

**Health Services Strategic Goals
5 year Plan
2008-2013**

Goal 1:

Identify and implement electronic systems that increase efficiencies, support practice standards, reduce paper storage, and provide accurate statistical collection.

2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Year 1	Year 2	Year 3	Year 4	Year 5
Research EMR documentation systems (internal and external)	<ul style="list-style-type: none"> Select EMR system 	<ul style="list-style-type: none"> Implement EMR system 	<ul style="list-style-type: none"> Refine and upgrade EMR system 	<ul style="list-style-type: none"> Refine and upgrade EMR system
Implement secure electronic filing system for all nurses	<ul style="list-style-type: none"> SHMP & related procedures entered electronically by all nurses 			
All HS department forms available on the web	<ul style="list-style-type: none"> 50% are in writer-friendly format 			
Develop common HS database, eliminate individual databases	<ul style="list-style-type: none"> Develop chronic illness data base 			
Identify technology growth in budget	<ul style="list-style-type: none"> Maintain budget for adequate maintenance of equipment 			
Utilize IFAS system	<ul style="list-style-type: none"> Continue utilization 			
Acquire hardware that supports technology tasks	<ul style="list-style-type: none"> Grow capacity for backup equipment to support staff with malfunctions 			
Explore and utilize Open Source software whenever possible	<ul style="list-style-type: none"> Defer until capacity for technical support is available 			

Identify potential electronic document storage options	<ul style="list-style-type: none"> • Defer until agency management plan is available 			
Create and maintain department web page	<ul style="list-style-type: none"> • Attain sustainable review and update procedure 			

Health Services Yearly Goal Work Plan (2009-2010)

Goal 1:

Identify and implement electronic systems that increase efficiencies, support practice standards, reduce paper storage, and provide accurate statistical collection.

Connected to Agency Goal # 4

Year 2: 2009-2010							
Activity	Manager	Work Group Collaborators	February 2010 Benchmark	June 2010 Benchmark	Evaluation	Outcomes 6/10	Complete or Carry Over:
<ul style="list-style-type: none"> Research EMR (electronic medical record) documentation systems (internal and external) 	BB	Sups Technology Committee Council, Advisory, Legal		Select top 2 commercial EMR programs with cost. Determine capacity and cost of ESD-developed system.	Functionality, cost, & capacity analyses completed		
<ul style="list-style-type: none"> Implement secure electronic filing system for all nurses 	JH	Support Staff Technology Committee TS	Process, procedures & training tools in use by all staff	All RN staff using nurse drive through VPN & SHMP & procedures entered in drive	Inventory of competency verification & student files		
<ul style="list-style-type: none"> All HS department forms available on the web 	JH	MS, Support Staff TS, Council, Sups	75% forms on web & available for reg & sub RNs	All forms on web & 50% in writer-friendly format	Inventory of forms & staff usage & evaluation of functionality		
<ul style="list-style-type: none"> Develop common HS & chronic illness databases, 	TS Dept	Support Staff TS	Process, procedures & training tools in place for	Process, procedures & training tools in place for field	Inventory of use & functionality; unmet needs		

eliminate individual databases			support staff	staff			
• Identify technology growth in budget	BB	BB, EE ***** PAT. Cabinet. Business Svcs.	Budget adequate funds for 10-11 tech needs	Budget adopted	Match needs & budget for action plan		
• Utilize IFAS system	EE	Support Staff ***** Sups, TS, HR	Participate in training & use of IFAS programs	Continuous & increasing use of IFAS programs	Inventory of use & functionality		
• Acquire hardware that supports technology tasks	BB	Support Staff. Sups. Tech Team ***** TS	Research equipment that supports performance efficiency & accuracy	Select equipment for purchase	Inventory of equipment & staff use & equipment functionality & unmet needs		
• Create and maintain department web page	MS	Tech team, Support Staff, Sups, AC, Council ***** TS Communications		Maintenance plan in place	Inventory of content & dates & staff evaluation reflects satisfaction		
• Identify and manage staff training for each activity		Tech team, Support Staff, Sups, Nurse Consultants TS *****		Inventory of competency/needs	Competency & use demonstrated Staff evaluation reflects satisfaction with available tools/programs		

Goal 2:**Identify and implement strategies that promote recruitment and retention of qualified staff.**

2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Year 1	Year 2	Year 3	Year4	Year 5
• Explore options for developing in student nurses competency for eligible hiring	Continue			
• Build leadership opportunities	Continue			
• Explore options for increasing recruitment & retention of RNs	Continue			

Yearly Goal Work Plan (2009-2010)

Goal 2:

Identify and implement strategies that promote recruitment and retention of qualified staff.

Connected to Agency Goal # 2

Year 2: 2009-2010							
Activity	Manager	Work Group ■■■■■■■■■■ Collaborators	February 2010 Benchmark	June 2009 Benchmark	Evaluation	Outcomes	Complete or Carry Over:
• Explore options for developing in student nurses competency for eligible hiring	JH	Sups Nurse Council ■■■■■■■■■■ Schools of Nursing	Research options for mentor programs	Projected plan developed	Implementation plan in place		
• Build leadership opportunities	JH	Sups ■■■■■■■■■■ Nurse Council	Identify 3 opportunities for leadership development	Opportunities/programs used	Inventory of staff participation		
• Explore options for increasing recruitment & retention of RNs	JH	Sups ■■■■■■■■■■ NurseCouncil ,		Grant funding secured/ projected strategic action completed	Implementation plan in place Revised eligibility criteria for job application		

Goal 3:

Implement high quality health services that are responsive to changing student environments (ie emerging health issues, district services, community SES status, health care systems, political, cultural,)

2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Year 1	Year 2	Year 3	Year4	Year 5
<ul style="list-style-type: none"> • Provide resources for new Hep A & Tdap immunization requirements 	Provide resources for responding to H1N1 in school communities			
<ul style="list-style-type: none"> • Provide & support evidence-based practices for lice management in schools 	Continue surveillance of lice occurrence in schools while maintaining 2008-09 procedures for ID & treatment			
<ul style="list-style-type: none"> • Identify & support tools for nurses to promote & intervene with mental health as an essential ingredient in student well-being 	Continue			
<ul style="list-style-type: none"> • Identify focus for increasing competency & services regarding mental health in students 	Continue			

Yearly Goal Work Plan (2009-2010)

Goal 3:

Implement high quality health services that are responsive to changing student environments (ie emerging health issues, district services, community SES status, health care systems, political, cultural,)

Connected to Agency Goal # 2

Year 2: 2009-2010							
Activity	Manager	Work Group ■■■■■■■■■■ Collaborators	February 2010 Benchmark	June 2010 Benchmark	Evaluation	Outcomes	Complete or Carry Over:
• Provide resources for responding to H1N1 in school communities	JS	Sups Nurse Council ■■■■■■■■■■	Identify resources & models	School immunization clinics implemented & resource information distributed	Districts & HSS staff report satisfaction with information & processes		
• Provide & support evidence-based practices for lice management in schools	JH	Sups ■■■■■■■■■■ Nurse Consultants	Provide tools to staff & nurses for completing incidence surveillance	No increase in reported cases of lice infestation	Analysis of monthly exclusion data		
• Identify & support tools for nurses to promote & intervene with mental health as an essential ingredient in student well-being	JH	Sups Naomi Bledsoe ■■■■■■■■■■ NurseCouncil Nurse Consultants		Identify 3 mechanisms	Action plan developed		

<ul style="list-style-type: none"> Identify focus for increasing competency & services regarding mental health in students 	JH	Sups Nurse Council Nurse Consultants		Implementation plan for 10-11 completed	Action plan developed		
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