

EBCI Health and Medical Division Strategic Plan

2013

VISION

A healthy Cherokee community where all people can enjoy health and wellness in a clean, safe environment, be protected from public health threats, and access high-quality health care.

MISSION

In partnership with the Cherokee community, the Health and Medical Division works to improve the health of individuals, families and the community through disease prevention, health promotion and protection from public health threats.

VALUES

The Health and Medical Division promotes and protects the health and environment of the Cherokee community by embracing the World Health Organization’s ecological model of health, which says: “Health is a state of complete physical, mental, and social well-being, not merely the absence of disease or infirmity.”

Employee Values

**Trustworthy
Team Player
Appreciates diversity
Accountable
Compassionate
Possesses integrity
Connected/ engaged**

Organizational Values

**Committed to service
Compassionate
Trustworthy
Accountable
Patient centered
Evidence-based in practice and research
Committed to leadership**

HMD 2013 Strategic Plan Logic Model

KEY:

A NA LE NI SGI	1-1, 1-3, 1-5, 1-6	RED
WIC	1-4, 1-5, 3-3, 5-1, 6-5	PINK
HOME HEALTH	1-7, 2-1, 4-2, 5-2, 6-5	ORANGE
CHEROKEE CHOICES/NFP	1-2, 1-4, 1-5, 1-6, 1-7, 2-2, 5-2, 6-4	PURPLE
CHEROKEE DIABETES	1-2, 1-7	GREEN
CHILDREN'S DENTAL	1-4, 6-2, 6-4	TURQUOISE
COMMUNITY HEALTH	1-6, 1-7, 2-1, 2-2, 4-1, 5-1, 6-4	BLUE

SITUATION	INPUTS/ RESOURCES	ACTIVITIES	OUTPUTS	OUTCOMES	GOALS
<p>Central procurement</p> <p>Sequestration (federal funding, SDPI, Medicare, respite care, population health, other grants)</p> <p>HMD shortfall</p> <p>Medicare & Medicaid changes</p> <p>IT (system, software)</p> <p>Communication from federal agencies</p>	<p>Community members, certified substance abuse clinicians, Analenisgi facility, IT system</p> <p>Health Educators Registered Dietitians. Curriculum and program materials for classes. Community involvement/participation Schools Head starts Federal/State Funding Time Large number of staff Vehicle for transportation IT Sequestration</p>	<p>DWI classes</p> <p>Develop, Promote and implement <u>Adult and Family Cherokee Lifestyle balance</u> classes throughout the EBCI community (4-8 wk sessions/year) Create, promote and implement Cherokee Aerobics classes in community (yoga, step class) Organize and promote multiple 5K run/walk per year. Promote trail use Design and implement Native Cherokee Youth Gardeners program. Develop and facilitate the afterschool program for 5th graders @ CCS. Develop and facilitate the Running Brave program for 3rd -</p>	<p>Responsible drivers</p> <p>Curriculum written/ class lesson plans # of participants # of sessions/classes held # of attendees at each activity Improvements in Pre/Post clinical measures Plans to monitor ad provide ongoing support for both CLB coaches and participants. # of team meetings # of certified instructors that lead classes # of completed exit surveys # of policy changes</p>	<p>1-1: Prevent and reduce substance use and abuse (alcohol, drugs, tobacco)</p> <p>1-2: Prevent and reduce obesity</p>	<p>GOAL 1: HMD will promote health throughout the lifespan.</p>

<p>Affordable Care Act (Exchanges)</p> <p>HR: open positions</p> <p>Reorganization; Tribal Health Assessment</p> <p>Changes in CIHA, social services, budget</p> <p>Sustainability</p> <p>Election year</p>		<p>5th grade girls @ CCS. Develop and facilitate the Just Boyz Running club for 3rd-5th grade boys at CCS. Develop and facilitate the Walk-N-Talk program for 6th grade students @ CCS.</p>	<p>made or established</p> <p>Cherokee Choices: - CLB (Family & Adult) - 5k runs/walks - Walk-N-Talk - Girls on the run - Just Boyz running -Promotion of trail use -Cherokee Youth Gardeners program - Afterschool program - Yoga -SHAC - Worksite wellness</p>		
<p>Non-compliance from parent/guardian and or patient can negatively affect the desired end result for orthodontic patients. Non-responsiveness from parent/guardian prevents child from receiving needed dental treatment. Difficulty in contacting parents impedes the process as well.</p>	<p>Masters level clinical staff, family therapist, psychologist (adult and child), families, individuals, extended family members, outside agencies (DSS, hospital, courts)</p>	<p>Individual and Family Behavioral Health Group Sessions</p>	<p>Stable and functional family systems</p>	<p>1-3: Promote optimal behavioral/ mental health</p>	

	<p>Brochures Cooking classes Week of the Young Child Trout Derby Children Fair Kindergarten Round-up ICC On-line information Bulletin Boards Facebook Web page Telephone/texting Referrals</p> <p>Staff @ WIC RDH Ed. Materials Homecare Supplies</p> <p>Contracted Orthodontists/Oral Surgeon RDH Budgeted funding</p> <p>NFP: Clients (Voluntary Pregnant Mothers no later than 28 weeks.) Registered Nurses (BSN) NFP curriculum Printed assessments for home visits. Referrals from WIC, hospital, ect. Vehicle to get to the clients home. Federal funding Computer for reporting data. Cell phones for nurses to stay in touch with</p>	<p>The Program promotes Nutrition through education that campaigns and collaboration with other programs.</p> <p>Develop schedule for parent education @ WIC w/ WIC nutritionist</p> <p>Maintain Orthodontic Referrals @ approximately 100 patients</p> <p>NFP: Home visits weekly postpartum period, every 2 weeks until toddler is 21 months, monthly until child is 2 years. Nurses educate parent on infant/toddler nutrition, health, growth, development and environmental safety. Nurses will role model PIPE activities to promote sensitive parent-child interaction facilitative of developmental progress. Nurses assess infant/toddlers developmental progress at selected intervals using Ages and Stages Questionnaire.</p>	<p>Nutrition Initiatives</p> <p>1.) Formal Collaboration w/ WIC</p> <p>2.) Orthodontic Program</p> <p>NFP: # of home visits conducted NFP Curriculum # of kept home visits by enrolled mothers. Data collected by nurses. Public relations of positive program impacts. # of referrals and/or linkages made to services.</p>	<p>1-4: Promote healthy child growth and development</p>	
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	<p>clients. Flexible clinic hours. Partners IT Sequestration</p>	<p>Nurses promote adequate use of well child care. Nurses provide guidance to new parents in building and fostering social support networks. Nurses provide guidance on assessing safety of potential/actual child care arrangements.</p>			
	<p>Same as above (1-4)</p> <p>NFP: Clients (Voluntary Pregnant Mothers no later than 28 weeks.) Registered Nurses (BSN) NFP curriculum Printed assessments for home visits. Referrals from WIC, hospital, ect. Vehicle to get to the clients home. Federal funding Computer for reporting data. Cell phones for nurses to stay in touch with clients. Flexible clinic hours. Partners IT Sequestration</p>	<p>Same as above (1-4)</p> <p>NFP: Home visits weekly the 1st month following program enrollment then every other week until birth of infant. Educates on the effects of smoking, alcohol and illicit drugs on fetal growth and helps mother identify goals to reduce any/all of these. Educates on nutritional and exercise requirements during pregnancy and monitors and promotes adequate weight gain. Nurses educate and prepare the mother for labor and delivery. Educates on family planning/birth control following delivery of infant. Educates and promotes the importance of office based prenatal care.</p> <p>Work with NFP</p>	<p>Same as above (1-4)</p> <p>NFP: # of home visits conducted NFP Curriculum # of kept home visits by enrolled mothers. Data collected by nurses. Public relations of positive program impacts. # of referrals and/or linkages made to services.</p>	<p>1-5: Improve birth outcomes</p>	

	<p>Funding Staff Training Equipment</p> <p>NFP: Clients (Voluntary Pregnant Mothers no later than 28 weeks.) Registered Nurses (BSN) NFP curriculum Printed assessments for home visits. Referrals from WIC, hospital, ect. Vehicle to get to the clients home. Federal funding Computer for reporting data. Cell phones for nurses to stay in touch with clients. Flexible clinic hours. Partners IT Sequestration</p>	<p>1. Staff will attend Car Seat Safety Training 2. Look for training in Preventing Risky Behaviors 3. CHR staff attend Basic CHR Training</p> <p>NFP: Home visits weekly postpartum period, every 2 weeks until toddler is 21 months, monthly until child is 2 years. Nurses educate parent on infant/toddler nutrition, health, growth, development and environmental safety. Nurses will role model PIPE activities to promote sensitive parent-child interaction facilitative of developmental progress. Nurses assess infant/toddlers developmental progress at selected intervals using Ages and Stages Questionnaire. Nurses promote adequate use of well child care. Nurses provide guidance to new parents in building and fostering social support networks. Nurses provide guidance on assessing safety of potential/actual child care arrangements.</p> <p>Conduct DV (Domestic Violence) classes</p>	<p>1. Certified Car Safety Technicians 2. Trained Risky Behavior Prevention staff 3. Trained CHR's</p> <p>NFP: # of home visits conducted NFP Curriculum # of kept home visits by enrolled mothers. Data collected by nurses. Public relations of positive program impacts. # of referrals and/or linkages made to services.</p>	<p>1-6: Prevent and reduce injuries and violence</p>	
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	<p>Funding Staff Educational Mats. Supplies Incentives</p> <p>Health Educators Registered Dietitians. Curriculum and program materials for classes. Community involvement/ participation Schools Head starts Federal Funding Time Large number of qualified staff Vehicle for transportation IT Sequestration</p> <p>CIHA Rehab department OT students LL equipment & funds On call RN 24/7</p>	<p>1.Offer educational activities at monthly worksite and public health screenings</p> <p>Develop, Promote and implement <u>Adult and Family Cherokee Lifestyle balance</u> classes throughout the EBCI community (4-8 wk sessions/year) Create, promote and implement Cherokee Aerobics classes in community (yoga, step class) Organize and promote multiple 5K run/walk per year. Promote trail use Design and implement Native Cherokee Youth Gardeners program. Develop and facilitate the afterschool program for 5th graders @ CCS. Develop and facilitate the Running Brave program for 3rd-5th grade girls @ CCS. Develop and facilitate the Just Boyz Running club for 3rd-5th grade boys at CCS. Develop and facilitate the Walk-N-Talk program for 6th grade students @ CCS.</p> <p>Continue Partnership with CIHA for rehab services Develop partnership with WCU OT department In-service staff yearly Coordinate with Tribal EMS to transition program Front load visits</p>	<p>1.Satisfaction Surveys 2.Improved access to care 3.Statistics (to guide direction of program)</p> <p>Curriculum written/ class lessons plans # of participants # of sessions/classes held # of attendees at each activity Improvements in Pre/Post clinical measures Plans to monitor ad provide ongoing support for both CLB coaches and participants. # of team meetings # of certified instructors that lead classes # of completed exit surveys # of policy changes made or established</p> <p>Fall prevention program Lifeline Program Nursing visits</p>	<p>1-7: Prevent and reduce occurrence of chronic disease</p>	
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	<p>Grant money Educational resources Booklets Recipes tear sheets Staff Pre & Post intervention lab work Incentives for participation on a points basis</p>	<p>Plan a design Recruit employees to participate Determine population to be reached Organize content Decide what to concentrate on Determine what programs to collaborate with</p>	<p>Nutrition classes Community Health challenges Diabetes Standards of Care Best Practice Goals Training for staff</p>		
	<p>See 1-7</p> <p>Consents Vaccine from CIHA Revenue</p>	<p>1.Look for ways to offer HEP C and HIV testing 2.Increase Occupational Health Services to tribal entities 3.Align more closely with CIHA to offer increased vaccine services 4.Sex Education in schools</p> <p>Supervisory visits for field staff Flu Shot clinic HB patients and their families Order equipment and supplies for field staff Communication between intake and supervisors</p>	<p>1.Test sites 2. Occupational Health Services 3.Statistics 4.Condom Distribution Point</p> <p>Infection Control Policy and Procedure Intake Process Medical supplies</p>	<p>2-1: Prevent infectious disease</p>	<p>GOAL 2: HMD will prevent the occurrence and spread of disease.</p>

	<p>Funding Multi-disciplinary staff Supplies Educational materials/incentives</p> <p>Health Educators Registered Dietitians. Curriculum and program materials for classes. Community involvement/participation Schools Head starts Federal Funding Time Large number of qualified staff Vehicle for transportation IT Sequestration</p>	<p>1.Develop a team to address employee health needs 2.Develop program-specific policies based on employee job descriptions</p> <p>Develop, Promote and implement <u>Adult and Family Cherokee Lifestyle balance</u> classes throughout the EBCI community (4-8 wk sessions/year) Create, promote and implement Cherokee Aerobics classes in community (yoga, step class) Organize and promote multiple 5K run/walk per year. Promote trail use Design and implement Native Cherokee Youth Gardeners program. Develop and facilitate the afterschool program for 5th graders @ CCS. Develop and facilitate the Running Brave program for 3rd-5th grade girls @ CCS. Develop and facilitate the Just Boyz Running club for 3rd-5th grade boys at CCS. Develop and facilitate the Walk-N-Talk program for 6th grade students @ CCS.</p>	<p>1.Employee Health Policy Manual 3.Employee compliance</p> <p>Curriculum written/class lessons plans # of participants # of sessions/classes held # of attendees at each activity Improvements in Pre/Post clinical measures Plans to monitor and provide ongoing support for both CLB coaches and participants. # of team meetings # of certified instructors that lead classes # of completed exit surveys # of policy changes made or established</p> <p>Cherokee Choices: CLB (Family & Adult) 5k runs/walks Walk-N-Talk Girls on the run Just Boyz running -Promotion of trail use -Cherokee Youth Gardeners program Afterschool program Yoga -SHAC Worksite wellness</p>	<p>2-2: Promote HMD employee health</p>	
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				3-1: Strengthen Tribal public health preparedness	GOAL 3: HMD will prepare for and respond efficiently and effectively to disasters and emergencies.
				3-2: Strengthen collaboration with other response agencies	
	<p>Brochures Week of the Young Child Trout Derby Children Fair Kindergarten Round-up ICC On-line information Bulletin Boards Facebook Web page Telephone/texting Referrals Hands on teaching</p>	<p>-Provide support to all BF moms before and after delivery until the infant's 1st birthday. - Healthy benefits outcome for the infant(s) future. -Breastfeeding incentives will be given for exclusively breastfeeding mothers.</p>	Promote Breastfeeding Awareness	3-3: Comply with public health preparedness capabilities	

	See 1-7	<p>1. Staff to develop educational programs to address vector-borne disease</p> <p>2. Staff to offer injury prevention education in communities</p> <p>2. Obtain training on presentation of education</p> <p>3. Staff to establish a teaching library</p>	<p>1. Environmental surveys</p> <p>2. Home Safety Assessments</p> <p>3. Statistics</p>	4-1: Reduce exposure to environmental health hazards	
	<p>Unsafe patients and their families</p> <p>CAP program</p> <p>Respite Program</p> <p>CHR's</p> <p>APS services</p>	<p>Increase education to staff regarding safe environment in the home.</p> <p>Meet with Primary Care Teams, County Social Services</p> <p>Community/referral Liaison position for increased advocacy</p>	<p>Adult Protective Services/Social Services reports/home visits</p> <p>Medical Social Worker</p> <p>Life Line active census</p> <p>Increased Respite Census</p>	4-2: Mitigate environmental health hazards in conjunction with county and state partners	<p>GOAL 4: HMD will promote a clean, safe and healthy physical environment.</p>

	<p>Staff Incentives Education Materials</p> <p>Brochures Cooking classes Week of the Young Child Trout Derby Children Fair Kindergarten Round-up ICC On-line information Bulletin Boards Facebook Web page Telephone/texting Referrals</p>	<p>1.Staff to set up resource tables at fairs 2.Staff to help disperse tribal health survey</p> <p>Create a community presence through health and wellness. Promote healthy lifestyle practices through education and leadership.</p>	<p>1.Resource manual 2.Home visits 3.Health Screenings 4.Findings from health survey</p> <p>To serve eligible women, infants and children who have medical and/or nutritional risk factors</p>	<p>5-1: Assure access of eligible community members to all available resources</p>	
	<p>Program director specializing in Public Health Health Educators Registered Dietitians. Curriculum and program materials for classes. Community involvement/participation Schools Head starts Federal Funding Time Large number of qualified staff Vehicle for transportation IT</p>	<p>Develop, Promote and implement <u>Adult and Family Cherokee Lifestyle</u> balance classes throughout the EBCI community (4-8 wk sessions/year) Create, promote and implement Cherokee Aerobics classes in community (yoga, step class) Organize and promote multiple 5K run/walk per year. Promote trail use Design and implement Native Cherokee Youth Gardeners program. Develop and facilitate the afterschool program for 5th graders @ CCS. Develop and facilitate the Running Brave program for 3rd -</p>	<p>Curriculum written/class lessons plans # of participants # of sessions/classes held # of attendees at each activity Improvements in Pre/Post clinical measures Plans to monitor and provide ongoing support for both CLB coaches and participants. # of team meetings # of certified instructors that lead classes # of completed exit surveys # of policy changes</p>	<p>5-2: Use evidence-based methods to assure quality services</p>	<p>GOAL 5: HMD will help all community members get access to quality health services.</p>

				6-1: Ensure that HMD services and infrastructure are customer-centered and culturally based	GOAL 6: HMD will assure strong systems for health.
	BSS forms CIHA DDS, EBCI RDH, CHR, contact person @ facility, infection control supplies	Complete BSS @ daycare facilities & Cherokee Elementary School(CES)	Basic Screening Survey (BSS)	6-2: Abide by the three standardized core public health functions of assessment, policy development and assurance	
				6-3: Promote transparency, accountability and engagement with many diverse partners	
	<p>Staff Funding Supplies Incentives</p> <p>USET Mini Grant F12 varnish Infection control materials Contact person @ facility RDH</p> <p>Staff- CIHA DDS, RDH, 6 dental hygiene students (volunteers) Contact person at CES</p> <p>Portable equipment provided by NCOHS</p> <p>On-site space</p>	<p>1. Staff to go to communities and offer HP/DP activities 2. Staff to do a needs assessment of what communities want</p> <p>Apply F12 Varnish for students at tribal daycare centers, Head Start and CES</p> <p>Coordinate on-site dental sealant clinic at CES</p>	<p>1. Nutrition classes 2. Education Manuals 3. Statistics</p> <p>1.) Fluoride Varnish Program</p> <p>2.) On-Site Sealant Clinic</p>	6-4: Coordinate health promotion activities across programs and community	

	<p>Disposable/ expendable Supplies</p> <p>Paperwork-tracking forms, parent guardian letters, data entry into DENTRIX</p> <p>RDH Contact Person @ Facility Lesson Plans/Handouts Visual Aids Homecare Supplies</p> <p>Newspaper Articles Billboards Presentations to Health Board</p> <p>Health Educators Registered Dietitians. Curriculum and program materials for classes. Community involvement/ participation Schools Head starts Federal Funding Time Large number of qualified staff Vehicle for transportation IT Sequestration</p>	<p>Provide Classroom dental health education @ CES & Head start Center</p> <p>Promote dental health through media use</p> <p>Develop, Promote and implement <u>Adult and Family Cherokee Lifestyle balance</u> classes throughout the EBCI community (4-8 wk sessions/year) Create, promote and implement Cherokee Aerobics classes in community (yoga, step class) Organize and promote multiple 5K run/walk per year. Promote trail use Design and implement Native Cherokee Youth Gardeners program. Develop and facilitate the afterschool program for 5th graders @ CCS. Develop and facilitate the Running Brave program for 3rd-5th grade girls @ CCS. Develop and facilitate the Just Boyz Running club for 3rd-5th grade boys at CCS. Develop and facilitate the Walk-N-Talk program for 6th grade</p>	<p>3.) Classroom education</p> <p>4.)Public Awareness</p> <p>Curriculum written/ class lessons plans # of participants # of sessions/classes held # of attendees at each activity Improvements in Pre/Post clinical measures Plans to monitor ad provide ongoing support for both CLB coaches and participants. # of team meetings # of certified instructors that lead classes # of completed exit surveys # of policy changes made or established</p> <p>Cherokee Choices: - CLB (Family & Adult)</p>		
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		students @ CCS.	<ul style="list-style-type: none"> - 5k runs/walks - Walk-N-Talk - Girls on the run - Just Boyz running -Promotion of trail use -Cherokee Youth Gardeners program - Afterschool program - Yoga -SHAC - Worksite wellness 		
	<p>Crossroads software HP MICR Printer Card Readers Scanners</p> <p>Funds for training Manager that is certified in OASIS</p>	<ul style="list-style-type: none"> -Webinars -Staff Training -Hands on Training -New Equipment and software. -Pilot Program <p>Send Field Staff for Certification Yearly In-services By outside resources</p>	<p>Crossroads software implementation to provide a faster customer service, more accurate data, and ease of redemption.</p> <p>OASIS certification Annual Competencies Policies and procedures</p>	6-5: Assure a competent and qualified workforce	