



# Saint Louis County Department of Public Health

## STRATEGIC PLAN

### 2020 – 2025

The Strategic Plan outlines a bold path for the Saint Louis County Department of Public Health (DPH) to advance its mission and work toward achieving its vision of healthy people, a healthy environment, and equitable communities.

#### Mission, Vision, Values

##### **Our Mission**

To promote, protect, and improve the health and environment of the community.

##### **Our Vision**

Healthy people, healthy environment, equitable communities.

##### **Our Values**

We believe in:

- Being a public health leader in the community;
- Providing equitable access to services and resources;
- Being responsive to the changing needs of our community;
- Operating in an ethical, transparent, and fiscally responsible manner; and
- Serving our community with dignity and respect.

Staff identified three **cross-cutting themes** as critical for the success of initiatives in all priority areas: 1) equity, 2) communication, and 3) quality improvement

# Priorities with Goals and Objectives



## Priority #1 Champion Equity

**Goal: DPH operations are informed by an equity lens and community voice.**

- Objective 1: By 2025, DPH will increase incorporation of diverse community voices into its decision-making.
- Objective 2. By 2025, DPH will incorporate the principles and practices of a health equity framework as standard practice.



## Priority #2 Data Innovation

**Goal: DPH's workforce and community partners have access to the data and skills to make data-driven decisions.**

- Objective 1: Public health data is collected, analyzed, shared, and utilized to inform policy and program decisions.
- Objective 2: DPH will strengthen participation in collaborative data efforts by increasing data utility for community partners.



## Priority #3 Transformational Operations

**Goal: DPH operations reflect innovation, accountability, transparency, and continuous quality improvement.**

- Objective 1: DPH systematically recommends adjustments to the health code to ensure alignment with evidence-based public health practice.
- Objective 2: DPH policies and procedures address current administrative and management considerations.
- Objective 3: Implement new fiscal practices to support a financially healthy department by 2025.
- Objective 4: A culture of continuous quality improvement is integrated into all programs and processes by 2025.
- Objective 5: DPH has formal internal communication channels activated by 2025.



## Priority #4 Workforce Investment

**Goal: DPH supports a capable, adaptive, diverse, and mission-driven workforce.**

- Objective 1: By 2025, workplace culture and recruitment/promotion practices more intentionally foster diversity and inclusion.
- Objective 2: By 2025, increase the percentage of staff who feel valued and engaged in how their teams' work contributes to DPH's mission.
- Objective 3: By 2025, DPH is a learning organization with a professional development infrastructure that strengthens public health competencies and affords opportunities for career advancement.

**Priority**—Key issue that provides a focus for planning

**Goal**—Long-term outcome representing a change in the priority area

**Objective**—Short-to-intermediate-term outcome that is concrete and tied to achievement of goals