

New Local Health Officer Orientation Information

WHAT: The new local health officer (LHO) orientation is built on the best from the DPH-led orientations and the National Association of County and City Health Officials (NACCHO)-developed Survive and Thrive curriculum.

There are five parts to the overall orientation:

- **Individual meetings** with the Regional Office Directors within the first week or so of a new local health officer starting their position. The visit includes a conversation about past experience, perceived needs, and a binder of basic information.
- **Ongoing consultation** from DPH regional office and other staff.
- **Webinars/asynchronous learning** as identified.
- **Mentoring and coaching** opportunities.
- **Three in-person trainings** held over the course of nine months. Every year follows approximately the same calendar. New LHOs can join in the orientation in the meeting subsequent to when they started and participate in all three sessions. For example, an LHO starting in July would participate in fall, summer, and spring (in that order). An LHO who starts in December would participate in spring, summer, and fall sessions. Each session is independent of the others. See the chart below.

Early in Year	Mid-Year	End-of-Year
Budgeting/Financing	Communications	Accreditation
Partnerships	Supervision/HR	Public health law
CHIPPs	Human Health Hazards	Advocacy and policy
Collaborative leadership	BOH relationships	Workforce development
COLORS	Change	Hot topics and resource exchange
Stress	COLORS refresher	
What is it <i>really</i> like to be a new LHO?	Information exchange (networking)	
⇒ COLORS (in-depth)	⇒ COLORS example	⇒ COLORS example
⇒ Leadership (in-depth)	⇒ Leadership (competencies as relate to topics of the day)	⇒ Leadership (competencies as relate to topics of the day)
⇒ Stress, self-management		
⇒ Panel of 1-3 LHOs		
⇒ Accreditation, statutes		
⇒ Essential services		
⇒ Core competencies		

WHO: All new LHOs are invited to participate. New LHOs include individuals from county or city jurisdictions as well as tribal communities who have started in their position in the last two years.

WHY: LHOs have a unique position with considerable statutory mandates and administrative/programmatic obligations. This year-long orientation is critical to the development of competency in the specific requirements of this position. New LHOs participating in the Survive and Thrive orientation in 2010-2011 recommended such an orientation for new LHOs in the future.

HOW: In 2011, the Division of Public Health (DPH), the Wisconsin Association of Local Health Departments and Boards (WALHDAB), and the Wisconsin Center for Public Health Education and Training (WiCPHET) partnered to assess the needs of new LHOs and convened an advisory committee of experienced LHOs, new LHOs, and DPH regional staff. The advisory committee used the assessment results and their experiences with the DPH training and/or the Survive and

Thrive curriculum to plan for new LHO trainings in Wisconsin. A core team of individuals from each of the collaborating agencies are continually revising curriculum based on course evaluations. The specific individuals on the core team have varied over time.

WHEN and WHERE: In-person sessions and/or virtual sessions will be held throughout the year in various locations with efforts to make the locations as accessible as possible for participants.

COSTS: The fee for the trainings will vary by programming offered, although typically the fee has been \$250 for the full program year. Participants are responsible for their mileage, some meals, and overnight expenses.

COURSE CONTACT: Please contact the WALHDAB Office by email at WALHDAB@badgerbay.co or by phone 920-560-5635 with questions.

DPH REGIONAL OFFICE DIRECTOR CONTACTS: DPH regional office directors and staff provide technical assistance to complement the orientation.

DPH Position	Office Contact	Phone	Email
OPPA Director	Jen Rombalski	608-852-7280	Jennifer.Rombalski@dhs.wisconsin.gov
Northeast Director	Chris Culotta	920-450-4578	ChristopherD.Culotta@dhs.wisconsin.gov
Northern Director	Angela Nimsgern	715-365-2721	Angela.Nimsgern@dhs.wisconsin.gov
Southeast Director	<i>Vacant</i>		<i>*You may contact any of the listed Directors for assistance</i>
Southern Director	Joe Larson	608-381-2635	Joseph.Larson@dhs.wisconsin.gov
Western Director	Christa Cupp	715-797-0452	Christa.Cupp@dhs.wisconsin.gov