

Georgia Board of Public Health

June 12, 2018

Agenda

- Call to order
- Roll Call
- Approval/Adoption of Minutes
- Commissioner's Update

Cynthia Mercer, M.D., Board Chair

Robert Harshman, M.D., Board Secretary

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J. Patrick O'Neal, M.D., Commissioner

Quality, Performance & Accreditation

Chanelle Avila, MPA/Director, Office of Quality, Performance & Accreditation



Building Blocks to Greatness

Culture of Quality



Building Blocks to Greatness



Performance Management



Quality Improvement



Good to Great



Accreditation



Health Equity



Diversity

Performance Management

- Finalizing strategic plan annual report to OPB (due June 30, 2018)
- Roll out performance management system to all programs
- Programs to complete customer satisfaction assessments

Quality Improvement

- Soliciting new QI projects – submissions due June 22, 2018
- In-person QI training – September 2018
- Quality Training to Improve Performance (Q-TIPs) monthly learning sessions

Good to Great

- Good to Great concept trainings – April 2018
- Programs' diagnostic assessments – in progress
- Programs' work plan development - July 2018
- Implement Built to Last concepts – by December 2018
- Program and district specific trainings (with consultant)

Accreditation

- Documentation submitted
- Domain presentations – in progress
- Planning for mock site visit and site visit
- Site visit scheduled **October 24 and 25**
- Annual review of State Health Improvement Plan (SHIP) with partners – July 20, 2018

Health Equity

- Health Equity Policy
- Newly formed Health Equity Committee
- Developing health equity training for all staff
- Planning state-wide health equity forum

Diversity

- Developing internal diversity committee
- Developing diversity training for all staff

Employee Engagement



Lee Rudd/ Chief Workforce Management Officer

Employee Engagement

- Measuring Employee Engagement – 1st time
- Extent to which employees:
 - Feel passionate about their jobs
 - Are committed to the organization
 - Put discretionary effort into their work
- Measure progress annually



U.S. Employee Engagement 2017

	Private Sector 	Public Sector 
Actively engaged	44%	29%
Somewhat engaged	35%	44%
Actively disengaged	21%	27%

Why Employee Engagement

- Productivity increases by 21%
- Employee turnover decreases by 25%
- Increases our ability to attract talent
- Employee absenteeism reduce by 20%
- Workforce “well being” improves
 - Negative correlation to depression, exhaustion and efficiency



Sources: Study in Netherlands, 2008; Gallup Organization, 2017

Employee Engagement Survey

- Survey underway - mid June completion
- Analysis and feedback - August 2018
- Communicate results - September 2018
- Form employee action team - September 2018
- Implementation of improvements - October 2018



Division of Strategic Partnership & Policy

David Bayne, MPH/Director, Strategic Partnership & Policy



Closing Comments

Cynthia Mercer, M.D., Board Chair

The next Board of Public Health meeting is scheduled for Tuesday, July 10, 2018 @ 1 p.m.

To be added to the notification list for upcoming meetings,
e-mail: dawn.sparks@dph.ga.gov