

## **Division Workforce Development**

*To address our mission through 2012, the Division believes a strong workforce and healthy workplace are needed. Each Bureau has set the following specific priorities:*

### **Communicable Disease Control, Emergency Preparedness and Training Bureau**

- Develop detailed program and bureau orientation materials and plans to assist with development of new staff members.
- Promote communication through regular section and bureau meetings, collaborative projects and timely employee evaluations.
- Periodically review and update procedures and protocols, with an emphasis on protocols detailing collaboration between sections of the bureau, division and outside agencies.

### **Laboratory Services Bureau**

- Have regular team or section meetings to maintain communication and a forum for discussion.
- Update written procedures and protocols in all areas of the bureau.
- Have regular one-on-one meetings with supervisors and commit to timely performance evaluations.

### **Family/Community Health Bureau**

- Facilitate bureau-wide communication by continuing routine bureau, section and one-on-one meetings and by planning and conducting at least one bureau meeting focusing on relationship and team building.
- Increase collaboration between communicable disease and Maternal Child Health programs by assuring staff participation in weekly communicable disease meetings.
- Increase coordination between chronic and Maternal Child Health programs on obesity, injury prevention and tobacco prevention by partnering on local implementation plans.

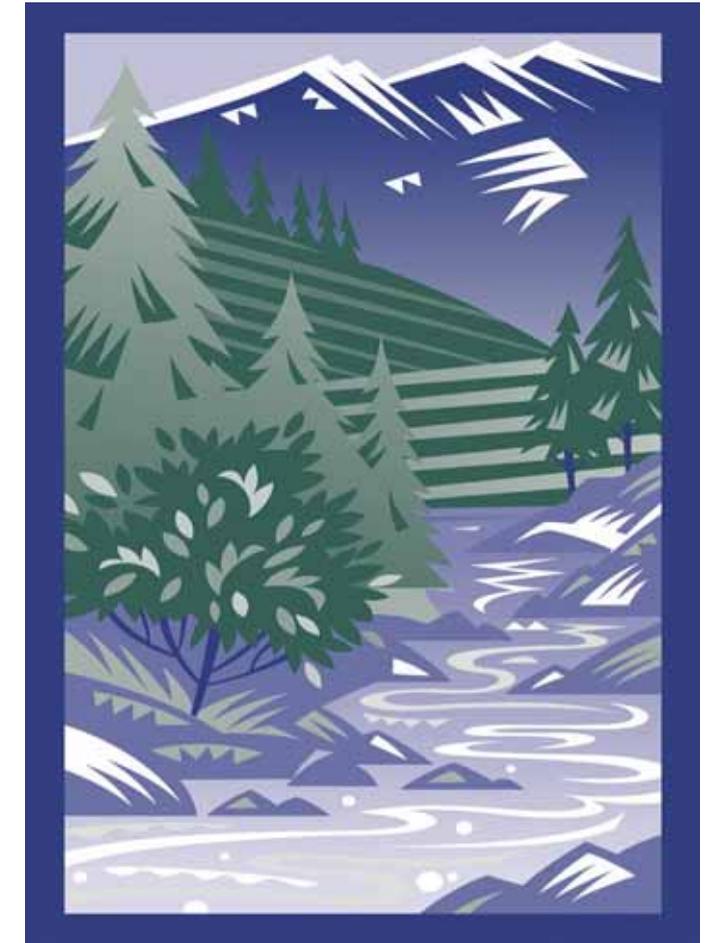
### **Financial, Operations and Support Services Bureau**

- Develop and provide on-going training in contracting policies and procedures for Division staff beginning in October 2009.
- Institute monthly meetings between Division financial staff and Bureau financial staff to open lines of communication and provide each with upcoming budget and grant change information.
- Increase employee awareness of the information systems that are supported and used in the Division.

### **Chronic Disease Prevention and Control Bureau**

- Build relationships across sections and programs by having Section to Section meetings.
- Share information and identify partner projects within the Bureau and across other Bureaus.
- Develop a resource list within the Bureau identifying staff with expertise in various processes and systems.

## **Public Health & Safety Division 2007—2012 Strategic Plan (2009 Update)**



Montana Department of  
Public Health & Human Services

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# The role of the public health system is to assure the conditions necessary for people to live healthy lives through community-wide prevention and protection programs.

The mission of the Public Health and Safety Division is to improve the health of Montanans to the highest possible level.

## Health Improvement Priorities

*To address our mission through 2012, we will strengthen those public health programs that yielded some of the most remarkable public health improvements during the 20th century and address public health issues for which there is a science base of proven interventions.*

- Increase childhood immunization rates for Diphtheria, Tetanus, Pertussis and other condition vaccine preventable conditions.
- Increase adult immunizations rates for seasonal influenza and pneumococcal vaccination.
- Maintain quality, state of the art and timely laboratory services.
- Enhance food and consumer safety and other environmental health programs.
- Maintain programs that provide services to women (pre-pregnancy, prenatal and post-natal) and children.
- Promote reproductive and sexual health and control sexually-transmitted diseases.
- Increase the percentage of healthy Montana babies (under 1 year) by promoting: the baby-on-back sleep position and safe environments; and adequate prenatal care to include breastfeeding education, smoking cessation and substance abuse interventions for pregnant women.

*To address our mission through 2012, the Division will emphasize the following health improvement priorities.*

*These are major public health issues that are currently not being addressed or are not being adequately addressed, with an emphasis on issues for which there is a science base of proven effective interventions.*

- Reduce unintentional injuries and deaths among Montanans from motor vehicle occupant crashes, falls, poisoning and other preventable injury-related risk factors.
- Increase the number of tobacco-free Montanans by: promoting the prevention of youth and adult tobacco use; promoting programs for the cessation of tobacco use; and supporting policies that reduce tobacco use and the public's exposure to second-hand smoke.
- Increase the number of Montana citizens who achieve and maintain a healthy weight by: establishing programs to increase physical activity and improve dietary choices; and promoting community, home, and workplace environments that encourage healthy behavior and habits.
- Reduce chronic diseases (e.g.; asthma, cancer, heart disease, stroke, diabetes) in adults by promoting healthy lifestyles, prevention education and awareness, early detection, and efforts to improve health care delivery.
- Prepare to respond to disease outbreaks and other public health events and emergencies through high-functioning communicable disease surveillance and control.
- Respond to public health events and emergencies by supporting an integrated Public Health Emergency Preparedness system.

## Public Health System Improvement

*To address our mission through 2012, the Division believes a strong public health system is needed. This Division will actively pursue the following actions.*

- Continue to build the Division's epidemiology, surveillance and analytical capabilities and turn public health surveillance data into information for public health action. Increase and enhance use of vital records, communicable disease, Behavior Risk Factor Surveillance System, hospital discharge and other datasets.
- Use evidence-based practices and interventions and accepted public health system standards and guidelines.
- Actively support use of the National Public Health Accreditation Board's standards of practice for state and local public health agencies in Montana.
- Maintain up-to-date public health statutes and administrative rules.
- Maintain a monthly communication with relevant, timely public health messages to public health professionals, health care providers and other public health system partners.
- Support and enhance a stable, well-trained public health workforce. Provide professional development and training opportunities for state and local public health professionals.
- Improve existing public health information technology and apply new technologies as needed.