



2019-2024 Strategic Plan Progress Update

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Medical Officer of Health and CEO

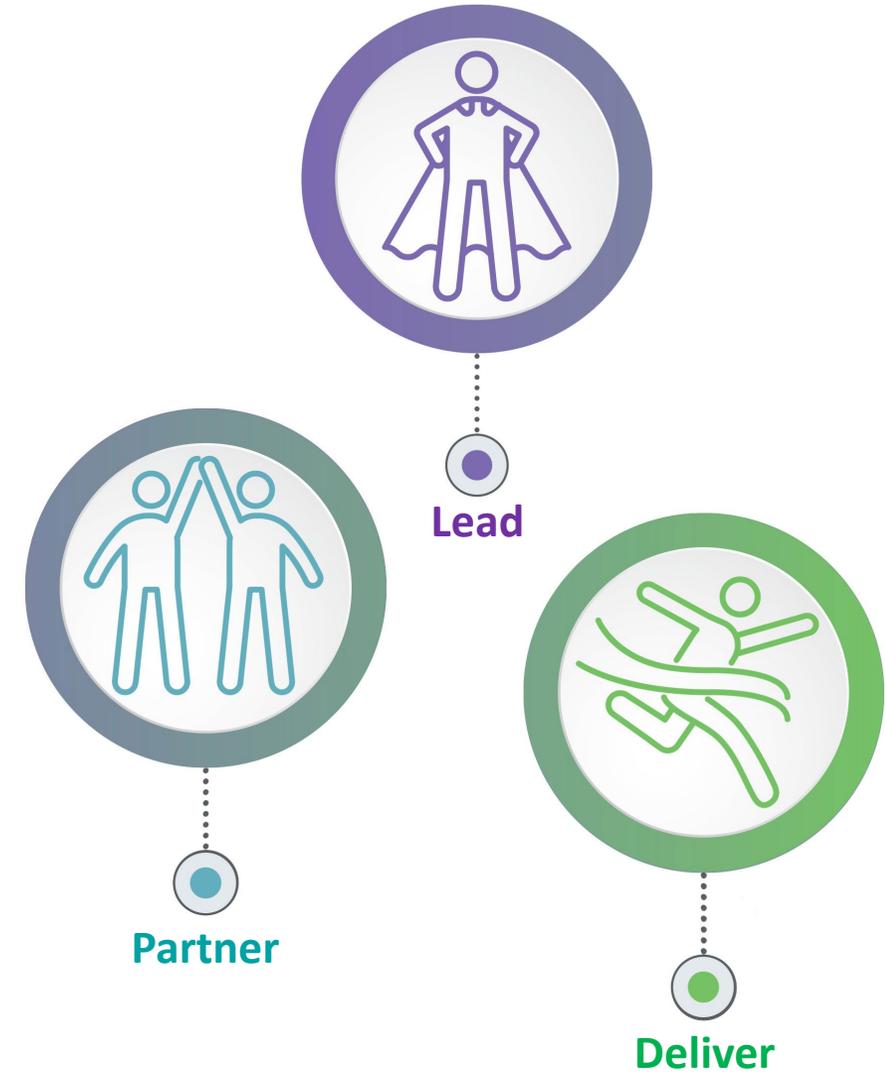
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OUR VALUES • TRUST • ENGAGEMENT • ACCOUNTABILITY • LEADERSHIP

Agenda

- ❑ 2019-2024 Strategic Plan Overview
- ❑ Progress Updates / Objective
 - Lead
 - Partner
 - Deliver
- ❑ Next Steps



2019-2024 Strategic Plan

Our Values



Trust

We build trust by showing integrity through open, honest, respectful and inclusive interactions.



Engagement

We collaborate with our team members, partners, and communities in shared decision-making to build quality programs and services.



Accountability

We are responsible for our actions and honour our commitments so we can contribute to the success and well-being of others.



Leadership

We are leaders; we empower each other and build on our strengths to foster health and resilience.

Our Mission

We work with our partners to improve the health of people in our communities.



LEAD

GOAL

Invest in our employees so they can provide the public health services needed in our communities.

OBJECTIVES

1. Foster employee and organizational resilience
2. Foster a culture of positive mental health and well-being



PARTNER

GOAL

Visibly share our unique knowledge and skills with community partners so we can work together to improve the health of our communities.

OBJECTIVES

1. Increase awareness of the role of public health programs and services
2. Provide surveillance, population health assessment and research to our community partners to improve health outcomes
3. Strengthen relationships with local communities, agencies, municipalities and other parts of the health system



DELIVER

GOAL #1

Improve client-centred services and accessibility.

OBJECTIVES

1. Engage communities and clients in the planning and development of public health programs
2. Engage Indigenous communities in a culturally sensitive manner
3. Build infrastructure to provide services that meet individual client needs
4. Implement strategies that reflect the changing health needs of the community

STRATEGIC OBJECTIVES

GOAL #2

Prioritize our resources and efforts so we see the greatest health impact.

OBJECTIVES

1. Strengthen our organizational culture of continuous quality improvement
2. Use identified community health needs as the driver for planning and resource allocation
3. Foster a culture of evidence-based public health practice



HALIBURTON, KAWARTHA,
PINE RIDGE DISTRICT
HEALTH UNIT

Our Vision

Healthy People, Healthy Communities

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Strategic Objective: Lead

Objectives

- Foster employee and organizational resilience.
- Foster a culture of positive mental health and well-being (National Standard of Canada for Psychological Health and Safety in the Workplace).

Internal Actions

- Contribute to the development, implementation and evaluation of a People Strategy.
- Contribute to the development, implementation and evaluation of a Leadership Strategy.



Goal

“Invest in our employees so they can provide the public health services needed in our communities.”

Progress Updates: Lead



Here's what we **completed in 2023:**

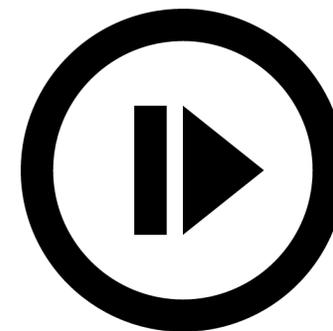
- Launched a 4-pillar People Strategy for HKPR
- Launched a Leadership brand for HKPR
- Adopted the LEADS Framework
- Completed gap analysis for National Standard for Psych Health and Safety
- Launched the Guarding Minds @ Work Survey

Progress Updates: Lead



Here's what's still **in progress**:

- Development of action plan to align with National Standard for Psychological Health and Safety based on Guarding Minds@Work survey results
- Leadership
 - People Leader development – LEADS training
 - Everyone is a Leader



Progress Updates: Lead

Here's what's **not yet started**:

- Evaluation of People Strategy
- Evaluation of Leadership Strategy

Strategic Objective: Partner

Objectives

- Increase awareness of the role of public health programs and services.
- Provide surveillance, population health assessment and research to our community partners to improve health outcomes.
- Strengthen relationships with local communities, agencies, municipalities and other parts of the health system.

Internal Actions

- Contribute to the development, implementation and evaluation of a Knowledge Translation Strategy (internally and externally facing).
- Contribute to the development, implementation and evaluation of a Communications and Engagement Strategy.



Goal

“Visibly share our unique knowledge and skills with community partners so we can work together to improve the health of our communities.”

Progress Updates: Partner



Here's what we **completed in 2023:**

- New approach to population health data reporting (i.e. respiratory infections dashboard)
- Developed Community Engagement Guide and piloted implementation
- Developed draft Communications and Engagement Plan
- Launched new website, developed Corporate Identity and Branding Guidelines

Progress Updates: Partner



Here's what's still **in progress**:

- Community Health Status Dashboards
- Communications and Engagement Plan

Progress Updates: Partner



Here's what's **not yet started**:

- Evaluation of Communications and Engagement Plan/Strategy

Strategic Objective: Deliver

Objectives

- Engage communities and clients in the planning and development of public health programs.
- Engage Indigenous communities in a culturally-sensitive manner.
- Build infrastructure to provide services that meet individual client needs.
- Implement strategies that reflect the changing health needs of the community.

Internal Actions

- Contribute to the development, implementation and evaluation of a Client Engagement Strategy.
- Contribute to the development, implementation and evaluation of an electronic health record.
- Contribute to the development, implementation and evaluation of an Indigenous Engagement Strategy.



Goal #1

“Improve client-centered services and accessibility.”

Strategic Objective: Deliver

Objectives

- Strengthen our organizational culture of continuous quality improvement.
- Use identified community health needs as the driver for planning and resource allocation.
- Foster a culture of evidence-based public health practice.

Internal Actions

- Contribute to the implementation and evaluation of resource prioritization in the planning process.
- Contribute to the implementation and evaluation of an evidence-informed planning process for public health interventions.



Goal #2

“Prioritize our resources and efforts so we see the greatest health impact.”



Progress Updates: Deliver

Here's what we **completed in 2023:**

- Launched Customer Experience Standard
- Completed implementation of Collaborative Health Record

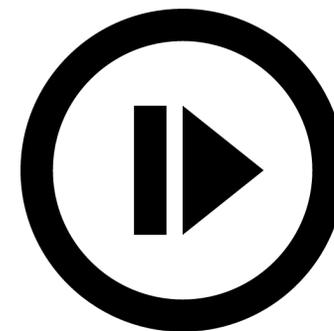
Progress Updates: Deliver



Here's what's still **in progress**:

- Measurement of Customer Experience Standard
- Continued roll-out of Continuous Quality Improvement initiatives
- Implementation of Indigenous Engagement and Health Equity policy and procedures

Progress Updates: Deliver



Here's what's **not yet started**:

- Evaluation of Collaborative Health Record
- Evaluation of Indigenous Engagement Strategy

Next Steps



‘Healthy People, Healthy Communities.’

Reach Out to Us

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