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

- 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
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

Kathleen Mayo
905-353-4519
kmayo@kbic-nsn.gov