>• <a href="#">Director's Office</a></li> <li>• <a href="#">IDPH Strategic Planning and Performance Management</a></li> </ul>
	 Continue regular Bus Stop sessions on important organizational functions/processes (e.g., IDPH branding, communication and public information, accreditation, strategic planning, program activities).	1/17/17	12/31/21	<p>October 2017: Helping Iowans Access Health Care</p> <p>November 2017: Bureau of Radiological Health Overview</p> <p>2018 bus stop tentative schedule has been established.</p>

	 Provide training to staff on internal and external communication and meeting facilitation.	7/31/18	1/31/19	An August 15 training was held for bureau chiefs on holding difficult/crucial conversations. The LEAD (leading through engagement, activities and development) series is introducing participants to facilitation by detailing the ORID communication method and demonstrating the process for leading a consensus workshop.
 Strategy 2.4: Improve organizational practices using QI processes.	 Establish a department-wide QI Council.	1/13/17	2/28/17	Members selected 12/19/2016. First council meeting held 1/13/2017. QI plan updated to extend initial terms, no new appointments needed at this time.
	 Provide QI training to staff.	1/17/17	12/31/17	QI Intermediate training scheduled for December 5. QI Training revamped for 2018 to offer more frequent trainings. Bureau chiefs will be trained on QI tools as the executive team has been.
	 Review and update the QI Plan.	1/17/17	10/31/17	QI Plan update approved by QI Council on September 25. Will be presented to executive team in October for approval.
	 Complete at least one formal QI project annually.	7/1/17	12/31/17	Several formal QI projects will be completed in 2017. On September 7, IM completed formal QI effort to review the new computer procurement and delivery process.













**Indicators**



-  [Percent of IDPH programs that have activities to address the selected health issues](#)  
IDPH Strategic Plan (2017-2021)
-  [Outcomes/metrics of progress toward improvement of the selected health issues](#)  
IDPH Strategic Plan (2017-2021)
-  [Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc.](#)  
IDPH Strategic Plan (2017-2021)
-  [Resources used for the selected health issues \(expenditures & receipts\)](#)  
IDPH Strategic Plan (2017-2021)

**Status**

Strategy	Actions/Activities	Action/Activity Start Date	Action/Activity End Date	Action/Activity Analysis
 <b>Strategy 3.1: Develop and implement collaborative, department-wide activities related to decreasing obesity.</b>	 Document existing department strategies for addressing obesity.	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	 Document existing funding sources for obesity-related strategies.	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	 Communicate to and educate staff/partners on obesity-related issues.	7/1/17	2/28/18	Communication is happening, but is program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.
	 Develop and implement new collaborative strategies for addressing obesity.	7/1/17	2/28/18	First cross-department team meeting on obesity will be October 19, 2017.
	 Assess financial sustainability and identify potential sources of funding for obesity-related strategies.	7/31/17	12/31/21	New funding strategies are being implemented to reflect flexibility in use of funding from the legislature.
	 Assess, identify, analyze, and distribute data related to obesity.	7/31/17	2/28/18	Data activities are program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.



<p>Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.</p> 	<p> Document existing department strategies for improving nutrition.</p>	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	<p> Document existing funding sources for nutrition-related strategies.</p>	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	<p> Communicate to and educate staff/partners on nutrition related issues.</p>	7/1/17	2/28/18	Communication is happening, but is program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.
	<p> Develop and implement new collaborative strategies for improving nutrition.</p>	7/1/17	2/28/18	First cross-department team meeting on nutrition will be on November 15, 2017.
	<p> Assess financial sustainability and identify potential sources of funding for nutrition-related strategies.</p>	7/31/17	12/31/21	New funding strategies are being implemented to reflect flexibility in use of funding from the legislature.
	<p> Assess, identify, analyze, and distribute data related to nutrition.</p>	7/31/17	2/28/18	Data activities are program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.
<p>Strategy 3.3: Develop and implement collaborative, department-wide activities related to increasing physical activity.</p> 	<p> Document existing department strategies for increasing physical activity.</p>	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	<p> Document existing funding sources for physical activity-related strategies.</p>	3/28/17	8/31/17	Distributed a Strategy Detail Sheet to 50 staff members who reported implementation of related strategies in response to the employee survey conducted in March. Summarized information in a document that will be shared across the department in the next quarter.
	<p> Communicate to and educate staff/partners on physical activity-related issues.</p>	7/1/17	2/28/18	Communication is happening, but is program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.
	<p> Develop and implement new collaborative strategies for increasing physical activity.</p>	7/1/17	2/28/18	First cross-department team meeting on physical activity will be on December 7, 2017.

 <p>Assess financial sustainability and Identify potential sources of funding for physical activity-related strategies.</p>	7/31/17	12/31/21	New funding strategies are being implemented to reflect flexibility in use of funding from the legislature.
 <p>Assess, identify, analyze, and distribute data related to physical activity.</p>	7/31/17	2/28/18	Data activities are program driven at this time. Anticipate that the cross-department team will recommend strategies and direction.





**Strategy 1.3: IDPH staff demonstrate CHS tactics in carrying out health priorities.**  
IDPH Strategic Plan (2017-2021)

**Lead**

Deputy Director

**Start Date**

1/17/17

**Actions/Activities**

**?** Include CHS tactics in employee performance plans.  
IDPH Strategic Plan (2017-2021)

**End Date**

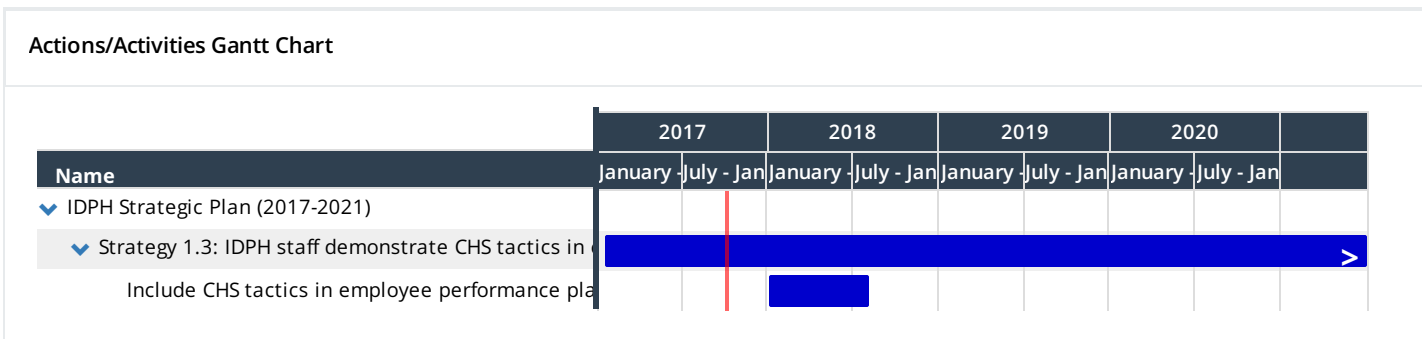
12/31/21

**Analysis** Sep-17

This strategy is not scheduled to begin yet. It will begin once additional training has been initiated with staff.

**Goals**

**◆** Goal 1: Strengthen the department's role as Iowa's ch..  
IDPH Strategic Plan (2017-2021)





## Strategy 2.1: Strengthen partnerships.

IDPH Strategic Plan (2017-2021)

### Lead

Behavioral Health Division Director  
Tobacco Use Prevention & Control Division Director

### Start Date

1/17/17

### End Date

12/31/21

### Goals



**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

### Actions/Activities



**Assess the strength/quality of existing partnerships f...**  
IDPH Strategic Plan (2017-2021)



**Identify and implement partnership-building activitie...**  
IDPH Strategic Plan (2017-2021)



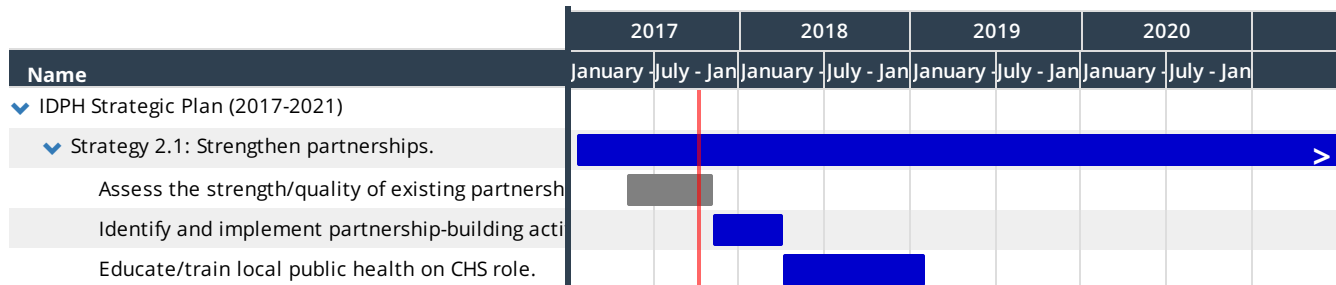
**Educate/train local public health on CHS role.**  
IDPH Strategic Plan (2017-2021)

### Analysis

Sep-17

One action is in progress. The other actions are not scheduled to begin yet.

### Actions/Activities Gantt Chart





**Strategy 2.3: Enhance internal and external communications, including IDPH branding: improve how people communicate & what is communicated.**  
 IDPH Strategic Plan (2017-2021)

**Lead**

Deputy Director


**Start Date**

1/17/17




**End Date**

12/31/21

**Goals**

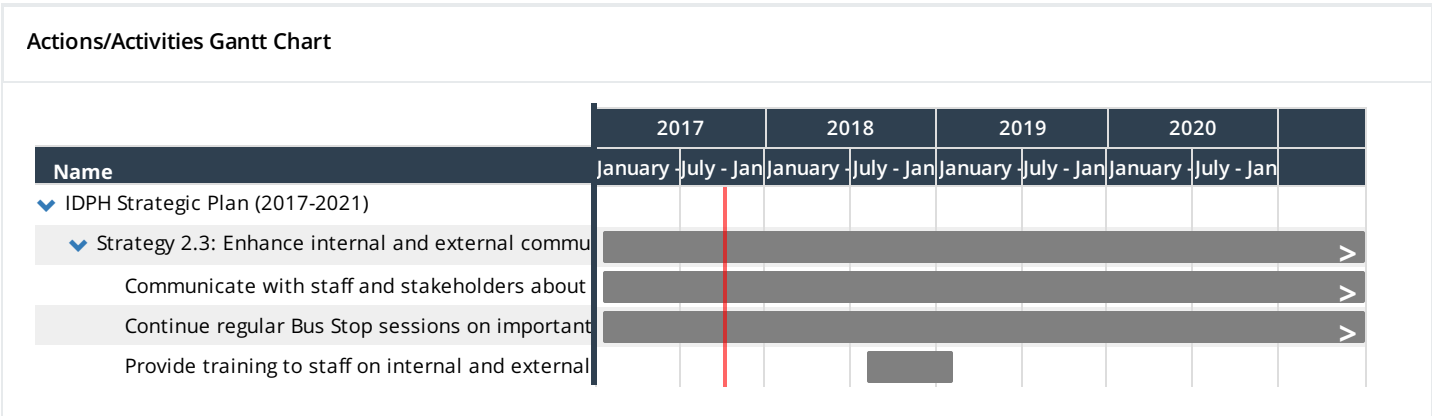
 **Goal 2: Strengthen the department's capability and ca.**  
 IDPH Strategic Plan (2017-2021)

**Actions/Activities**

-  **Communicate with staff and stakeholders about the ...**  
 IDPH Strategic Plan (2017-2021)
-  **Continue regular Bus Stop sessions on important orga.**  
 IDPH Strategic Plan (2017-2021)
-  **Provide training to staff on internal and external com..**  
 IDPH Strategic Plan (2017-2021)

**Analysis** Sep-17

All three actions are in progress.







## Strategy 2.4: Improve organizational practices using QI processes.

IDPH Strategic Plan (2017-2021)

### Lead

Deputy Director

### Start Date

1/13/17

### End Date

12/31/21

### Goals



**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

### Actions/Activities



**Establish a department-wide QI Council.**  
IDPH Strategic Plan (2017-2021)



**Provide QI training to staff.**  
IDPH Strategic Plan (2017-2021)



**Review and update the QI Plan.**  
IDPH Strategic Plan (2017-2021)



**Complete at least one formal QI project annually.**  
IDPH Strategic Plan (2017-2021)

### Analysis

Sep-17

One action is complete and all other actions are in progress.

### Actions/Activities Gantt Chart

Name	2017		2018		2019		2020	
	January	July - Jan	January	July - Jan	January	July - Jan	January	July - Jan
<ul style="list-style-type: none"> <li>IDPH Strategic Plan (2017-2021)           <ul style="list-style-type: none"> <li>Strategy 2.4: Improve organizational practices using               <ul style="list-style-type: none"> <li>Establish a department-wide QI Council.</li> <li>Provide QI training to staff.</li> <li>Review and update the QI Plan.</li> <li>Complete at least one formal QI project annually.</li> </ul> </li> </ul> </li> </ul>								
Establish a department-wide QI Council.								
Provide QI training to staff.								
Review and update the QI Plan.								
Complete at least one formal QI project annually.								



**Strategy 3.2: Develop and implement collaborative, department-wide activities related to improving nutrition.**  
 IDPH Strategic Plan (2017-2021)

**Lead**  
 Health Promotion & Chronic Disease Prevention Division Director

**Start Date**  
 1/17/17

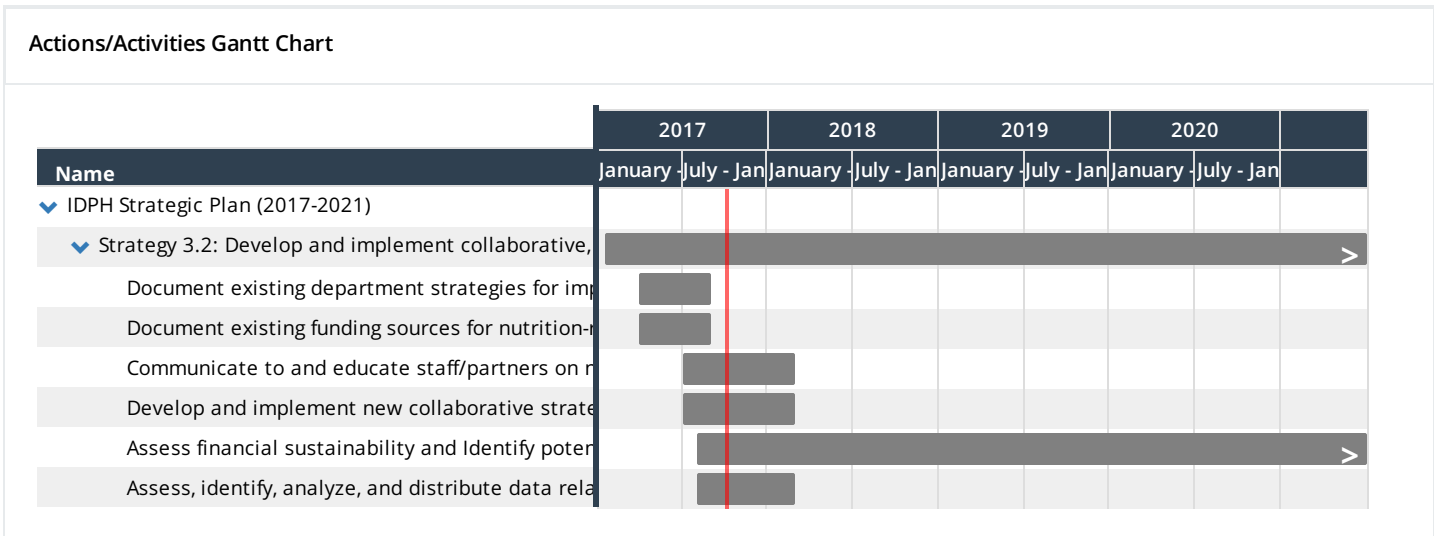
**End Date**  
 12/31/21

**Goals**  
 Goal 3: Implement a collaborative, department-wide ...  
 IDPH Strategic Plan (2017-2021)

- Actions/Activities**
- Document existing department strategies for improv...  
IDPH Strategic Plan (2017-2021)
  - Document existing funding sources for nutrition-relat...  
IDPH Strategic Plan (2017-2021)
  - Communicate to and educate staff/partners on nutrit...  
IDPH Strategic Plan (2017-2021)
  - Develop and implement new collaborative strategies...  
IDPH Strategic Plan (2017-2021)
  - Assess financial sustainability and Identify potential s...  
IDPH Strategic Plan (2017-2021)
  - Assess, identify, analyze, and distribute data related ...  
IDPH Strategic Plan (2017-2021)

**Analysis** Sep-17

All actions are underway. Given the complexity and breadth of the actions, clear definitions of criteria for designating an action as "complete" and careful monitoring will be necessary to assure success.







## Iowa's top health issues identified/published

IDPH Strategic Plan (2017-2021)

### Goals


[Goal 1: Strengthen the department's role as Iowa's ch..](#)  
 IDPH Strategic Plan (2017-2021)

### Strategies

### Analysis

Dec-16

[Iowa's Top Health Issues](#) were published in August 2016.

### Data Source

[Healthy Iowans: Iowa's Health Improvement Plan](#)

### Results

Dec-16

2016



### Indicator Data

Period		Status	Actual	Target
Dec-16		Target Met, No Trend	Identified & Published August 2016	Identified & Published
Dec-17	—	Not Defined		Updated & Published
Dec-18	—	Not Defined		

**Workforce Development: Percent of employees that agree "IDPH has the right people with the right skills to do its work" (Employee Survey)**  
IDPH Strategic Plan (2017-2021)

**Goals**

**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

**Strategies**

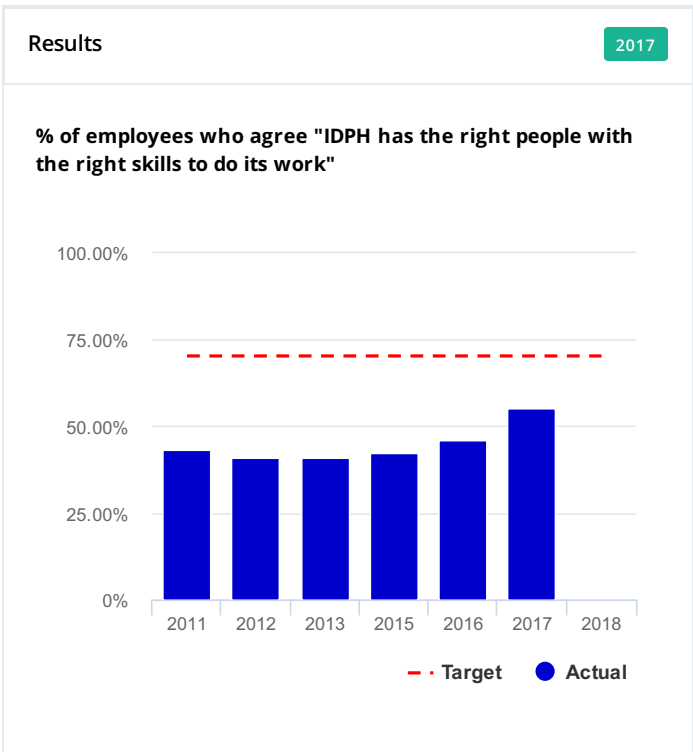
**Strategy 2.2: Implement workforce development stra...**  
IDPH Strategic Plan (2017-2021)

**Analysis** 2017

This measure increased slightly compared to the baseline value. It remains well below the target.

**Data Source**

IDPH - Employee Survey



**Indicator Data**

Period	Status	Actual	Target
2011	Target Not Met, No Tr...	43.00%	70.00%
2012	Target Not Met, Trend...	41.00%	70.00%
2013	Target Not Met, No Tr...	41.00%	70.00%
2015	Target Not Met, Trend...	42.00%	70.00%
2016	Target Not Met, Trend...	46.00%	70.00%
2017	Target Not Met, Trend...	55.00%	70.00%
2018	Not Defined		70.00%

# Workforce Development: Percent of staff participating in internal training

IDPH Strategic Plan (2017-2021)

## Goals

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

## Strategies

 **Strategy 2.2: Implement workforce development stra...**  
IDPH Strategic Plan (2017-2021)

## Analysis

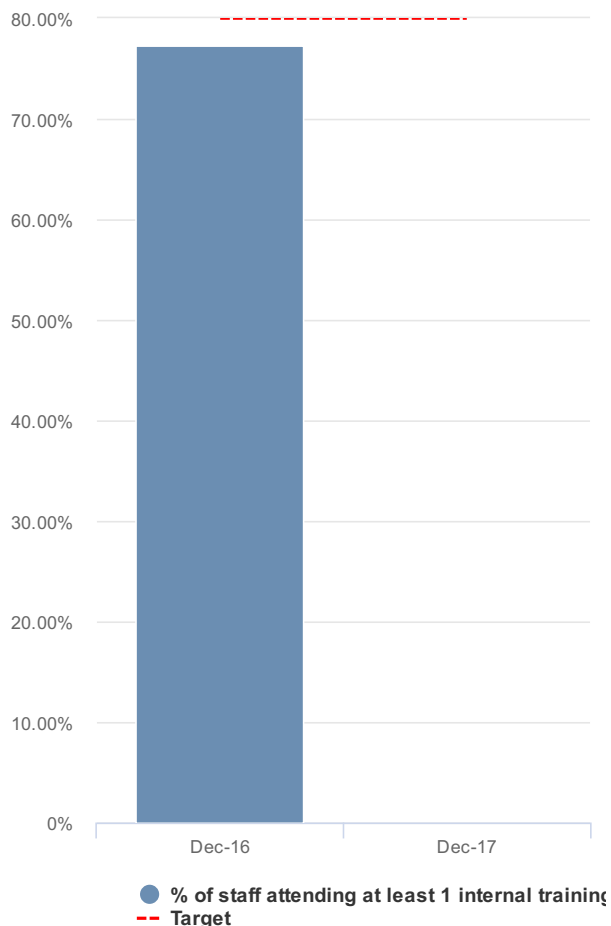
Dec-16

Of 362 permanent staff at the beginning of 2016, 280 attended at least one internal training during 2016.

## Data Source

Bureau of Planning Services training logs.

## Percent of staff participating in internal training



## Indicator Data

Period	Status	% of staff attending at least 1 internal training	Target	# of staff attending at least 1 training	# of total permanent staff
Dec-16	Target Not Met, No Tr...	77.35%	80.00%	280	362
Dec-17	Not Defined		80.00%		

**Communication: Percent of employees that know the IDPH vision (Employee Survey)**  
IDPH Strategic Plan (2017-2021)

**Goals**

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

**Strategies**

 **Strategy 2.3: Enhance internal and external commun...**  
IDPH Strategic Plan (2017-2021)

**Analysis**

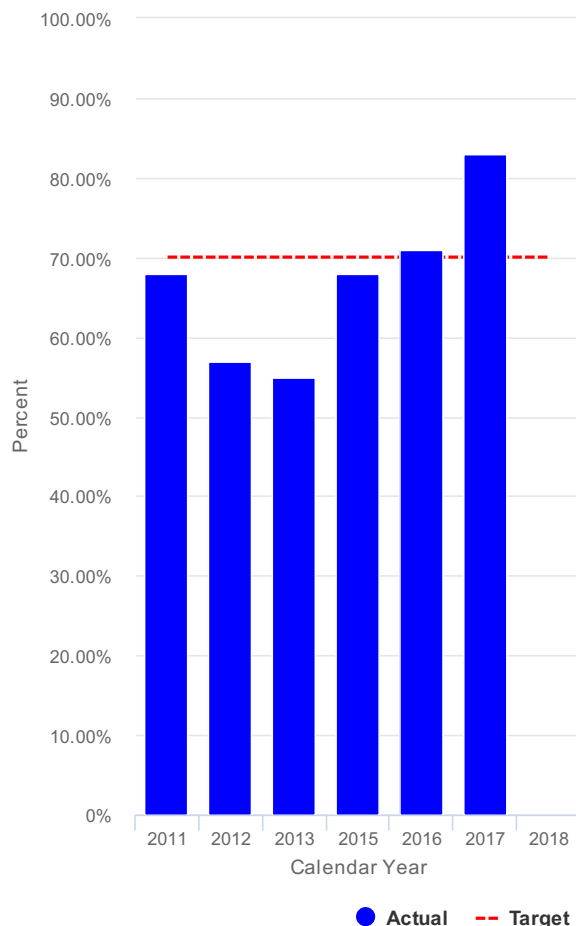
2017

Percentage reached its highest level in 2017. Target has been met since 2016. After dips in performance in 2012 and 2013, the percentage has risen substantially.







**Data Source**

IDPH Employee Survey

**% of employees that know IDPH vision**



**Indicator Data**

Period	—	Status	Actual	Target
2011		Target Not Met, No Tr...	68.00%	70.00%
2012		Target Not Met, Trend...	57.00%	70.00%
2013		Target Not Met, Trend...	55.00%	70.00%
2015		Target Not Met, Trend...	68.00%	70.00%
2016		Target Met, Trend in R...	71.00%	70.00%
2017		Target Met, Trend in R...	83.00%	70.00%
2018	—	Not Defined		70.00%



# Communication: Percent of employees that know the IDPH mission (Employee Survey)

IDPH Strategic Plan (2017-2021)

## Goals

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

## Strategies

 **Strategy 2.3: Enhance internal and external commun...**  
IDPH Strategic Plan (2017-2021)

## Analysis

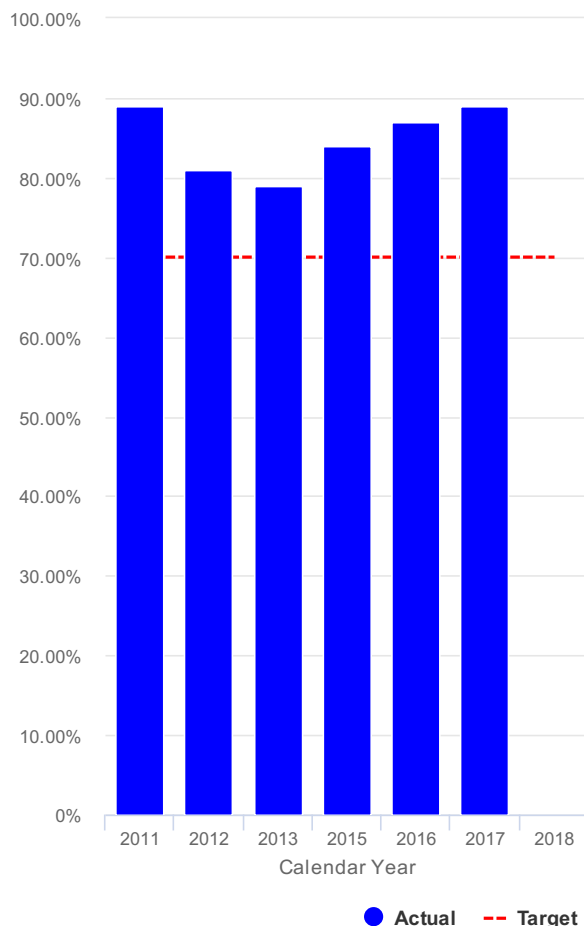
2017

Target has been met since 2011. After dips in performance in 2012 and 2013, the percentage has returned to its baseline value.








## Data Source

IDPH Employee Survey

## % of employees that know the IDPH mission



## Indicator Data

Period		Status	Actual	Target
2011		Target Met, No Trend	89.00%	70.00%
2012		Target Met, Trend in W...	81.00%	70.00%
2013		Target Met, Trend in W...	79.00%	70.00%
2015		Target Met, Trend in R...	84.00%	70.00%
2016		Target Met, Trend in R...	87.00%	70.00%
2017		Target Met, Trend in R...	89.00%	70.00%
2018		Not Defined		70.00%

**Communication: Percent of employees that see a clear link between their work and the department's strategic plan (Employee Survey)**  
IDPH Strategic Plan (2017-2021)

**Goals**

**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

**Strategies**

**Strategy 2.3: Enhance internal and external commun...**  
IDPH Strategic Plan (2017-2021)

**Analysis**

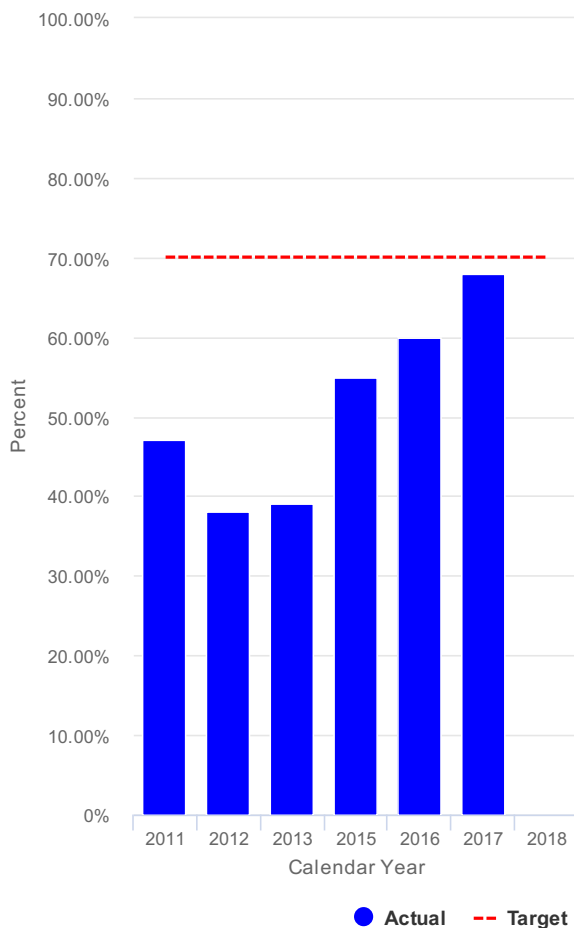
2017

Target has not been met. After dips in performance in 2012 and 2013, there has been steady progress toward the target.

**Data Source**

IDPH Employee Survey

**% of employees that see a clear link between their work and t**



**Indicator Data**

Period	Status	Actual	Target
2011	Target Not Met, No Tr...	47.00%	70.00%
2012	Target Not Met, Trend...	38.00%	70.00%
2013	Target Not Met, Trend...	39.00%	70.00%
2015	Target Not Met, Trend...	55.00%	70.00%
2016	Target Not Met, Trend...	60.00%	70.00%
2017	Target Not Met, Trend...	68.00%	70.00%
2018	Not Defined		70.00%

**Communication: Percent of employees satisfied with the information received about what's going on in other parts of the department (Employee Survey)**  
IDPH Strategic Plan (2017-2021)

**Goals**

**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

**Strategies**

**Strategy 2.3: Enhance internal and external commun...**  
IDPH Strategic Plan (2017-2021)

**Analysis**

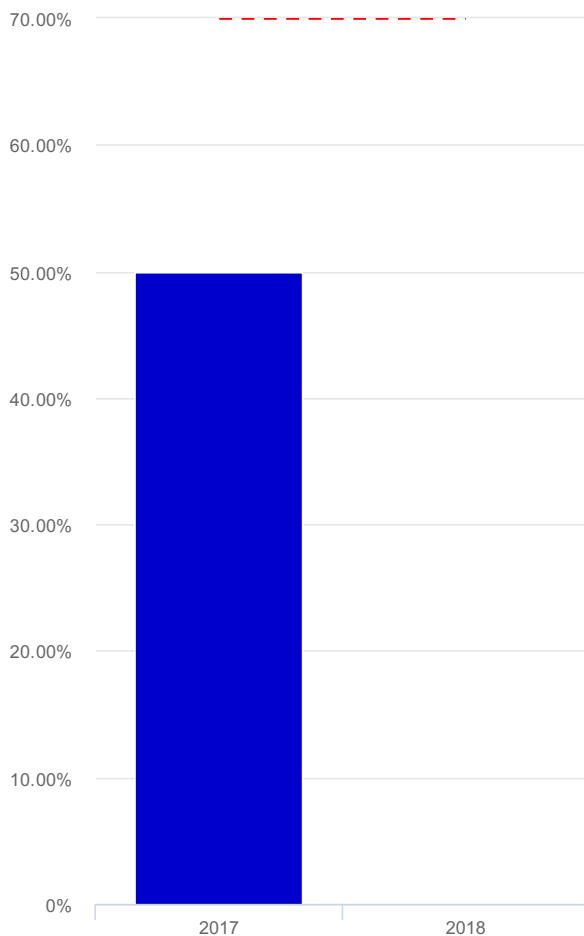
2017

This question was asked for the first time in 2017. Target (70%) has not been met.

**Data Source**

IDPH Employee Survey

**% of employees satisfied with the information received about**



**Indicator Data**

Period	Status	Actual	Target
2011	Not Defined		
2012	Not Defined		
2013	Not Defined		
2015	Not Defined		
2016	Not Defined		
2017	Target Not Met, No Tr...	50.00%	70.00%
2018	Not Defined		70.00%



# QI: Department's quality culture score

IDPH Strategic Plan (2017-2021)

## Goals

**Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

## Strategies

**Strategy 2.4: Improve organizational practices using Q.**  
IDPH Strategic Plan (2017-2021)

## Analysis

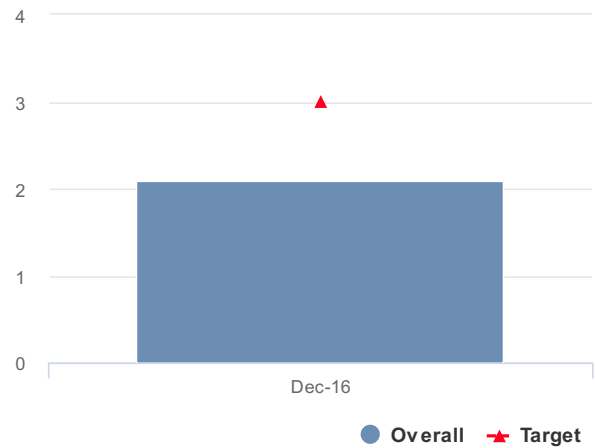
Dec-16

Baseline is 2.09 out of a possible 5, which represents an overall culture score of slightly above "we are just getting started" (2). Target of 3 will represent "We have had some movement in the right direction."

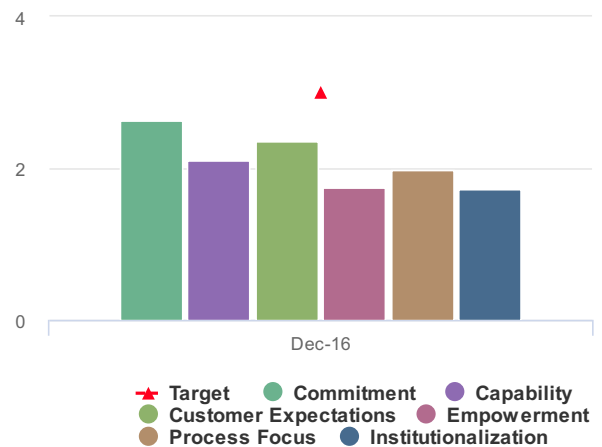
## Data Source

Bureau of Planning Services, Quality culture survey.

## Department's overall quality culture score



## Department's quality culture score by category



## Indicator Data

Period	Status	Commitment	Capability	Customer Expectations	Empowerment	Process Focus	Institutio
Dec-16	Target Not Met, No Tr...	2.63	2.11	2.35	1.74	1.98	
Dec-17	Not Defined						


# QI: Percent of IDPH staff who have had exposure to QI in the last year

IDPH Strategic Plan (2017-2021)

## Goals

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

## Strategies

 **Strategy 2.4: Improve organizational practices using Q.**  
IDPH Strategic Plan (2017-2021)

## Analysis

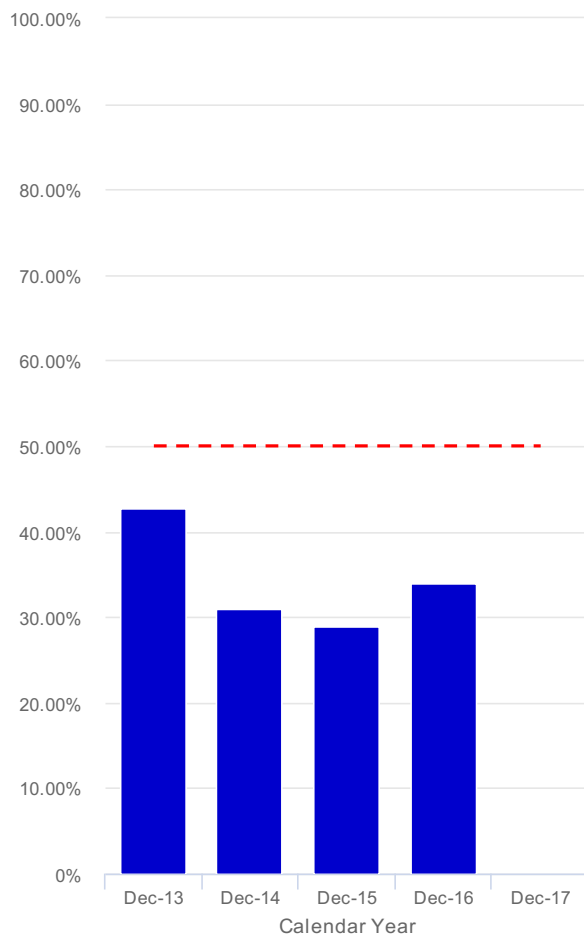
Dec-16

The percentage decreased from 2013-2015 and increased slightly in 2016. The percentage is expected to increase with the hiring of a full-time QI coordinator.





## Data Source

Bureau of Planning Services, IDPH bureau chief survey.

## % of IDPH staff who have had exposure to QI in the last year



## Indicator Data

Period	—	Status	Actual	Target
Dec-13		Target Not Met, No Tr...	42.70%	50.00%
Dec-14		Target Not Met, Trend...	31.00%	50.00%
Dec-15		Target Not Met, Trend...	29.00%	50.00%
Dec-16		Target Not Met, Trend...	34.00%	50.00%
Dec-17	—	Not Defined		50.00%


# QI: Percent of IDPH staff with QI in their performance plans

IDPH Strategic Plan (2017-2021)

## Goals

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

## Strategies

 **Strategy 2.4: Improve organizational practices using Q.**  
IDPH Strategic Plan (2017-2021)

## Analysis

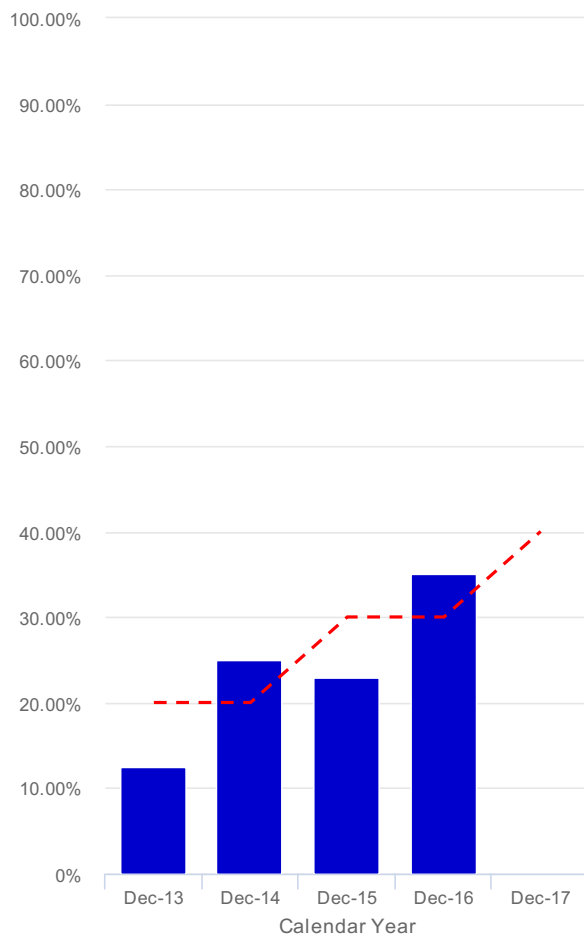
Dec-16

There is no clear trend for this measure. The percentage decreased from 2014 to 2015 and increased in 2016. The percentage is expected to increase as more staff are exposed to QI methods.





## Data Source

Bureau of Planning Services, IDPH bureau chief survey.

## % of IDPH staff with QI in their performance plans



## Indicator Data


Period	Status	Actual	Target
Dec-13	 Target Not Met, No Tr...	12.50%	20.00%
Dec-14	 Target Met, Trend in R...	25.00%	20.00%
Dec-15	 Target Not Met, Trend...	23.00%	30.00%
Dec-16	 Target Met, Trend in R...	35.00%	30.00%
Dec-17	Not Defined		40.00%

**QI: Percent of employees that agree "We have good processes for doing our work" (Employee Survey)**  
IDPH Strategic Plan (2017-2021)

**Goals**

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

**Strategies**

 **Strategy 2.4: Improve organizational practices using Q.**  
IDPH Strategic Plan (2017-2021)

**Analysis**

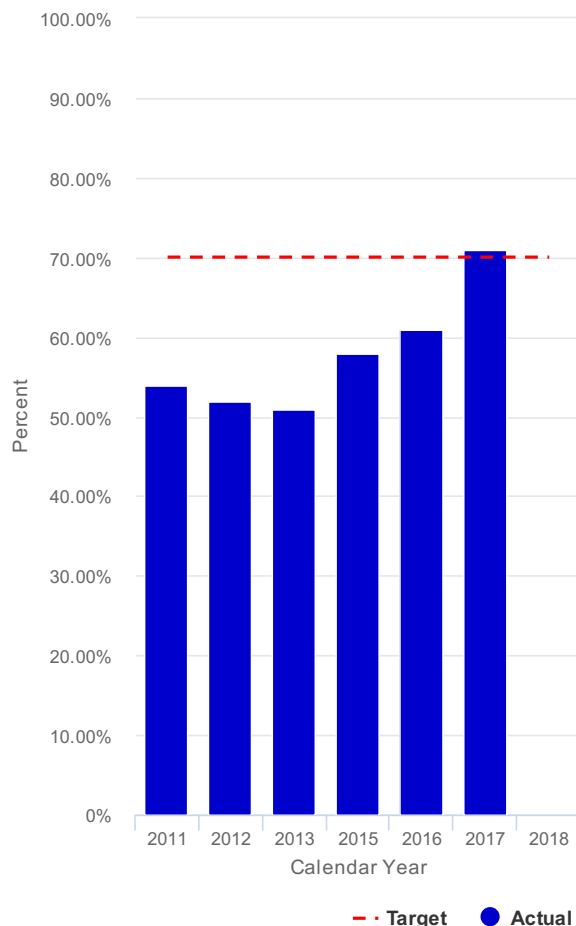
2017

Target has not been met. After dips in performance in 2012 and 2013, there has been moderate progress toward the target.








**Data Source**

IDPH - Employee Survey

**% of employees that agree "We have good processes for doin**



**Indicator Data**


Period		Status	Actual	Target
2011		Target Not Met, No Tr...	54.00%	70.00%
2012		Target Not Met, Trend...	52.00%	70.00%
2013		Target Not Met, Trend...	51.00%	70.00%
2015		Target Not Met, Trend...	58.00%	70.00%
2016		Target Not Met, Trend...	61.00%	70.00%
2017		Target Met, Trend in R...	71.00%	70.00%
2018		Not Defined	-	70.00%

**Q1: Percent of employees that agree to "I have influence in defining my work processes" (Employee Survey)**  
 IDPH Strategic Plan (2017-2021)

**Goals**

 **Goal 2: Strengthen the department's capability and ca.**  
 IDPH Strategic Plan (2017-2021)

**Strategies**

 **Strategy 2.4: Improve organizational practices using Q.**  
 IDPH Strategic Plan (2017-2021)

**Analysis**

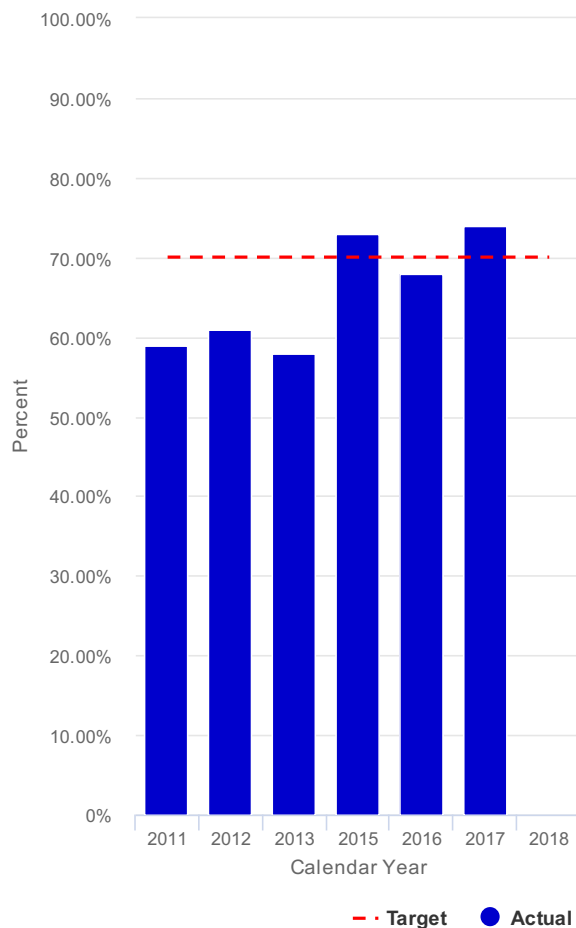
2017

Target was met in 2017. This measure has fluctuated over the years.







**Data Source**

IDPH - Employee Survey

**% of employees that agree to "I have influence in defining my**



**Indicator Data**

Period	—	Status	Actual	Target
2011		Target Not Met, No Tr...	59.00%	70.00%
2012		Target Not Met, Trend...	61.00%	70.00%
2013		Target Not Met, Trend...	58.00%	70.00%
2015		Target Met, Trend in R...	73.00%	70.00%
2016		Target Not Met, Trend...	68.00%	70.00%
2017		Target Met, Trend in R...	74.00%	70.00%
2018	—	Not Defined		70.00%



**Q1: Percent of employees that agree to "I have influence in improving my work processes" (Employee Survey)**  
 IDPH Strategic Plan (2017-2021)

**Goals**

**Goal 2: Strengthen the department's capability and ca.**  
 IDPH Strategic Plan (2017-2021)

**Strategies**

**Strategy 2.4: Improve organizational practices using Q.**  
 IDPH Strategic Plan (2017-2021)

**Analysis**

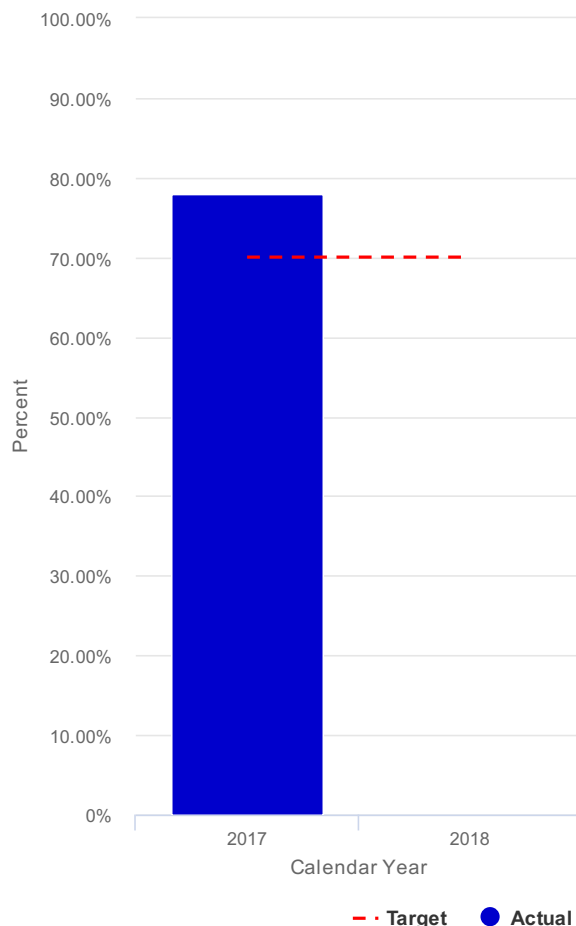
2017

This was the first year for this question. Performance was above the target.

**Data Source**

IDPH - Employee Survey

**% of employees that agree to "I have influence in improving r**



**Indicator Data**

Period	Status	Actual	Target
2011	Not Defined		
2012	Not Defined		
2013	Not Defined		
2015	Not Defined		
2016	Not Defined		
2017	Target Met, No Trend	78.00%	70.00%
2018	Not Defined		70.00%


# Percent of IDPH programs that have activities to address the selected health issues

IDPH Strategic Plan (2017-2021)

## Goals


**Goal 3: Implement a collaborative, department-wide ...**  
 IDPH Strategic Plan (2017-2021)

## Strategies


**Strategy 3.1: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)


**Strategy 3.2: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)


**Strategy 3.3: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)

## Analysis

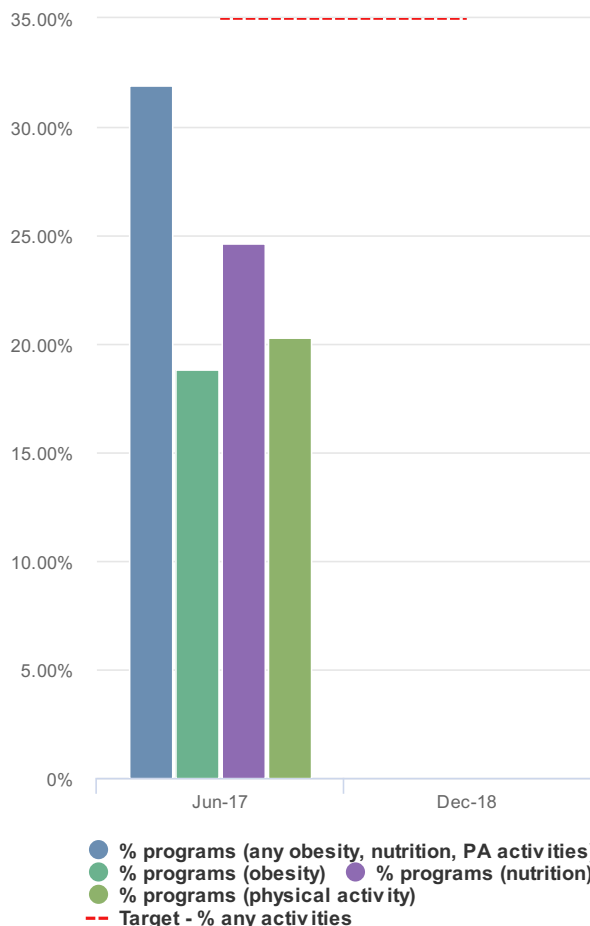
Jun-17

IDPH has 69 programs (according to Program Profile sheets). There are 22 programs (32%) that currently have activities addressing one or more of these issues: obesity, nutrition and physical activity; 13 programs are addressing obesity, 17 are addressing nutrition, and 14 are addressing physical activity. The majority of programs addressing obesity, nutrition, or physical activity are in the Division of Health Promotion and Chronic Disease Prevention. There are no programs in the Division of Administration and Professional Licensure addressing these issues.

## Data Source

Strategy Detail Sheets and Program Profiles.

## Percent of IDPH programs that have activities to address the :



## Indicator Data

Series	Jun-17
% programs (any obesity, nutrition, PA activities)	31.88%
% programs (obesity)	18.84%
% programs (nutrition)	24.64%
% programs (physical activity)	20.29%
Target - % any activities	35.00%
# programs (IDPH program profiles)	69
# programs (any obesity, nutrition, PA activities)	22
# programs (obesity)	13
# programs (nutrition)	17
# programs (physical activity)	14

# Iowa's Top 10 Health Issues: Self-assessed score for CHS tactics.

IDPH Strategic Plan (2017-2021)

## Goals


**Goal 1: Strengthen the department's role as Iowa's ch..**  
 IDPH Strategic Plan (2017-2021)

## Strategies


**Strategy 1.2: Develop, implement, and evaluate mod...**  
 IDPH Strategic Plan (2017-2021)


**Strategy 1.3: IDPH staff demonstrate CHS tactics in c...**  
 IDPH Strategic Plan (2017-2021)

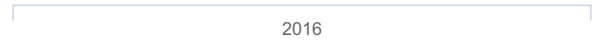
## Analysis

2016

## Data Source

CHS Model Assessment Tools on SurveyMonkey.

## Iowa's top 10 health issues: CHS tactics score



## Indicator Data

Period	Status	Actual	Target
2010	Not Defined		
2011	Not Defined		
2012	Not Defined		
2013	Not Defined		
2014	Not Defined		
2015	Not Defined		
2016	Not Defined		
2017	Not Defined		
2018	Not Defined		

# Percent of staff performance plans with CHS tactics identified

IDPH Strategic Plan (2017-2021)

## Goals


**Goal 1: Strengthen the department's role as Iowa's ch..**  
 IDPH Strategic Plan (2017-2021)

## Strategies


**Strategy 1.3: IDPH staff demonstrate CHS tactics in c...**  
 IDPH Strategic Plan (2017-2021)

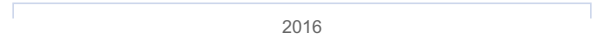
## Analysis

2016

## Data Source

TBD

## Percent of staff performance plans with CHS tactics identified




## Indicator Data

Period		Status	Actual	Target
2010	—	Not Defined		
2011	—	Not Defined		
2012	—	Not Defined		
2013	—	Not Defined		
2014	—	Not Defined		
2015	—	Not Defined		
2016	—	Not Defined		
2017	—	Not Defined		
2018	—	Not Defined		

# Outcomes/metrics of progress toward improvement of the selected health issues

IDPH Strategic Plan (2017-2021)

## Goals


**Goal 3: Implement a collaborative, department-wide ...**  
 IDPH Strategic Plan (2017-2021)

## Strategies


**Strategy 3.1: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)


**Strategy 3.2: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)


**Strategy 3.3: Develop and implement collaborative, d...**  
 IDPH Strategic Plan (2017-2021)

## Analysis

2016

## Data Source

TBD

## Outcomes/metrics of progress toward improvement of the s

2016


## Indicator Data

Period	—	Status	Actual	Target
2010	—	Not Defined		
2011	—	Not Defined		
2012	—	Not Defined		
2013	—	Not Defined		
2014	—	Not Defined		
2015	—	Not Defined		
2016	—	Not Defined		
2017	—	Not Defined		
2018	—	Not Defined		

**Partnerships: Partnership score (TBD), e.g., coalition/partnership strength for selected issues (Goal 3)**

IDPH Strategic Plan (2017-2021)

**Goals**

 **Goal 2: Strengthen the department's capability and ca.**  
IDPH Strategic Plan (2017-2021)

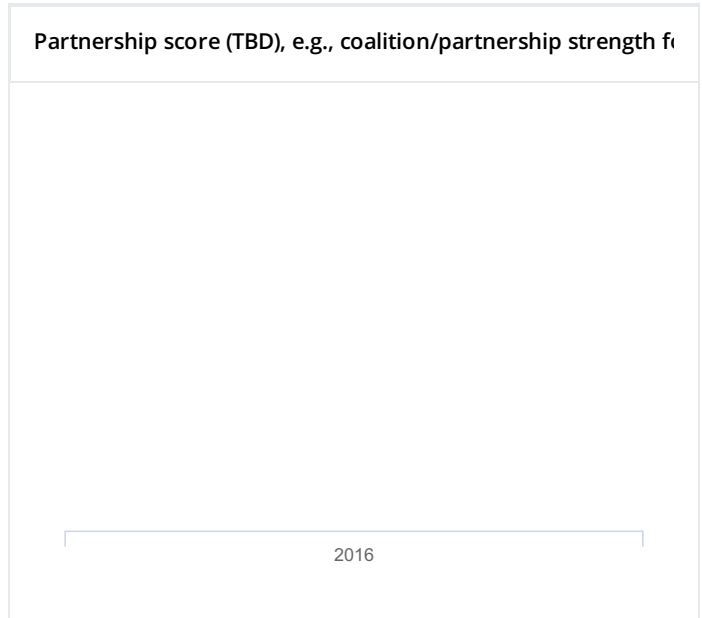
**Strategies**

 **Strategy 2.1: Strengthen partnerships.**  
IDPH Strategic Plan (2017-2021)

**Analysis** 2016

**Data Source**

TBD



**Indicator Data**

Period	—	Status	Actual	Target
2010	—	Not Defined		
2011	—	Not Defined		
2012	—	Not Defined		
2013	—	Not Defined		
2014	—	Not Defined		
2015	—	Not Defined		
2016	—	Not Defined		
2017	—	Not Defined		
2018	—	Not Defined		


## Partnerships: Percent of local public health agencies with staff that have attended CHS training

IDPH Strategic Plan (2017-2021)

### Goals


**Goal 2: Strengthen the department's capability and ca.**  
 IDPH Strategic Plan (2017-2021)

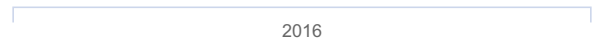
### Strategies


**Strategy 2.1: Strengthen partnerships.**  
 IDPH Strategic Plan (2017-2021)

### Analysis

2016

### Percent of local public health agencies with staff that have att



### Data Source

TBD

### Indicator Data

Period	Status	Actual	Target
2010	Not Defined		
2011	Not Defined		
2012	Not Defined		
2013	Not Defined		
2014	Not Defined		
2015	Not Defined		
2016	Not Defined		
2017	Not Defined		
2018	Not Defined		




# Workforce Development: Percent of staff participating in informatics and analytical skills training

IDPH Strategic Plan (2017-2021)

## Goals


**Goal 2: Strengthen the department's capability and ca.**  
 IDPH Strategic Plan (2017-2021)

## Strategies


**Strategy 2.2: Implement workforce development stra...**  
 IDPH Strategic Plan (2017-2021)

## Analysis

2016

## Percent of staff participating in informatics and analytical skill



## Data Source

TBD


## Indicator Data

Period		Status	Actual	Target
2010	—	Not Defined		
2011	—	Not Defined		
2012	—	Not Defined		
2013	—	Not Defined		
2014	—	Not Defined		
2015	—	Not Defined		
2016	—	Not Defined		
2017	—	Not Defined		
2018	—	Not Defined		

**Percent of programs that incorporate data for the selected health issues into grants, promotions, activities, etc.**

IDPH Strategic Plan (2017-2021)

**Goals**


[Goal 3: Implement a collaborative, department-wide ...](#)  
 IDPH Strategic Plan (2017-2021)

**Strategies**


[Strategy 3.1: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)


[Strategy 3.2: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)


[Strategy 3.3: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)

**Analysis**

2016

**Data Source**

TBD

**Percent of programs that incorporate data for the selected h**




**Indicator Data**

Period	Status	Actual	Target
2010	Not Defined		
2011	Not Defined		
2012	Not Defined		
2013	Not Defined		
2014	Not Defined		
2015	Not Defined		
2016	Not Defined		
2017	Not Defined		
2018	Not Defined		

## Resources used for the selected health issues (expenditures & receipts)


IDPH Strategic Plan (2017-2021)

### Goals


[Goal 3: Implement a collaborative, department-wide ...](#)  
 IDPH Strategic Plan (2017-2021)

### Strategies


[Strategy 3.1: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)


[Strategy 3.2: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)


[Strategy 3.3: Develop and implement collaborative, d...](#)  
 IDPH Strategic Plan (2017-2021)

### Analysis

2016

### Data Source

TBD

### Resources used for the selected health issues (expenditures & receipts)

2016

### Indicator Data

Period	—	Status	Actual	Target
2010	—	Not Defined		
2011	—	Not Defined		
2012	—	Not Defined		
2013	—	Not Defined		
2014	—	Not Defined		
2015	—	Not Defined		
2016	—	Not Defined		
2017	—	Not Defined		
2018	—	Not Defined		