

Option 1: Implement Community-Based Interventions

All communities in Wisconsin have localized and unique needs related to prevention services. While some health priorities are universal and covered under the state's health plan, jurisdictions have also identified and prioritized health issues of greatest need for their communities. The adaptability of the PHHS Block Grant to address local needs makes this a good fit for the myriad of community-based interventions implemented in Wisconsin.

Usage: Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to implement an evidence-based or promising practice strategy to improve health in any of the following priority areas:

- Provide AODA Education and Resources
- Prevent and Reduce Environmental Health Hazards
- Prevent and Reduce Illness and Injury
- Support Mental Health and Prevent Suicide
- Promote Healthy Lifestyles

Examples:

- Supporting a COVID-19 Vaccination Clinic would go under "Prevent and Reduce Illness and Injury"
- Community outreach on mental health and wellness would go under "Support Mental Health and Prevent Suicide"
- Child passenger seat safety would go under "Prevent and Reduce Illness and Injury"
- Health and wellness coaching would go under "Promote Healthy Lifestyles" (Depending on the planned activities it could also go under "Prevent and Reduce Illness and Injury")
- Harm reduction education to prevent overdoses would go under "Provide AODA Education and Resources"
- Writing policies and procedures for a nitrate program would go under "Prevent and Reduce Environmental Health Hazards"
- Conducting environmental health investigations (pests, indoor air, lead, etc.) would go under "Prevent and Reduce Environmental Health Hazards"

Option 2: Accreditation/Reaccreditation

While not every local and tribal health department will pursue voluntary accreditation, all should be working towards full implementation of National Public Health Performance Standards (NPHPS). NPHPS describe the optimal level of performance of a health department in delivering the essential public health services. This helps improve the quality of public health practice, strength of partnerships, and performance of public health systems for responding effectively to day-to-day public health issues and public health emergencies.

Usage: Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to prepare for accreditation or reaccreditation or assess for conformity with NPHPS.

Examples:

- Implementing activities to prepare for accreditation/reaccreditation such as:
 - Pursuing PHAB Pathways Recognition
 - Updating strategic or PM/QI plan to meet PHAB requirements
 - Completing PHAB trainings
 - Completing annual PHAB report
 - Developing tools for staff
 - Holding staff meetings to review materials
 - Holding committee meetings
 - Developing or updating materials

Option 3: Collaborate with Partners to Assess Community Needs (CHA)

Local health departments are required by State Statute and Administrative Rule to develop a written CHIP at least every 5 years by assessing applicable data, developing measurable health outcomes, and partnering with others to cultivate community ownership of the development and implementation of the plan.

Usage: Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to develop or revise a Community Health Assessment (CHA) to identify community health needs.

Examples:

- Developing a new or revising a community health assessment
- Drafting community health surveys
- Holding a community health focus group or committee meeting
- Conducting community health interviews

Option 4: Collaborate with Partners to Address Community Needs (CHIP)

Local health departments are required by State Statute and Administrative Rule to develop a written CHIP at least every 5 years by assessing applicable data, developing measurable health outcomes, and partnering with others to cultivate community ownership of the development and implementation of the plan.

Usage: Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to develop or revise a Community Health Improvement Plan (CHIP) with community stakeholders and partners.

Examples:

- Developing a new or revising a community health improvement plan
- Holding meetings regarding CHIP priority areas
- Conducting a survey to identify what efforts are needed
- Creating educational materials (videos, documents, etc.) to engage and inform the public

Option 5: Implement Foundational Public Health Capabilities

The Foundational Capabilities are the basic set of core functions that underlie the successful execution of governmental public health programs. Health departments that are equipped to provide the Foundational Capabilities will be more capable of meeting the unique population health needs of all people in Wisconsin.

Usage: Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to implement any of the following Foundational Public Health Capabilities:

- Enhance communications
- Strengthen community partnership development
- Implement strategies addressing equity
- Conduct assessments and surveillance
- Improve accountability and performance management
- Improve organizational competencies (with a focus on Leadership, IT, Finance, or Legal)
- Improve policy development and support

Examples:

- Developing a performance management system or committee
- Updating internal and external communications processes
- Developing or updating social media communication strategies
- Providing information on public health issues to the community through a variety of platforms
- Setting up processes and systems to collaborate with area health partners and experts
- Engaging with area health partners to assess and improve health services availability and access
- Build relationships with educational programs to promote the development of future public health workers
- Developing or revising policies to prioritize equity and ethical practices
- Creating a health equity strategic plan

Option 6: Strengthen Workforce Planning, Systems, Process, and Policies

According to national 2021 PHWINS data, nearly 1 in 3 public health employees indicate that they are considering whether to leave their organization in the next year. The top five reasons for leaving current positions are, (1) pay; (2) work overload/burnout; (3) lack of opportunities for advancement; (4) stress; and (5) organizational climate/culture. This shows the need for focused action that addresses workplace conditions and supports public health workers to build skills, a clear career trajectory, and the supportive work environments needed to thrive across all levels of the public health system.

- **Usage:** Select this option if your health department plans to utilize FFY23 PHHS Block Grant funding to implement workforce related organizational improvement strategies (i.e., implementing Foundational Capability, “Improve organizational competencies” with a focus on Workforce).

Examples:

- Completing cross-training and succession planning
- Completing competency assessments
- Completing performance evaluations and staff development plans
- Creating new and updating job descriptions to better meet needs
- Creating promotional hiring materials
- Expanding employee wellness programs
- Revising workplace policies to better support staff’s mental and physical well-being
- Expanding employee involvement in professional networks
- Providing continued learning opportunities for staff
- Creating a workforce development strategic planning committee
- Updating onboarding/orientation materials