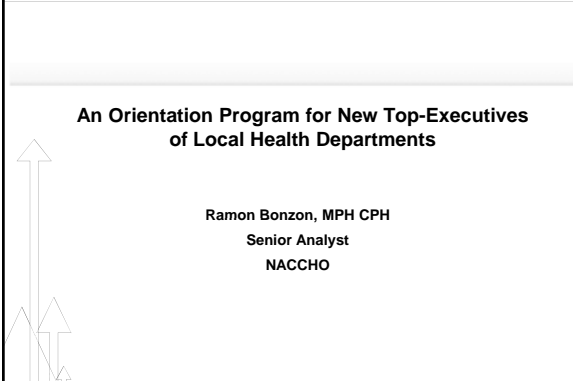



Survive and Thrive
Roadmap for New Local Health Officials

APHA Annual Meeting
November 10, 2009
2:30-4:00 p.m.

Survive and Thrive
Roadmap for New Local Health Officials



**An Orientation Program for New Top-Executives
of Local Health Departments**

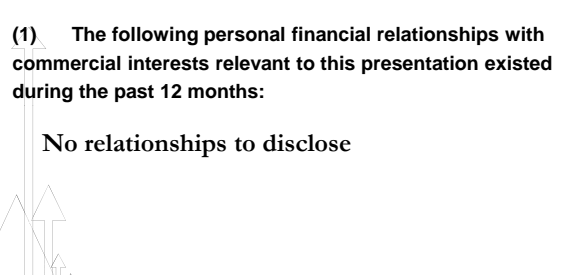
Ramon Bonzon, MPH CPH
Senior Analyst
NACCHO

Presenter Disclosures

Ramon L. Bonzon

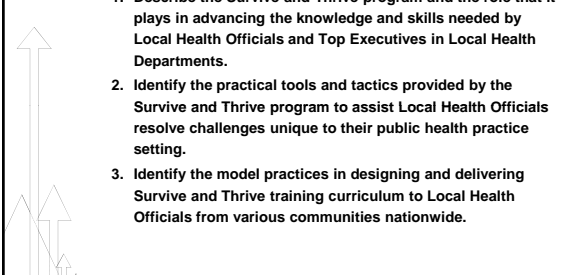
(1) The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose



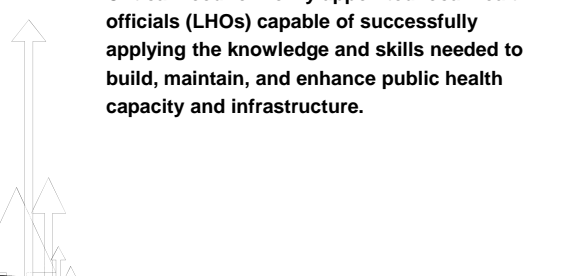
Objectives

1. Describe the Survive and Thrive program and the role that it plays in advancing the knowledge and skills needed by Local Health Officials and Top Executives in Local Health Departments.
2. Identify the practical tools and tactics provided by the Survive and Thrive program to assist Local Health Officials resolve challenges unique to their public health practice setting.
3. Identify the model practices in designing and delivering Survive and Thrive training curriculum to Local Health Officials from various communities nationwide.



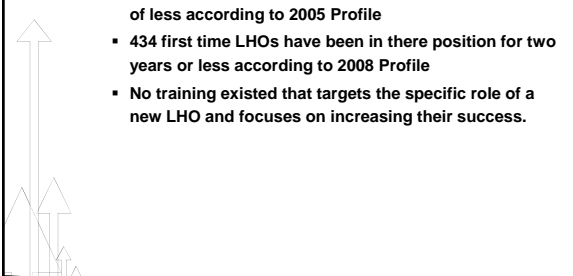
The Problem

Critical need for newly appointed local health officials (LHOs) capable of successfully applying the knowledge and skills needed to build, maintain, and enhance public health capacity and infrastructure.




The Need

- 27% of LHOs have been in there position for two years or less according to 2005 Profile
- 434 first time LHOs have been in there position for two years or less according to 2008 Profile
- No training existed that targets the specific role of a new LHO and focuses on increasing their success.



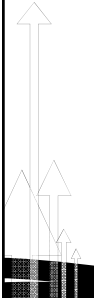
Funding

- Support for this project was provided by a grant from the Robert Wood Johnson Foundation




Curriculum Development

- **Advisory Board made up of Stakeholders**
 - Seasoned and New Local Health Officials
 - Association of State and Territorial Health Officials
 - Association of State and Territorial Local Health Liaison Officials
 - National Association of Counties
 - National Association of Local Boards of Health
 - Centers for Disease Control and Prevention
 - National Network of Public Health Institutes
 - North Carolina Institute of Public Health



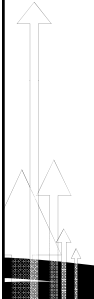
Curriculum Development

- Curriculum Designers and Evaluation Consultants work in conjunction




Goals of the Project

- Goal 1: To prepare new LHOs with the necessary knowledge and skills to succeed within the multi-faceted environment of local public health practice
- Goal 2: To test the curriculum and implementation of methodology
- Goal 3: To develop an "esprit de corps," build networks, and instill a sense of pride in being a LHO



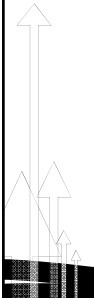
What is Survive and Thrive?

- Year-long orientation program
- Components
 - Coaching
 - Peer-peer learning
 - Networking
 - Individual development plan
 - Learning Modules – 3 Workshops
 - 360 Performance Evaluation, Self-Assessments (Emergenetics and Decision Style Profile) and readings
 - Robust Evaluation – CQI



Five Critical Competencies

- Competency 1: Clearly describe their roles and responsibilities within their local health departments (LHD) and their LHDs' roles and responsibilities within their local public health systems to their staff and a variety of public audiences
- Competency 2: Effectively engage elected officials, governing boards, and state health departments in carrying out the roles and responsibilities of the their LHDs



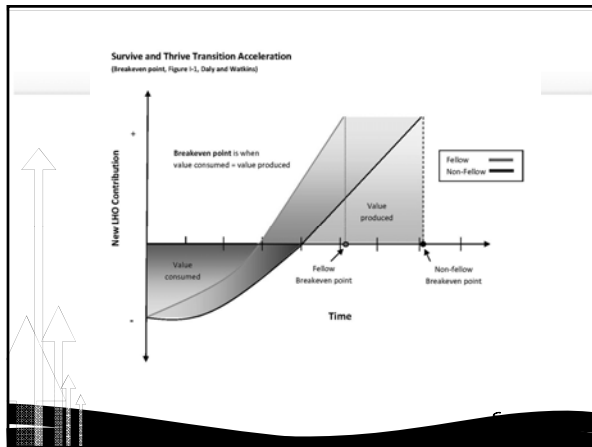
Five Critical Competencies

Competency 3: Effectively manage their LHDs, which includes strategic planning and oversight of human, financial, and information resources

Competency 4: Effectively engage community partners in developing local public health systems for community health improvement and community preparedness initiatives

Five Critical Competencies

Competency 5: Rapidly access peer and coaching resources that may assist in developing leadership skills needed to address and resolve problems and issues that challenge local health officials



Practitioner Driven Program

- **Coaches/Mentors**
- **Faculty**
- **Guest Speakers and Panelists**
- **Workshop Master of Ceremonies**
- **Advisory Board Members**
- **Peers**

Coach Qualifications

- **Be an active LHO or have left practice no more than two years ago**
- **Have served as an LHO for five years or more**
- **Have national connections and be engaged at some nation level (e.g., NACCHO member)**
- **Have participated in or completed a leadership institute or similar program**
- **Have demonstrated leadership capacity**
- **Be able to attend the three in-person workshops**

Duties of the Coach

- **Lead discussions related to personal development and the learning contract**
- **Provide follow-up information between the on-site workshop sessions**
- **Facilitate the application of knowledge and skills learned at the workshop to relevant work situations.**
- **Participate fully in the 12- month program.**

Model Practices

- A program that is specific to a certain job position at a certain point of time
- Practitioners and other stakeholders involved in the curriculum development and evaluation
- Evaluation plan and curriculum developed in conjunction from the start
- Practitioners played a significant role in the delivery and coaching component of the program
- A program in which the components are integrated and supported by each other

Thank you to NACCHO Staff

Carol Brown, MPH, Senior Advisor

Heidi Deutsch, MA, MSDM, Program Manager II

Grace Ibanga, MPH, Program Assistant

Jonathan Schwartz, PhD, Senior Analyst II

Julia Joh Elligers, MPH, Senior Analyst

Former NACCHO Staff
 Librada Estrada, MPH, CHES,

Miriam Snycer-Taub

Thank you to Advisory Board Members

John Dreyzehner, MD, MPH—Chair, District Director Cumberland Plateau Health District	Dorothy Cienti, MSW, MPH Deputy Director for Operations and Management
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Ruth Malorana, Executive Director Maryland Association of County Health Officers (MACHO)	Sylvia Pirani, MS, MPH Office of Local Health Services New York State Dept. of Health
Julie Ring, Director Local Public Health Association of Minnesota	Harvey Wallace, Ph.D NALBOH Rep Northern Michigan University
Linda Sanders, Administrator Randolph-Elkins Health Department	
Timothy Soucy, MPH, REHS, Public Health Director Manchester Health Department	

Thank you Fellows!

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	Belinda Johnson-Cornetti, MS, MBA County Health Department Administrator Department of Health, Osceola County Health Department
	Shelby Kroona, MPH BSN Administrator Hamilton County Public Health and Hospice

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David Johnson, MD, MS, MHA Director, County Health Officer, Pasco County Health Department Pasco County Health Department	Donald Sheil, MD, MA Health Officer Prince George's County Health Department
Rebecca Earle, MPH, BS, CHES Former Health Commissioner Henry County Health Department	Patrice Sulik, BS, MPH Director of Health Trumbull Moore Health District
Marci Leske, BSN Administrator Rice County Health Department	Malafu Tiath, Former Administrator Boone County Health Department
Nathan Luedke Director - Health Officer Marquette County Health Department	Joan Van Duynhoven, MSN, BSN, ADN Health Officer Jefferson County Health Department
William Paul, MD, MPH Director Metro Public Health Department	Piero Vigilance, MD, MPH Director District of Columbia, Department of Health
Jen Rombsalski, BSN Health Officer/Public Health Supervisor Buffalo County Department of Health and Human Services	Kim Turner Director Fulton County Department of Health and Wellness
Timothy Soucy, MPH, REHS Public Health Director Manchester Health Department	Sandra Van Sant, MPH, MN Health Officer Morrison Co. Regional Health Commission
Lisa McCoy, MD, MPH District Health Director Western Tidewater Health District	Wilma Wooten, MD, MPH Public Health Officer County of San Diego, Health and Human Services Agency

Thank you Coaches!

Terry Brandenburg, BS, MBA, MPA, MPH Health Commissioner West Allis Health Department	Michael Fleenor, MD, MPH Health Officer Jefferson County Department of Health
Vonna Henry, MPH, BSN Public Health Director Sherburne County Public Health Dpt	Steven Kattkowsky, MD District Health Director Northern Kentucky Health Department
Charles Konigsberg, MD, MPH Consultant	Patrick Libbey Consultant
Noble Maseru, PhD, MPH Health Commissioner Cincinnati Health Department	Kevin Sumner, MPH Health Officer/Director Middle-Brook Regional Health Commission

