

GRUNDY COUNTY HEALTH DEPARTMENT
Strategic Plan 2023 - 2026

Approved, April 2023

Mission: To Preserve, Protect, and Promote the health and well-being of Grundy County.

Vision: Healthy People, Thriving Communities, Vibrant Futures.

Priority 1: Clients	
Goal 1	By December 2026, increase accessibility of applicable programs.
Objective 1	By December 2026, review hours of operation and need for each program.
Task 1	At least annually, administer client surveys assessing needs.
Task 2	Analyze hours with most appointments and consider how changes would impact this.
Objective 2	By December 2026, offer mobile services.
Task 1	Work with County IT to assess needed technology: software, laptop, docking station, hot spots, etc. Evaluate current inventory, and coordinate ordering of anything needed.
Task 2	Collaborate with partner agencies to determine location of mobile services, if not within resident home.
Task 3	Consult State Attorney Office and liability provider to determine coverage and identify existing gaps.
Task 4	Consult State Attorney Office and liability provider to determine liability of transporting clients, and overcome obstacles associated with transporting clients.
Objective 3	By December 2026, enable more web-based capability for public.
Task 1	Work with County IT to revise webpage to include fillable forms, electronic submission. Generally create more user-friendly web.
Task 2	Work with software providers and County IT to enable online scheduling for appointments
Task 3	Evaluate EMR and other software programs to maximize efficiency and revenue collection
Objective 4	By December 2026, be contracted with health insurance companies that are relevant to community needs.
Task 1	Review insurance providers of various employers in Grundy.
Task 2	Review insurance providers of current clients.

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Goal 2	By December 2026, expand services to offer prevention, early intervention and crisis mitigation.
Objective 1	By December 2026, review existing GCHD services and those of partner agencies, identifying gaps as presented through needs assessments
Task 1	Nursing: Explore STI program expansion and "healthy families," identifying sources of revenue and potential funding needs
Task 2	Environmental Health: Pursue standardization of practices and policies by following FDA guidelines
Task 3	Behavioral Health: Implement comprehensive case management and peer support recovery programs
Task 4	Senior Programs: Enhance SHIP program, outreach services and companionship services
Task 5	Public Health Emergency Preparedness: Maintain or create plans and partnership to address changing public health crises
Objective 2	By December 2026, offer services in an environment that is accessible for all and supported by person-centered and trauma-informed practices.
Task 1	Leadership participate in trainings related to creating a trauma-informed environment through policies and procedures
Task 2	Staff participate in person-centered trainings, related to providing compassionate care and helping to create healthier persons
Task 3	Collaborate with complimentary services for the benefit of residents, attending local and regional coalition meetings, participating in resource fairs and providing space within the Health Department area for "flex" office space for agencies
Task 3	Expand services to be inclusive and accessible for persons whose primary preferred language is different than English.

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Priority 2: Workforce	
Goal 1	By December 2026, maximize professional development of Board Members, Leadership and Staff
Objective 1	By December 2026, evaluate existing involvement in associations and coalitions to determine benefit to workforce and residents.
Task 1	Assess which associations are available, learn about benefits, benchmark with colleagues. Then budget for and pursue.
Objective 2	By December 2026, reorganize Organizational Chart to reinforce efficiency
Task 1	Expand organizational chart and responsibilities to meet changing needs of community.
Task 2	Expand organizational chart and responsibilities to provide for growth, encourage advancement and provide coverage during lapse of staff (cross training).
Objective 3	By December 2026, provide consistent empowerment to staff for growth and new challenges
Task 1	Allocate at least \$350/person for annual professional development of each staff person
Task 2	Provide an outlet for staff to share new information with other staff members
Task 3	Encourage diversity of trainings that are geared toward supporting current role, and development of skills to be eligible for advancement.
Task 4	Encourage staff to participate in community forums, meetings and represent the Health Department well in all aspects.
Goal 2	
Goal 2	By December 2026, workforce and Board will be representative of demographics of Grundy County residents
Objective 1	By December 2026, have a process in place by which demographics of County are regularly evaluated.
Task 1	Evaluate demographics of Grundy County, compared with staff and Board members
Objective 2	By December 2026, enhance relationship with institutions of higher education, workforce boards and other agencies to recruit qualified persons of interest to Grundy County.
Task 1	Strengthen existing relationship and develop new ones

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Goal 3	By December 2026, evaluate and make available tools and support resources deemed necessary for staff to complete tasks, and to aid in a secure environment for clients and staff.
Objective 1	By December 2026, work with County leadership to appropriately staff IT and Safety needs of Health Department
Task 1	Evaluate Health Department needs and match with available resources.
Goal 4	By December 2026, formalize opportunities to engage future generations of public health employees
Objective 1	By December 2026, evaluate areas in which internship assistance would be valuable to employees and also develop a pipeline of public health professionals
Task 1	Evaluate opportunities in programs for interns
Objective 2	By December 2026, formalize ways in which GCHD engages with students to teach about opportunities in public health
Task 1	Participate in career fairs, government day and others
Task 2	Participate with Grundy Area Vocational Center and Univ of IL Extension Office
Goal 5	By December 2026, serve as a competitive employer with compensation package, benefits and positive work culture
Objective 1	By December 2026, work with collective bargaining unit to perform wage analysis, ensuring wages are adjusted according to actual cost of living increases.
Task 1	Regularly evaluate wages & compensation package, comparing against market value and competency.
Objective 2	By December 2026, work with County leadership to identify resources to allow for growth in compensation and benefits.
Task 1	Explore external funding to satisfy demands
Objective 3	By December 2026, provide opportunities for informal collaboration among staff
Task 1	Support ad hoc committees committed to staff development, team building and fun.
Objective 4	By December 2026, annually administer employee survey.
Task 1	Annually, administer employee surveys assessing strengths and areas in which to grow.

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Goal 6	By December 2026, strengthen volunteer Corp to aid in emergency situations and special events
Objective 1	By December 2026, increase opportunities for recruitment of Medical Reserve Corp events
Task 1	Develop annual calendar of recruitment efforts
Objective 2	By December 2026, increase opportunities for participating in Medical Reserve Corp events
Task 1	Develop annual calendar of training efforts

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Priority 3: Community	
Goal 1	By December 2026, engage partners for the advancement of mission and addressing community health needs.
Objective 1	By December 2026, utilize existing coalitions to serve as advisory board of services, or develop advisory board in the absence of existing coalition.
Task 1	Evaluate existing coalitions and determine feasibility of using as advisory board
Objective 2	By December 2026, maximize opportunities to meet all residents with education related to prevention and health promotion.
Task 1	Develop & implement formal public health education and promotion plans.
Task 2	Participate in existing community events, providing health promotion
Goal 2	
Objective 1	By December 2026, administer stakeholder survey to assess successes and challenges.
Task 1	Annually, administer stakeholder surveys assessing needs.
Goal 3	
Objective 1	By December 2026, complete Community Health Needs Assessment for the development of the 2026-2031 IPLAN for IDPH.
Task 1	Work cooperatively with contractual agency to guide data collection process.
Task 2	Purposefully invite a variety of stakeholders representative of all Divisions and services to participate in Community Health Needs Assessment.
Task 3	Work with partner agencies to identify gaps in service and sustainable solutions for the community.