

**November 9, 2022 Board of Health Meeting  
County Courthouse, Room G-302**

The Board of Health convened in open session at 5:17 pm  
The meeting was called to order by Merey Price

**Board Members Present**

**Quorum is reached**

Don Bodeau  
Mark Kaeding  
Merey Price  
True Vue  
Terry Miskulin  
Emily Berge

**Board Members Absent:**

Jennifer Eddy  
Kim Cronk

**Staff Members Present:**

Lieske Giese  
Emily Dejka  
Cortney Sperber  
Marisa Stanley  
Gina Holt (recorder)

**Order of Agenda Request to pull items from Consent Agenda**

- None requested

**Public Comment:**

- None made

**Intro and overview of Work Session**

Our goal is to discuss overall health department and walk through the draft strategic plan.

**Facilitated discussion -Health Department Scope of Work and Priorities**

- Our Board of Health goal is not to rewrite existing priorities, but to remind us of top-level priorities that are going on in the department.
- The board of health goals and priorities will additionally need to be looked at in 2023.
- The Health Department follows State Statutory Administrative Rule requirements, Ordinance requirements, PHAB accreditation requirements.
- Funding, workforce, and legal authority continue to be important places to focus on at the National, State, and local levels.
- More than half of Health Officers in Wisconsin have turned over since the pandemic. In our region this level is even higher. Health department staff turnover throughout the state is also a concern.
- Funding at both the local and federal level continue to be an issue.
- We have a lot of strength in our ability to have a strong operational frame with the way that our Health Department is structured.

**Health Department 2023 Strategic Plan Draft Discussion**

- This is a three-year Strategic Plan starting in January 2023.
- We have a cross divisional team who have been meeting monthly as well as soliciting feedback at all staff meetings as well as attending SOAR (strengths, opportunities, aspirations, and results) sessions that the State facilitated.

- Draft Mission Statement: Building a healthier community for all through prevention-focused programs and partnerships. Discussed process to arrive at draft.
- Draft Vision Statement: A community where everyone can live a healthier life.
- Draft Guiding Principles: There were seven principals in the previous strategic plan, the group paired that down to five.
  - **Collaboration:** We seek and value the diversity and contributions of our partners and community to improve health.
  - **Equity:** We strive to ensure that access, resources, and opportunities are provided for all to succeed and grow.
  - **Integrity:** We act with the highest standards of public health practice in our work.
  - **Prevention:** We work proactively to build resilience against negative health outcomes.
  - **Quality:** We use data and evidence to provide programs and services that meet the needs of our community.
- Draft Strategic Goals: there were an overwhelming number of goals and strategies in the previous plan, and we really wanted to make this attainable in three years.
  - **Themes:** Data, workforce development, finances, partnerships/collaboration
  - **Goal #1:** Engage the community and expand relationships in collaborative efforts to improve health.
  - **Goal #2:** Strengthen our workforce and operations strategies to support quality programs and partnerships.

**Board member discussion and questions:**

- How easy are the goals to measure? We are working on creating measurable and action-based strategies.
- Board members express that they appreciate the simpler and more operational format of the new plan.
- The drafted plan is clear and concise and meshes with priorities.
- Components of these goals have been mentioned and discussed at nearly every board meeting. Makes sense that these are in the draft.
- The goals capture exactly what we need to be looking at.
- The goals set the stage for the work that we do.
- Staff retention and workforce development is such an important part to focus on. The increased staff flexibility is a great change and opportunity.
- What were staff priorities? Staff shared that they are happy with: Being a city/county health department, programing, leadership, a supportive board of health. Things to work on: Community support, thinking outside the box for programs and services.
- Data and outcome data will be part of the goals. Program evaluation and understanding the impact of services.
- Community Health data is readily available, and we also know that we need to continue to work on making it more accessible.
- It is suggested using language that is gender neutral throughout the strategic plan.
- Topics such as recruitment and retention are important for goals. Are their opportunities for staff development, etc.
- Planning around flexible and sustainable funding.

- Collaborative efforts with the community and working with non-profits throughout the community.
- If everything is a priority than nothing is the priority. Staff are hoping to limit strategies to ten or under.

**Board members are asked opinions on the format of the strategic plan as well as reporting and tracking output.**

- One page summary would be great.
- Keeping the mission and vision on the top of the agenda is a good idea.
- Perhaps the core tasks, the things that we must do that are not strategic planning goals should be mentioned. Something stating this is what we do, and therefore the need for funding.

**Requests from Board members for future agenda items to be given consideration**

None made

Next scheduled BOH meeting is December 14, 2022 at 5:15 p.m.

Merrey Price adjourned the meeting at 6:55p.m.