

St. Louis County Public Health Division

Strategic Plan

Mission

Promoting healthy people and communities through prevention and population-focused programs

Values

The values we articulate and model set the foundation for our success as an organization. They communicate where we want to go and how we operate. These values underlie our work, how we interact with each other, and which strategies we employ:

- ✓ Honesty
- ✓ Respect
- ✓ Forward-thinking
- ✓ Teamwork
- ✓ Integrity

Vision

The St. Louis County Public Health Division leads in public health practice through implementing forward-thinking, population-based, prevention programs. Our practice is guided by the on-going assessment of community needs, and by maintaining internal and external partnerships. Our work is done to assure that all residents of St. Louis County will live in a healthy, equitable, and safe community.



Strategic Priorities

The strategies are the things that we can do to achieve the mission and vision.

Public Health Practice

Foster innovative public health practice

- Invest in continuing education (look to and use other innovative practices, available resources, and research)
- Use technology to its fullest potential
 - Evaluate programs
- Broaden the PH disciplines and diversity of our workforce
- Promote, encourage and reward creativity and innovation

Partnerships

Strengthen partnerships within our division, department and community

- Understand each other's work
- Find areas of common opportunity (Participate in multi-disciplinary teams)
- Reach out: offer assistance, expertise (Sponsor PH events, including key stakeholders; promote/market PH)
- Have fun together

Staff Development

Promote a positive professional environment where all colleagues feel supported, valued and empowered

- Support and practice results oriented work
- Acknowledge staff accomplishments and work
- Implement feed-back loops (division, program, individual)
- Develop both role-specific orientation and shared-overview orientation

Work Model

Establish a clear organizational structure for doing our work

- Identify how time is used (conduct data analysis regarding hours dedicated and hours needed to accomplish work)
- Establish clear roles and responsibilities
- Establish decision-making processes
- Establish clear expectations for work