



COUNTY OF MONTEREY HEALTH DEPARTMENT

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Administration
Behavioral Health

Clinic Services
Emergency Medical Services
Environmental Health/Animal Services

Public Health
Public Administrator/Public Guardian

Monterey County Health Department 2018-2022 Strategic Plan: Frequently Asked Questions

1. Why is it important for MCHD to produce this five-year strategic plan?

The plan is our guide to continue pursuing excellence and innovation as we demonstrate our commitment to improve environmental, social, and economic conditions that impact health. The plan includes goals, strategies, activities, and metrics to track our progress.

2. What will the Strategic Plan be used for?

The plan will help us set budget and resource priorities. Having the plan will ensure that we are implementing strategies that will help us reach our goals and keep us focused on the future.

3. Has MCHD followed other strategic plans in the past?

Yes, MCHD created its first strategic plan in 2011. The 2011-2015 Strategic Plan was 'refreshed' through a detailed process that included looking at new community assessments, staff surveys, and other local, state, and national strategies.

4. What did MCHD accomplish with the prior strategic plan?

We accounted for almost 250 accomplishments associated to the prior strategic plans three goals! Improvements were seen for 16 of our 36 long-term indicators that are associated with our Community Health Improvement Plan.

5. How was the current plan created?

The Performance Improvement and Innovations Team (PMIT), comprised of staff from across our Bureaus, worked with a consultant to 'refresh' the 2011-2015 Strategic Plan by reviewing health and community assessments developed since 2011, including the 2015 all staff survey. The PMIT drafted goals and objectives and convened all department managers and supervisors in late 2017 to develop strategies and activities. With Bureau Chief approval, the PMIT added activities and metrics to measure progress.

6. How will the new plan impact my current job, roles, and responsibilities?

Nearly all staff will see their daily activities and work unit goals reflected in the plan. MCHD conducts a considerable amount of mandated work that is not necessarily represented in the plan, as the plan is focused on strengthening areas identified as needing the department's concerted efforts. Personal performance goals will remain in effect as they are set between you and your supervisor.

7. What areas will the current plan target?

The four goals of the plan are to empower the community to improve health; enhance public health and safety through prevention; ensure access to culturally and linguistically appropriate, customer-friendly, quality health services; and engage MCHD workforce and improve operations functions to meet current and developing population health needs. All four goal areas are vitally important for MCHD's work towards together creating a healthy, safe, and thriving Monterey County.

8. Where can I find more information regarding the 2018-2022 Strategic Plan?

The 2018-2022 Strategic Plan, informative materials including a short, informative PowerPoint presentation for staff are currently posted at: www.mtyhd.org/strategicplan. Updates and reports will be posted there and featured in upcoming Health Dispatch articles.

For more information on the Strategic Plan, please contact Krista Hanni at hannikd@co.monterey.ca.us.