



2019-2024 Strategic Plan Report

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Medical Officer of Health and CEO

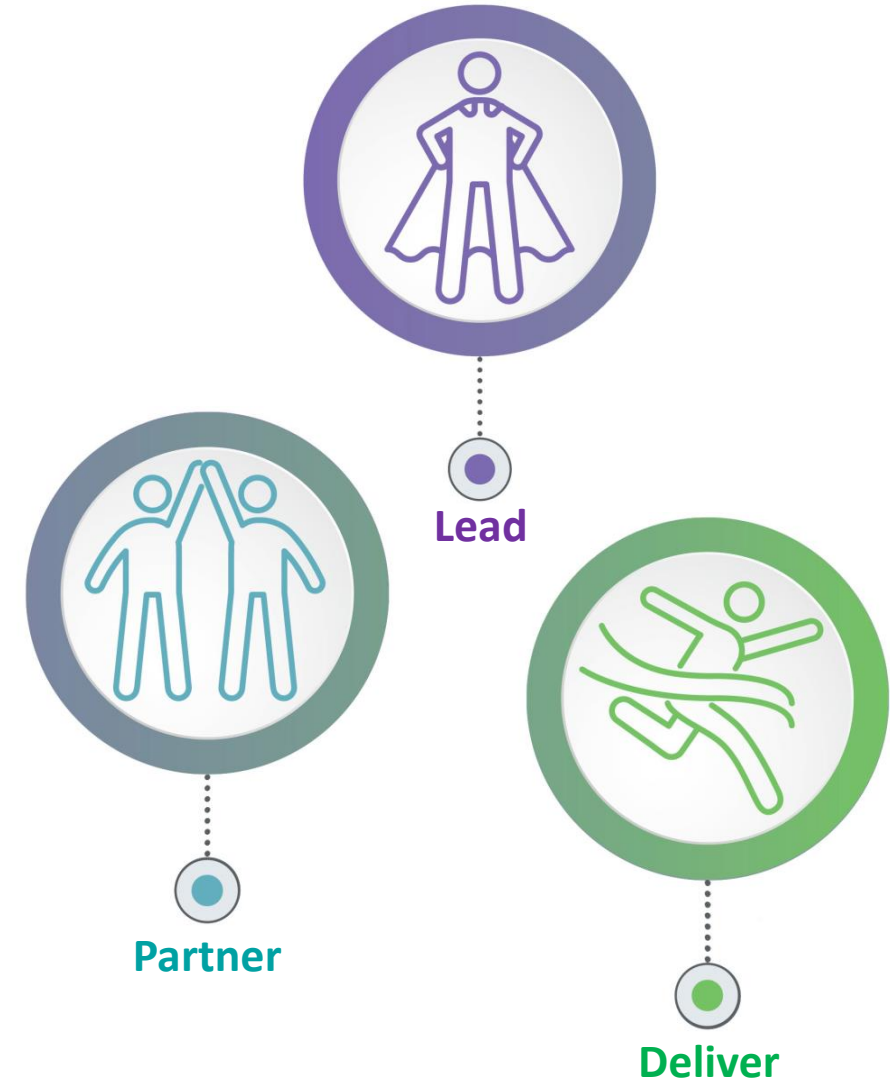
December 5, 2024. | 9:30 a.m.



OUR VALUES • TRUST • ENGAGEMENT • ACCOUNTABILITY • LEADERSHIP

Agenda

- ❑ 2019-2024 Strategic Plan Overview
- ❑ Accomplishments
 - 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.

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.”

Accomplishments: Lead



4 Pillar People Strategy

- Organizational Culture
- Leadership Development
- Health and Wellbeing
- Employee Engagement and Empowerment

For implementation purposes:

- Organizational culture was further defined to focus on Psychological Health and Safety
- Psychological Health and Safety includes the Health and Wellbeing pillar
- Leadership Development includes both People Leaders and all staff (Everyone is a Leader)
- Employee Engagement and Empowerment overlaps with all



Accomplishments: Lead

People Strategy Pillar: Leadership Development

- Adopted LEADS Framework
- Developed leadership attributes and tagline for HKPR
- Policies and Procedures
- Learning and Development
 - People Leaders
 - LEADS training
 - Everyone is a Leader
 - Identification of barriers to leadership development exercise (All Staff Day October 2023)
 - Mitigation of barriers to leadership development work initiated

Accomplishments: Lead



People Strategy Pillar: Psychological Health and Safety

- Working towards compliance with the National Standard for Psychological Health and Safety in the Workplace
 - Audit of HKPR against the National Standard completed
 - Action plan to address deficits includes development of a Psychological Health and Safety Management System (PHSMS)
- Guarding Minds@Work survey
 - Highlighted key areas for action; task group created to follow up
 - Policies and Procedures
 - Developed and launched Respectful Workplace & Code of Conduct policies
 - Learning and Development
 - People Leaders: Workplace Investigations Training, Responding to Workplace Concerns, Becoming a Psychologically Safe Leader training and followup
 - All employees: Crucial Conversations

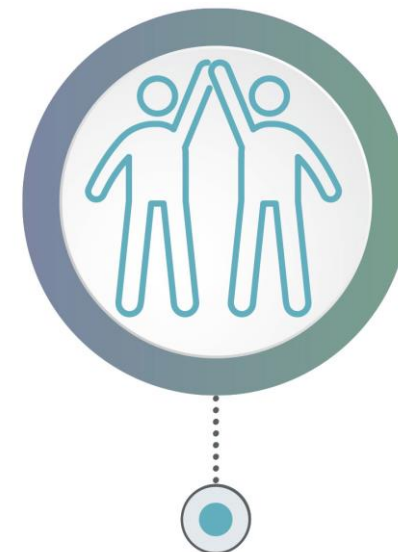
Strategic Objective: Partner

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.”

Accomplishments: Partner



- Launched new website, developed Corporate Identity and Branding Guidelines
- Media/social media presence
- Developed draft Communications and Engagement Plan
- Community Health Dashboards
 - New approach to population health data reporting (i.e. respiratory infections dashboard)
- New web-based approach to food insecurity reporting to be launched in early December (i.e. infographics, food insecurity dashboard)

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.”



Accomplishments: Deliver

Customer Experience Standard

- Launched Pledge internally and externally
- Ongoing evaluation of Pledge implementation

Community Engagement

- Developed Community Engagement Guide and piloted implementation as part of the development of the Mental Health Promotion Framework
- Engagement with members of vulnerable populations around Climate Change adaptation
- Engagement with people who use drugs to inform an updated drug strategy

Collaborative Health Record

- Launched and implemented across all program areas (with recent inclusion of environmental health related to zoonotic disease reporting)



Accomplishments: Deliver

Indigenous Engagement Strategy

- Audit of HKPR against criteria in organizational assessment tool found in <https://www.cfhi-fcass.ca/PublicationsAndResources/ResourcesAndTools/indigenous-cultural-competency-primer>
- Draft policies and procedures
- Land Acknowledgement – Conversation Circles
- Learning and development on Indigenous Cultural Competency
- Engagement with Indigenous people around Climate Change adaptation
- Ongoing relationship building with Alderville First Nation



Accomplishments: Deliver

Evidence-based public health practice

- Planning of programs and services based on priority needs as identified by data
- Shift to focus on impact objectives and outcomes
- Ongoing refinement of planning process and tools based on results of initial evaluation, annual reviews of program plans

Next Steps



‘Healthy People, Healthy Communities.’

Reach Out to Us

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