

## Wood County Health Department Initiatives

Initiative Name	Initiative Description
Accreditation Committee	The Accreditation Committee will ensure that best practices defined and developed through the accreditation process are integrated into the operations of the agency. Participants will support the application process for accreditation both during and between application years by remaining aware of current requirements and gathering examples of applicable activities. Participants will work closely with the QI Committee to implement changes that operationalize accreditation within WCHD.
Performance Management Committee	The Performance Management Committee will shape the agency's strategic goals to ensure alignment of effort across the agency. Engagement will begin with setting agency goals, followed by division goals, then program goals, and finally, individual goals. Participants will contribute to the goal-setting process at every level and support implementation throughout the year.
Quality Improvement Committee	The QI Committee will provide strategic leadership in prioritizing, implementing and tracking QI initiatives in the agency. Participants will identify and support key opportunities to improve operations, service delivery, and employee experience.
Wellness Committee	<p>The Wellness Committee will review, identify and develop evidence-based strategies for improving employee wellness across the agency. Participants will support implementing policies and programs that apply best practices identified by the CHIP workgroups. Participants will monitor benefits and ensure effective integration with broader efforts in the county. Planned initiatives include:</p> <ul style="list-style-type: none"> <li>• Revisit and reenergize the employee wellness program, identifying opportunities to engage partners, e.g., BGSU, and ensuring integration with the county program; include aspects of wellness into every staff meeting (all staff and divisional/program meetings);</li> <li>• Explore establishing a staff recreation area or partnering with a fitness organization, like a gym, for free/discounted access for WCHD employees.</li> </ul>
Workforce Development Committee	<p>The Workforce Committee will lead the agency's effort to recruit, develop, advance, and prepare staff for their current and future position responsibilities. Participants will identify the training and development resources needed to ensure the agency can meet its strategic goals and that employees can effectively pursue their professional goals. This committee will research, review, identify, develop, select, schedule, and coordinate the delivery of training to advance the mission of WCHD. Planned initiatives include:</p> <ul style="list-style-type: none"> <li>• Review the current onboarding and position training and identify opportunities for strengthening them;</li> <li>• Identify leadership training resources to advance existing managers' leadership skills and equip internal personnel to be ready when a supervisory promotion becomes available.</li> </ul>

Annual All-Staff Meeting Planning Committee	A committee to set the agenda and activities for the Annual All-Staff Meeting. Participants will review potential learning objectives and prioritize topics that support the agency's strategic goals for the year. Committee members will support: <ul style="list-style-type: none"> <li>a) Venue selection;</li> <li>b) Date scheduling;</li> <li>c) Booking of speakers (if applicable);</li> <li>d) Development, review and production of meeting resources;</li> <li>e) Meeting facilitation on the day of the event;</li> <li>f) Review of staff feedback after the event.</li> </ul>
At-work massages	Work with massage therapy schools to allow massage therapy students to offer massages at work.
Bloodborne pathogen QI project	A QI project to pilot a new training on bloodborne pathogens. Pre- and post-quizzes will be used to evaluate the new training against the old one before the training is made available to all staff.
Decal/topper for use on personal vehicles	Explore purchasing decals/toppers so that staff who have to drive their own vehicles for agency business can be identified. If feasible, develop policies for implementation. <i>Contingent on the outcome of the fleet vehicle initiative</i>
Dress-down days	Explore expanding the number of dress-down days and make recommendations for when staff can wear jeans without wearing clothing with the WCHD logo.
Employee newsletter	Work with the Communications Team to review and identify content ideas for the employee newsletter.
Employee recognition (ticket) program	Revisit, review, and make recommendations to improve and relaunch the employee recognition (ticket) program; identify opportunities for more frequent recognition of employee contributions and more substantial/impactful benefit to employees.
Employee recognition calendar	Establish a calendar for honoring staff by division, program, or role, allowing for participation across the agency; ensure all staff are honored every year.
Employee snacks and coffee	Explore making snacks and coffee available for employees.
Establish shredding support to reduce the burden on staff	Review the shredding needs in the agency and establish a contract for shredding support that meets the need of WCHD.
Four 10-hour shifts	Explore offering staff the option to work four 10-hour shifts. If feasible, develop policies for implementation.
Identify new services to offer the public	Review services we are often asked about (but do not currently have) to determine if there is a community need that the health department should fill; establish a priority list of new services; and then develop recommendations and a timeline for offering them.
MTMs for pharmacy patients	Implement MTMs for pharmacy patients to improve patient experience and increase health center revenue.

Obtain fleet vehicles	Explore obtaining fleet vehicles for staff who travel for work, so they can be identified as WCHD employees and can avoid putting mileage on their personal vehicles. If feasible, develop policies for implementation.
Organize non-work events	In addition to the events scheduled through the employee fun month calendar, organize non-work events, like picnics, activities, trips, etc., as opportunities for staff to get together and get to know each other outside of work.
Outreach events	Support developing an outreach calendar that expands the number of outreach events to attract additional clients and patients.
Parental leave benefit	Explore providing a parental leave benefit, separate from other PTO, available to parents when a child is adopted or born. If feasible, develop policies for implementation.
Partner services resource list	Make and publish a list of partner services for the things we are regularly called about.
PO/requisition process	Work with the Finance Division to review the PO/requisition process to identify opportunities for streamlining; document the updated process in a new procedure.
Process for rolling out key changes	Make recommendations to update the process for rolling out key changes to ensure that (a) staff are quickly made aware, (b) staff have resources to answer questions from the public, and (c) staff have resources to help guide implementation steps.
Staff Directory	Explore publishing a staff directory that lists job title, job duties and a description of a "usual" day to help everyone understand the work occurring across the agency; consider including a position profile in the newsletter each week.
Standard, flexible schedules	Explore allowing standard schedules that include working hours outside of traditional business hours. If feasible, develop policies for implementation.
Work bags for equipment	Identify staff who travel for work and have to carry a large amount of equipment with them. Make a recommendation to purchase bags for this work equipment.