



# Keweenaw Bay Indian Community

Department of Health & Human Service's  
Journey to Public Health Accreditation

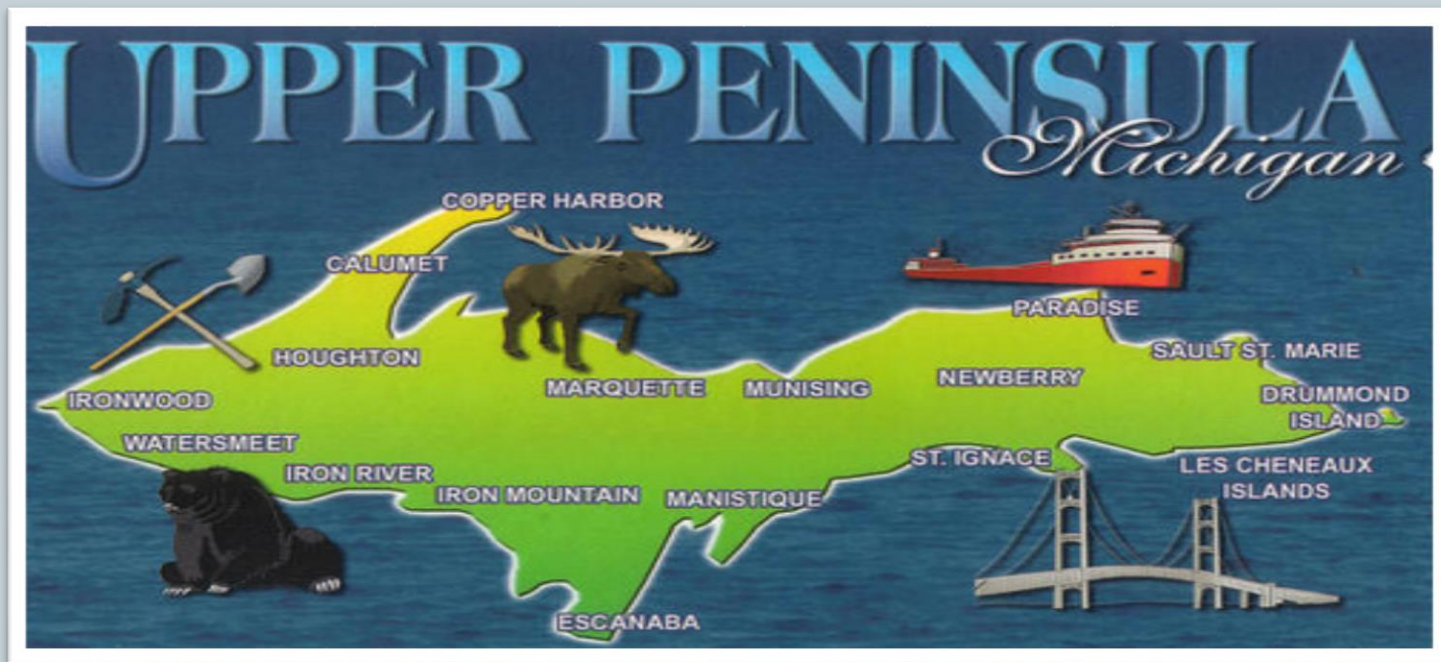


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## River Map



The Keweenaw Bay Indian Community is located on the Southern Shore of Lake Superior of UP



# **The Donald A. LaPointe Health & Education Center**

Medical Clinic

Dental Clinic

Pharmacy Services

PRC/Business Office

Behavioral Health Counseling



- 2,200 patients
- Baraga, Houghton & Ontonagon Counties
- 45 staff

# The 10 Essential Public Services

1. Monitor Health
2. Diagnoses & Investigate
3. Inform, Educate, Empower
4. Mobilize Community Partnerships
5. Develop Policies & Plans
6. Enforce Laws & Regulation
7. Link People to Needed Personal Health Services
8. Assure Competent Workforce
9. Evaluate Effectiveness
10. Research for New Insights





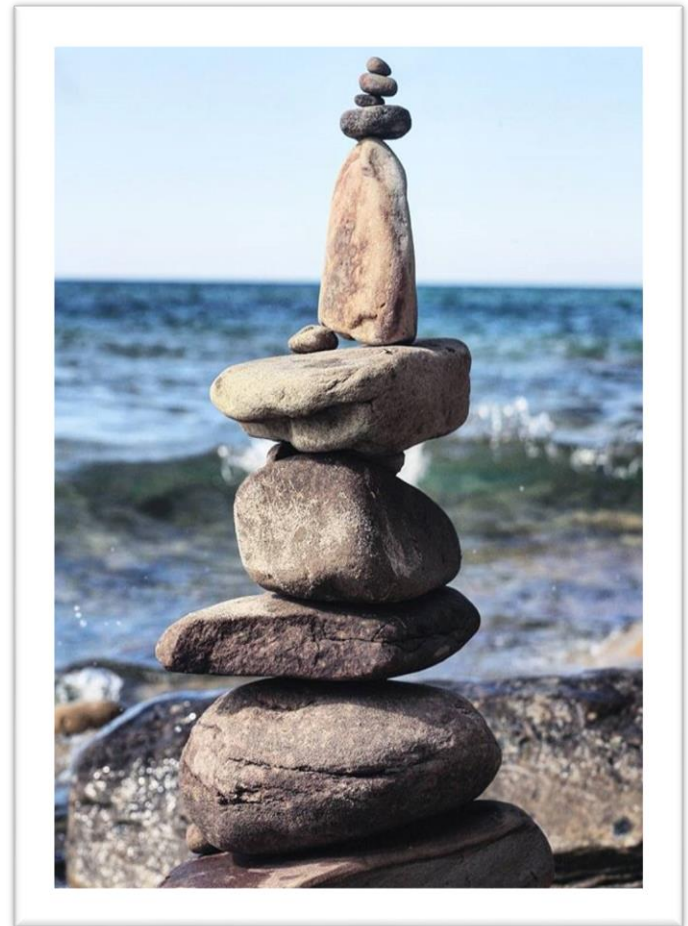
# PHAB Preparation Activities

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- 2006 Emergency Operations Plan
  - 2009 PHAB Beta test Site
  - 2013 - Community Health Assessment
  - 2014 - Community Health Improvement
  - 2014 - QI Team
  - 2015 – Community Health Assessment
  - 2015 – Departmental Strategic Plan
  - 2015 – Self Assessment Process
  - 2016 – Strategic Branding

# Partnerships



- National Indian Health Board
- Great Lakes Epicenter
- Inter-Tribal Council of Michigan
- Michigan Public Health Institute
- LHD



# The Big 7 Plans or Process



- Community Health Assessment
- Community Health Improvement Plan
- Health Department Strategic Plan
- Emergency Operations Plan
- Performance Management Plan
- Quality Improvement Plan
- Workforce Development Plan



# Present PHAB Activities



- Create a Workforce Development Plan
- Implement our Departmental Strategic Plan
- Implement Quality improvement projects

# PHAB Domain 8: Maintain a Competent Public Health Workforce

# Domain 8 Standards



**Standard 8.1 – Encourage the development of  
qualified public health workers**

**Standard 8.2 - Ensure a Competent Workforce**



# KBIC Workforce Development Plan



- Employee Performance Review
- DHHS Workforce Assessment
- Develop a Health Care Orientation process
- Create a DHHS professional development process
- Complete WFD Plan

# Complete Employee Performance Review



1. Training by Personnel Department
2. Supervisors complete performance review
3. Supervisors update job descriptions
4. Review forms & job descriptions are submitted to Personnel Department
5. Identify & Document Gaps

# Complete a DHHS Workforce Assessment



1. Select WFD Committee
2. Research Workforce Assessment Process
3. Prioritize List of Workforce Assessments found
4. Agree upon one or combination to utilize
5. Complete the Workforce Assessment
6. Assessment submitted to tribal Health Board



# Develop a Health Care Orientation Process



1. Create a team to work on process
2. Develop an Orientation Checklist
3. Develop Materials to Support Checklist
4. Develop a competency/skills checklist
5. Create Orientation Policy
6. Policy submitted to THB for approval
7. Departmental Policy submitted to tribal CEO

# Create a DHHS Professional Development Process



1. Create a Professional Development Team
2. Develop annual schedule for mandatory staff training
3. Develop Credentialing & license maintenance process
4. Develop process for creating annual development plans
5. Develop process for creating professional development plans
6. Submit draft policy, process & template to administration for review
7. Submit to THB for approval

# Develop a Draft DHHS WDP



1. Combine the Orientation, Performance Review, Professional Development Process with the Workforce Assessment for our WDP.
2. Present the draft to THB for review by June 30, 2017



# Barriers to the Project



- Staff Time
- Knowledge
- Resources
- Simple



# Future PHAB Activities



- Complete & Implement our WDP
- Continue to implement our Strategic Plan
- Develop a Performance Management Plan
- Develop a QI Plan

# Continued Work



- Continue to educate & train staff, health board & council on Public Health Accreditation
- Align current & future grants with PHAB standards & measures
- Develop our workforce
- Apply for funding opportunities that allow us to work toward PHAB Accreditation

If we keep moving forward it all comes  
together like ○ the seasons







# Keweenaw Bay Indian Community

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