2017-19 STRATEGIC PLAN

VISION
People in Washington enjoy longer and healthier lives because they live in healthy families and communities.

MISSION
The Department of Health works with others to protect and improve the health of all people in Washington State.

VALUES
Ethics • Diversity • Respect • Communication • Collaboration

PUBLIC SAFETY
Protect everyone in Washington from communicable diseases and other health threats.
- Improve statewide disease prevention, surveillance, and response systems.
- Implement plans to achieve End AIDS Washington goals.
- Improve operational readiness of public health response resources with emphasis on attending to vulnerable populations.
- Describe, plan for, track and begin mitigating and adapting for the public health impacts of climate change.
- Work to reduce impacts on water quality and food from agricultural sources.
- Resolve health care provider and facility complaints and allegations of misconduct or unsafe care.

HEALTHIEST NEXT GENERATION
Ensure all children in Washington achieve their highest health potential.
- Give all babies a planned, healthy start in life.
- Ensure all children have appropriate developmental screenings and access to services.
- Increase immunization rates in children.
- Create environments and systems that support healthy eating and active living.
- Promote safe, stable, nurturing relationships and environments, including preventing and mitigating Adverse Childhood Experiences and other complex trauma.
- Reduce the use of tobacco, e-cigarettes/vaping devices and marijuana in persons under 21 years old.

HEALTHY LIVING, HEALTHY AGING
Ensure health equity and improve population health.
- Collect, analyze, use and publicly share data to appropriately address population health issues with a focus on health disparities.
- Implement public health elements of Healthier Washington, Washington’s approach to health system transformation and innovation.
- Implement, support, and evaluate policies that are community-informed and create the social, environmental, and economic conditions necessary to achieve health equity.
- Reduce and prevent suicide, violence, and firearm injuries and deaths.
- Promote behavioral health and prevent mental illness.
- Promote built environments that support health.

KEEP GETTING BETTER
Better serve our customers by implementing continuous improvement and performance management systems across the agency.
- Improve customer satisfaction by using customer feedback to drive business improvements.
- Ensure all programs use performance management systems to measure progress toward agency and program goals.
- Maintain agency public health accreditation.

TRANSPARENCY
Ensure core business services are efficient, innovative and transparent.
- Accelerate the work of the Center for Public Affairs to support agency priorities and policy agendas.
- Secure sustainable funding for foundational public health services statewide.
- Ensure budget and policy processes are transparent and accountable.
- Create a sustainable agency enterprise risk management model.
- Modernize information technology services, processes, and capabilities that support business solutions aligned with public health.
- Align the work environment to better meet business needs.

DEVELOP/SUPPORT OUR PEOPLE
Improve organizational health and be an employer of choice.
- Build and sustain our organizational infrastructure and workforce to advance health equity, diversity, and inclusion.
- Develop and implement a comprehensive succession planning program.
- Empower employees to improve and innovate.
- Promote mobility to increase cross-agency collaboration and reduce our carbon footprint.
- Integrate work-life balance, workplace health and wellness, and safety into agency activities and policies.
- Ensure a robust and collaborative partnership with academia.
DEPARTMENT OF HEALTH VALUES

Ethics - We explicitly identify and debate the principles and values that guide our public health decision making, and we identify and include stakeholders in that process.

Diversity - We actively seek to understand the life and work experiences, skills, talents, cultures, ancestries and histories of our employees and the public to better serve everyone.

Respect - We take the time to ask 'questions for understanding' and fully consider other points of view before we make decisions.

Communication - We engage in timely, responsive, effective and open information sharing to improve our work and maintain our reputation as a trusted source of health information.

Collaboration - We work side-by-side with partners, communities and individuals to improve health and support a strong public health system.

DEPARTMENT OF HEALTH FOUNDATIONS

Models

Socio-Ecological - There are multiple levels of influence on a person’s health. These include relationships with other people; the policies and practices of organizations such as schools and worksites; community services and environment; and local, state and national laws that impact our behavior. While helping individuals make healthy choices is important, we must also support choices from worksites to communities to state law.

Determinants of Health - Include our biology/genetics, behaviors, physical environments and socioeconomic environment. These factors also represent individual differences. The societal response to these differences has a significant impact on health outcomes.

Life Course - Many factors, experiences and exposures across our entire lifespan affect our health and development.

Place Matters - The concept that the conditions, policies and practices where we live, learn, work, recreate, seek healthcare and worship influence our health. Simply put, our choices and behaviors are shaped by the places in which we spend our time.

Guiding Principles

Evidence based public health practice - We will use evidence-based approaches in developing, implementing and evaluating programs and policies.

Partnership - Public health solutions require collaboration with a variety of partners. We will engage partners in the development implementation and evaluation of strategies, policies and programs to advance the public’s health.

Transparency - We will work to ensure trust and establish a system of transparency, public participation and collaboration. Transparency promotes accountability, builds trust and keeps stakeholders and partners informed of our activities.

Health Equity - We will proactively pursue the elimination of health inequities and preventable differences in health among groups based on gender identity, sexual orientation, race and ethnicity, education, income, disability and geographic location.

Seven Generations - Borrowing from Native American cultures, we hold a vision of seven generations; we are mindful in our work of the history of the past three generations, the lives of the current generation and protecting the future of the next three generations.