



Howard County
Local Health Improvement Coalition
Strategic Planning 2014
Data Review

GUIDING PRINCIPLES

VISION

All residents of Howard County will have access to health care and health outcomes will be equitable for all.

MISSION

Howard County's LHIC works to achieve health equity in HC and to identify and reduce health disparities.

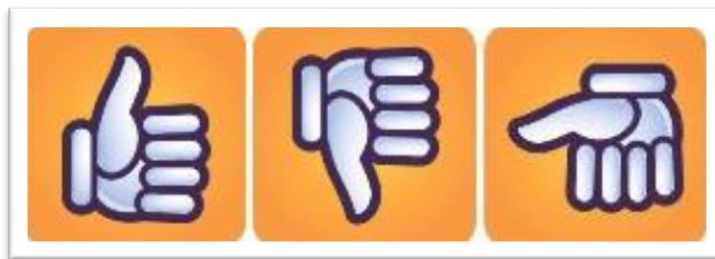
VALUES

Evidenced-Based; All stakeholders have a voice; inclusive of HC diverse community; collaboration; transparency.

Ground Rules

- Respect each other's opinion
- Always have the good of the HC citizen in mind
- Limit side conversations
- Stay on task
- Follow agreed upon decision making process

Consensus Decision Making



Thumbs up

support

Thumbs sideways

can live with it

Thumbs down

don't support

Thumbs down, 3 minutes will be provided for those individuals to voice their concerns. The decision will then go back on the table and the facilitator will check for consensus.

Supermajority is a show of hands. Will only be used if consensus can't be reached. The decision will pass with two-thirds plus 1 person in favor.

Data Presentation Overview

- Review/Discuss Data
- Discuss Emerging Themes
- Prioritize Strategic Priorities

Data Collection Methodology

- **Document review**

Meeting minutes; 2012-2014 LHIC Action Plan; LHIC workgroup meeting minutes; DHMH-LHI Process; organizational membership; SHIP indicators

- **Initial strategic planning committee meeting**

- **Key stakeholder interviews (9)**

- **LHIC survey**

70% response rate [n=60]

43% of respondents in Healthy Weight workgroup

24% of respondents in Access to Care workgroup

19% of respondents in Behavioral Health workgroup

14% did not participate in workgroup/skipped workgroup questions

Data Gathering Common Themes

- Strong consensus (90%) that LHIC has great potential to impact overall health in Howard County.
- LHIC overall and workgroups need to make progress and have accomplishments.
 - Key to meeting this need is revisiting/redefining your role and purpose, and development of your governance structure and operational rules/bylaws.

Data Results: Accomplishments

- Engaging high number of motivated members in a network/coalition;
- Developing consensus on 3 priority areas and 2012-2014 action plan;
- Collaborating on development and implementation of Health Assessment Survey;
- Garnering support for revisions to school wellness policy;
- Directing consumers to County resources and health insurance.

Data Results: Strengths – Full LHIC

■ SURVEY

- Clear purpose and relevant priorities
- Membership is representative of key players in health care in County
- Participating in LHIC is valued by both organizations and individual representatives
- Meetings – adequate opportunity to participate; valued ideas; meeting time and location convenient; some collaboration
- Size: not too large; does not impact level of participation or impede success

■ INTERVIEW

Membership

- Inclusive/Diverse
- Motivated
- Networking

Collaboration

- Data sharing
- Connects to community
- Information sharing
- Implementation of shared projects between agencies

Staff

- Great support
- Good communication
- Facilitation/Staffing
- Networking

Data Results: Challenges – Full LHIC

■ SURVEY

- Lack of progress and unclear accomplishments, strongly linked to key obstacles:
 - Unclear role, direction, authority, and impact
 - Membership/participation issues
 - Process issues
 - Governance issues
 - Unequal power dynamics

■ INTERVIEWS

- Limited funding to implement initiatives
- Authority of LHIC to make decisions
- Lack of accomplishments
- Unclear organizational structure
- Motivation: keeping people engaged and excited
- Unequal perceived power structure

Data Results: Workgroups Strengths and Challenges

- All workgroups agree that regular meetings are needed.
- 2 of the 3 workgroup (HW and BH) members agree they have adequate opportunities to participate in meetings.
- Members who report that their workgroup consistently meets outside of regular, full LHIC meetings also agree that:
 - Meetings are well organized (BH)
 - Meetings are a good use of time (BH)
 - Most attendees participate in discussions (HW, BH)
 - Everyone has equal voting in decision-making (BH)
 - Agree that it is important for community members to attend their meetings (HW, BH)
 - Agree that their members work well together and collaboration is strong among their members (HW, BH)
- All workgroups agree that there are no mechanisms in place to resolve conflicts between members, and that there are no effective processes in place to track completion of assignments by members

Data Results: Future Role/Direction of LHIC

- Revisit and revise priorities and action plan; implement objectives from action plan
 - Define workgroups purpose and direction, and revisit their current implementation strategies
- Stand-alone organization? Networking only agency? Both based on LHIC's authority to make and implement decisions.

Data Results: Internal Needs

- Clear leadership and governance structure including operational rules/bylaws/decision-making procedures;
- Develop workgroup action plans and member accountability procedures;
- Staff to help monitor progress, assist in overcoming challenges/barriers, provide process for feedback from members, and promote communication within and across workgroups;
- Secure funding to implement objectives of action plan.



- From this data, where do you see opportunity LHIC in moving forward over the next 1-3 years?
- Where do our strengths cross external trends? What do we need to “build” in order to move in positive direction?

Strategic Questions

1. What LHIC strengths will fuel future progress and accomplishment?
2. How can LHIC take a more clearly defined and active role in improving health outcomes in Howard County?
3. What is the most effective governance structure and decision making model to improve LHIC effectiveness and impact?
4. What partnerships are critical for LHIC success?
5. How does LHIC develop and increase its funding base?
6. What internal and external infrastructure needs strengthening to enhance LHIC sustainability?

Strategic Priorities

■ Organizational Structure

- Governance: rules, by-laws, operating guidelines
- Decision making procedures
- Reporting and Follow-up
- Feedback/Evaluation

■ Action Plan

- Review 2012-2014 plan/priorities
- Update and refine 2014-2016 plan


Strategic Priorities

- Funding Initiatives
- Coalition Development
 - Membership roles and responsibilities
 - Balance of power
 - Leadership development
 - Diversity/Inclusion
 - Meeting productivity: schedule/facilitation
 - Workgroup support

HOMEWORK

- Determine which Strategic Priority you are most interested in and develop one written goal for that priority.
- Submit goal in writing to Alisha Wolf by March 21st.

Strategic Planning Retreat ♦ April 3rd ♦ 9am-5pm
The Hawthorn Center,
6175 Sunny Spring, Columbia, MD



"No lasting achievement is possible without a vision, and no dream can become real without action and responsibility."

William Butler Yeats