

Hastings Prince Edward Public Health Strategic Plan Progress Report January 2019 to May 2020

Community Engagement



- ☑ Created Community Engagement Action Plan and presented to the BOH September 2019. Four key stakeholder groups identified to focus HPEPH's engagement initiatives:
 1. Schools
 2. Municipalities
 3. Health care professionals/organizations
 4. Priority populations
- ☑ Continued to strengthen relationships through participation in community working groups and the development of partnerships throughout the region.
- ☑ Created and launched a new website in January 2020 with improved capacity for health care providers, educators, and clients.

- ☑ Staff engagement survey conducted in August 2019 and presented to Governance Committee in November 2019. Two key recommendations resulted from the report: 1. to review and renew the performance management process and 2. to build a culture of appreciation.
- ☑ Implemented a 360° leadership assessment survey system in December 2019 to initiate performance development plans.
- ☑ Strengthened communications team through addition of Coordinator position and re-organization of reporting relationship for Communications to Foundational Standards Manager.
- ☑ Communications Strategy developed and approved by the Executive Committee in September 2019.

Staff Engagement and Culture



Population Health Assessment and Surveillance



- ☑ Population Health Assessment and Surveillance Strategy developed and presented to the BOH June 2019. Four key priority areas were established:
 1. Improve data access, organization, management and storage
 2. Incorporate a health equity approach in the collection and analysis of data
 3. Focus on assessing, interpreting and using data products
 4. Enhance population health assessment and surveillance knowledge exchange
- ☑ Developed an Evaluability Assessment Framework for program reviews.
- ☑ Completed ten evaluations for Healthy Sexuality, Tobacco Control, Healthy Eating Behaviours, Healthy Growth & Development, Oral Health, Maternal Infant Health, Built Environment, Physical Activity & Sedentary Behaviours, RSV Prophylaxis and Road Safety programs.



Program Standards



- ☑ School Health Situational Assessment for the 2018/2019 school year completed; presented to the BOH October 2019; service delivery model developed and evidence reviews for key topic areas underway for pilot implementation Sept 2020-June 2021.
- ☑ Ongoing review and change of positions to align with strategic planning directions and new standards within a fixed budget. Significant investment in IT, Communications and Foundational Standards as part of an overall realignment of staff positions.
- ☑ Quality assurance initiatives implemented based on multi-year planning cycle and related monitoring of results using the Results Based Accountability framework.
- ☑ Action plan to address program and organizational standards incorporated into 2019 and 2020 operational plans; some delays due to time invested in modernization process and response to COVID-19.
- ☑ Health equity strategy developed in 2018 incorporated into operational planning cycle; health equity training provided to 43 staff. Strategy identifies six priorities in order to address health equity in Hastings and Prince Edward Counties:
 1. Develop a supportive organizational culture
 2. Enhance the capacity of HPEPH workforce
 3. Prioritize health equity research and surveillance
 4. Meaningfully engage priority populations
 5. Enrich multi-sectorial collaboration
 6. Educate stakeholders to support health equity action
- ☑ 24 staff and BOH members attended a Blanket Exercise in December 2019 to increase cultural awareness; 30 staff completed Ontario Indigenous Cultural Safety Program.

- ☑ Implemented multi-year planning cycle in February 2019; evaluated and revised in February 2020. Cycle focuses on four phase planning approach including:
 - ◆ Assess the evidence
 - ◆ Recommend actions
 - ◆ Plan the implementation
 - ◆ Monitor the results
- ☑ 36 staff trained in multi-year Planning Cycle through a workshop series; 17 individual Planning Cycle projects were completed in 2019.
- ☑ Created a Policy Advocacy Framework to provide guidance on how to plan, document, monitor and evaluate HPEPH policy-related efforts. The framework provides staff and the BOH with guiding principles to operationalize policy advocacy in a strategic and coordinated fashion. Policy to be presented to the BOH in June 2020 to support the framework.
- ☑ Comprehensive prioritization exercise for health promotion topic areas completed in March 2020. Results provide overall recommendations for the focus of health promotion efforts in future and will be presented to the Board of Health in September 2020.

Health Promotion

