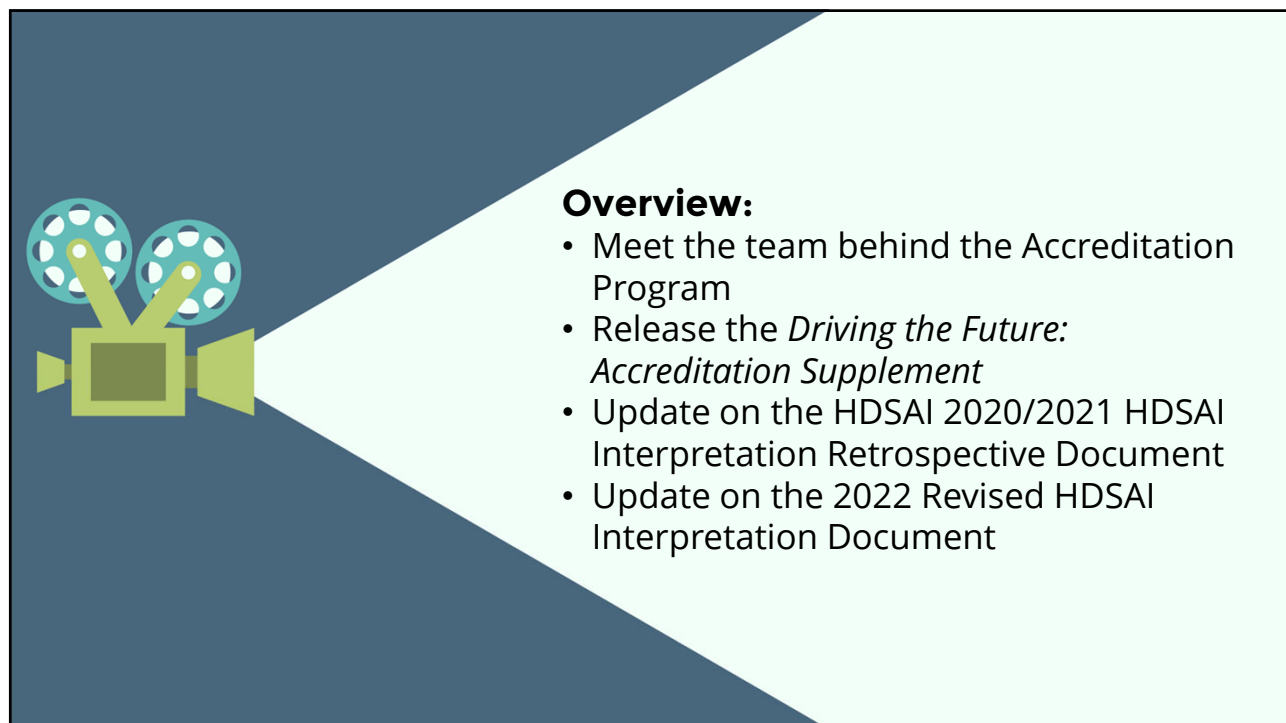



1




2



Please ask questions!!!

- Unmute your phone
- Use the chat box
- Email us at NCLHDaccreditation@unc.edu

3




Next webinar:

April 22 from 11 a.m.—12:30 p.m.
Action: Strategically Moving Forward

- Goals for the NCLHDA Accreditation Program 2021-2025
- Releasing of the Revised HDSAI which goes into effect January 1, 2022

Visit our website NCLHDaccreditation.unc.edu for a full list of upcoming webinars

4



Upcoming Trainings:

April 27, 2021

- Bi-Annual Dashboard Webinar 9—10:30 a.m.
- New AAC Training 12:30 – 5 p.m.

No fee but registration is required: [NCLHDaccreditation.unc.edu](https://nclhdaccreditation.unc.edu)

5



Amy Belflower Thomas

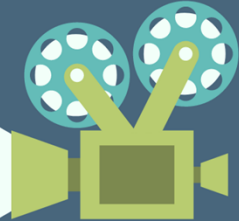


6



* **Starring Role: Accreditation Administrator**

- * Supporting Roles: Visionary Leader, Data Dorks Director, Unapologetic Governmental Public Health Workforce Recruiter
- * Behind the Scenes: Chief Unicorn, Kindergarten and 4th Grade Fill-in Teacher, Dedicated Introvert, Maggie's Mama



7

Lori Rhew

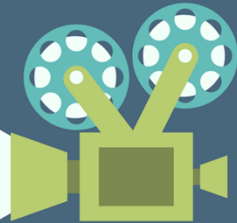


8



*** Starring Role: Training and Accreditation Coordinator**

- * Supporting Roles: Task Maker (a.k.a. Project Planner), Training Developer, Amy's Chief Handler
- * Behind the Scenes: Cat Mom, Dog Foster Mom, Run-cation Taker (when no COVID-19)



9

Margaret Benson Nemitz

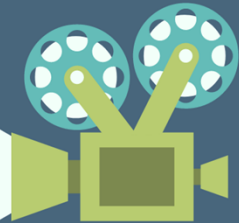


10



*** Starring Role: Community Assessment Coordinator**

- * Supporting Roles: Tableau Crafter, Equity Advocate, Strategic Planner Extraordinaire
- * Behind the Scenes: Dog mom to Ash & Maple, Board Game Enthusiast, Impromptu DIYer, Giraffe



11

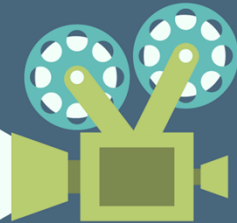
Julia Kimmel



12



- * **Starring Role: Project Assistant**
- * Supporting Roles: Color Coordinator, Design Eye, Punctilious Proofreader
- * Behind the Scenes: Work Snacks Reminder-er, "Yay!" Sayer



13

Joe Dawson



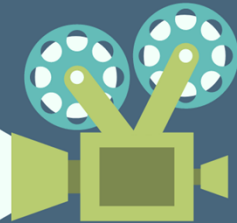
14



* **Starring Role: Digital Communications Specialist**

* Supporting Roles: HTML Wrangler, Email Support Team

* Behind the Scenes: Auteur Filmmaker, Doggie Dad, Owner of Numerous Houseplants



15

John Wallace



16



- * **Starring Role: Senior Data Advisor**
- * Supporting Roles: Number Cruncher, Senior Data Dork, "You shouldn't do that with your data" Guy
- * Behind the Scenes: Big Dumb Dog Dad, Bird Nerd, Steely Dan Fan (or is he?)



17

Alison Singer

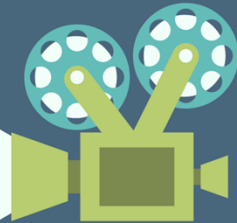


18



*** Starring Role: Community
Assessment Analyst & Advisor**

- * Supporting Roles: Data Whiz, Data Viz, Coding Champ, R Queen
- * Behind the Scenes: Faux-Miette's Mom, Occasional Artist, Singing Student, Classic Film Fan



19

Deborah McGee



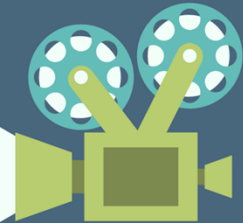
20



* **Starring Role: Accounting Specialist**

* Supporting Roles: Ms. Moneybags, Cash Queen

* Behind the Scenes: Christian, Travel enthusiast



21

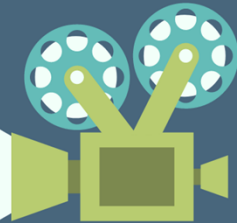
Jacqueline Keith McIver



22



- * **Starring Role: Event Planner**
- * Supporting Roles: Assistant with Aptitude, Holds us All Together
- * Behind the Scenes: World's Greatest G-ma, Dancer and Seamstress



23

Ali Zuercher

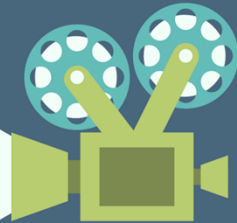


24



❖ **Starring Role: Accreditation
Graduate Assistant**

- ❖ Supporting Roles: Wise Wordsmith, Finest Formatter, Strategy Brains
- ❖ Behind the Scenes: Proud Puzzler, Ice Cream Connoisseur, Gluten Free Baker



25

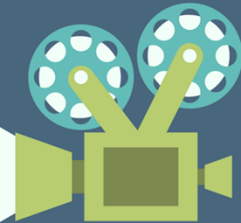
Makala Carrington



26



- * **Starring Role: Accreditation Graduate Assistant**
- * Supporting Roles: Strategic Alignment Shero, Equity Center-er
- * Behind the Scenes: Dog lover



27

DRIVING THE FUTURE

ASSESSMENT OF THE NORTH
CAROLINA LOCAL PUBLIC
HEALTH WORKFORCE

2021

ACCREDITATION
SUPPLEMENT

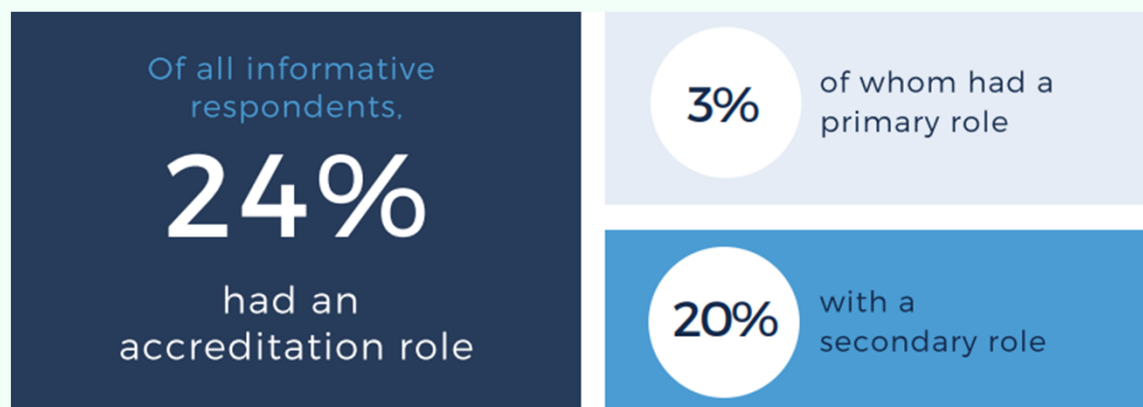
28

Introduction

- Goal to examine the education, skills, employment, and training needs of public health accreditation staff in NC
- Survey distributed to staff at all NC local health departments in February – March 2019
- Examined the responses of 424 survey participants who hold an accreditation role
- Represented accreditation staff employed by 69 of the 84 local health departments

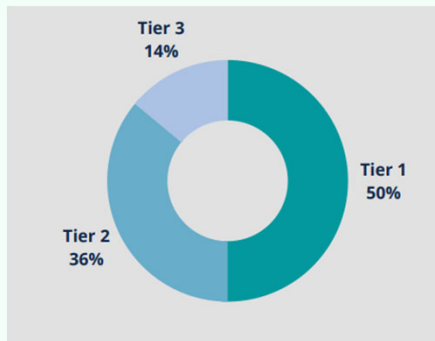
29

Who took the survey



30

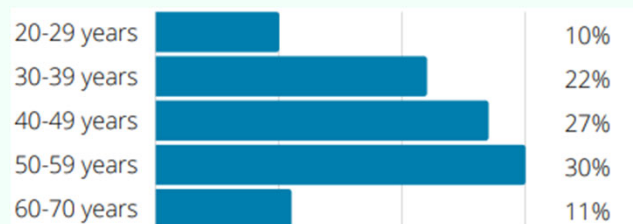
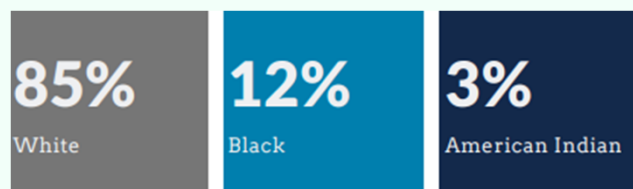
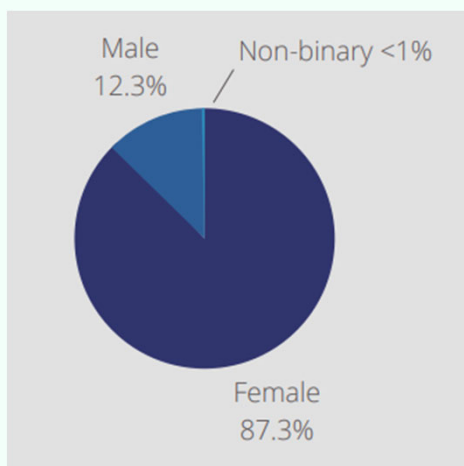
Who took the survey



- Tier 1 = non-supervisor staff
- Tier 2 = supervisory or managerial staff
- Tier 3 = senior staff
- The distribution of Tier levels was similar for people in primary accreditation roles versus secondary accreditation roles

31

Who took the survey



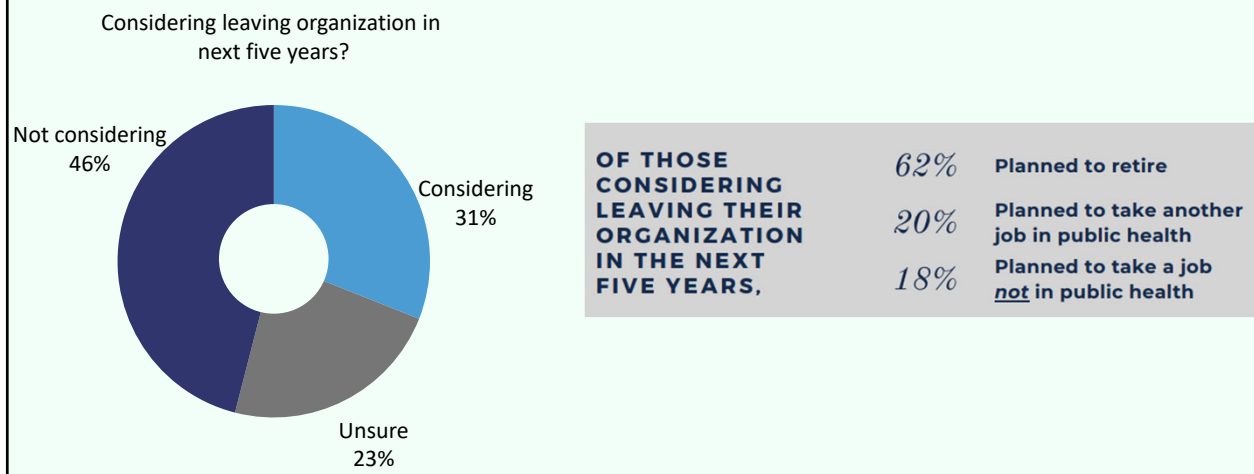
32

Employment, Experience and Future Plans



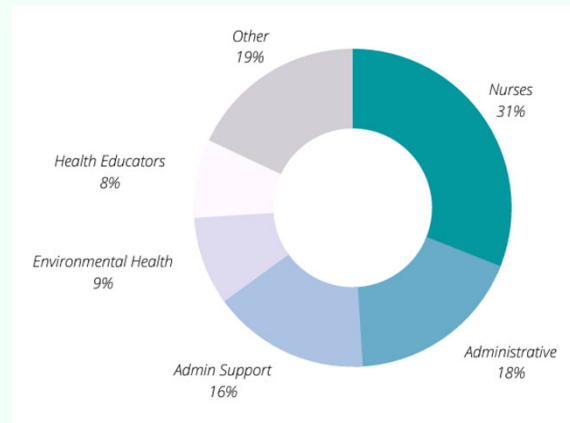
33

Employment, Experience and Future Plans



34

Roles, Education and Occupation



35

Ranking Skills

How important are these items in your day-to-day work?

How important do you think these skills will be for your day-to-day work in the next 5 years?

What is your current skill level for these items?

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Strategic Skills Domains

Systems thinking

Change management

Persuasive communication

Data analytics

Problem solving

Diversity and inclusion

Resource management

Policy engagement

Skills were adapted from [Building Skills for a More Strategic Public Health Workforce: A Call to Action](#)

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Strategic Skills Domains

HIGHEST SKILL GAP (HIGH IMPORTANCE + LOW SKILL)				
RANK	TIER 1	TIER 2	TIER 3*	ALL ACCREDITATION
1	Change Management	Resource Management	Data Analytics	Change Management
2	Data Analytics	Change Management	Resource Management	Resource Management
3	Resource Management	Diversity & Inclusion	Policy Engagement	Data Analytics

**Tier 3 should be interpreted with caution because of small sample size*

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Individual Strategic Skills

TOP 10 SKILL GAPS ACROSS ALL STRATEGIC DOMAINS--ACCREDITATION STAFF			
Accred. Rank	Rank Overall	Knowledge, Skill or Attribute	Strategic Domain
1	2	Familiarity with and use of problem-solving models such as design thinking	PROBLEM SOLVING
2	1	Use economic evaluation methods to identify, measure and value costs, quality, and outcomes of public health interventions and programs	CHANGE MANAGEMENT
3	28	Explore alternative financing models (e.g., social impact bonds, pay-for-performance models)	SYSTEMS THINKING
4	27	Assess potential impact of Medicaid reform within NC on agency programs, budgets and staffing	RESOURCE MANAGEMENT
5	23	Identify funders, including unconventional partners, whose missions match with those of your agency/partners	SYSTEMS THINKING

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Individual Strategic Skills

TOP 10 SKILL GAPS ACROSS ALL STRATEGIC DOMAINS--ACCREDITATION STAFF			
Accred. Rank	Rank Overall	Knowledge, Skill or Attribute	Strategic Domain
6	12	Engage marginalized and under-resourced communities in decision-making	DIVERSITY AND INCLUSION
7	39	Create and establish data use agreements with other agencies	DATA ANALYTICS
8	43	Identify and use non-traditional data sources beyond public health including consumer data, social media and data from other sectors	DATA ANALYTICS
9	19	Set metrics to benchmark and track progress, including outcome and quality measures	DATA ANALYTICS
10	9	Identify gaps in data	DATA ANALYTICS

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Cross-Cutting Skills

TOP 5 SKILLS GAPS - CROSS-CUTTING SKILLS		
ACCREDITATION RANK	RANK OVERALL	CROSS-CUTTING SKILL
1	1	Knowledge and awareness of changes in North Carolina Medicaid policies
2	2	Engaging clients under NC Medicaid transformation
3	8	Developing/implementing successful strategic plans
4	11	Developing and implementing evaluation strategies
5	3	Knowledge and awareness of NC Local Health Department Accreditation program

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Leadership Skills

Show compassion for community members, staff and partners	Operate within and contribute to a high-functioning team environment	Provide recognition to others for work well done	Effectively lead and support others in their work
Build trust with staff, partners and stakeholders	Possess an in depth understanding of one's own strengths in the workplace and how these can contribute towards agency goals	Approach workplace challenges from an adaptable perspective	Model a hopeful attitude within the agency and across the community for improved population health
	Contribute towards and communicate a vision that resonates with others	Model for others how to lead in a way that promotes common goals, garners support and motivates others to act	

42

Public Health 3.0

The majority of respondents were unaware or somewhat aware of Public Health 3.0 concepts

ACCREDITATION RANK	RANK OVERALL	PUBLIC HEALTH 3.0 SKILLS
1	2	Enhancing policies, rules and standards (e.g., accreditation) to foster Public Health 3.0 principles
2	5	Serving as the community leader in change initiatives (Chief Health Strategist)
3	4	Forming structured, cross-sector partnerships to foster shared funding, services, governance and collective action
4	8	Working with relevant partners to develop and implement initiatives that explicitly address upstream social determinants of health
5	3	Utilizing innovative funding models to support core infrastructure as well as community-level work to address the social determinants of health

43

Training Supports and Resources

MOTIVATION

- Personal growth/interest (79%)
- Staying current with new developments in their field (77%)
- Fulfilling an accreditation requirement (58%)

HEARING ABOUT OPPORTUNITIES

- NCDPH (63%)
- Supervisors (59%)
- Colleagues (45%)

49%

of accreditation respondents reported taking recent trainings from NCIPH in comparison with 38% of the overall workforce.

53%

of accreditation respondents had taken a local AHEC training.

25%

with the Public Health Nursing and Professional Development Unit* of NCDPH.

38%

with other branches/sections within NCDPH and

31%

with NCPHA

TOP DELIVERY PREFERENCES

- Conferences (68%)
- Webinars and Webcasts (56%)
- Online courses (40%)
- 1-to-2 day intensive training sessions (37%)

BARRIERS

- Cost of trainings (59%)
- Difficulties taking time away from work (51%)
- Lack of adequate staffing to cover an absence (35%)

44

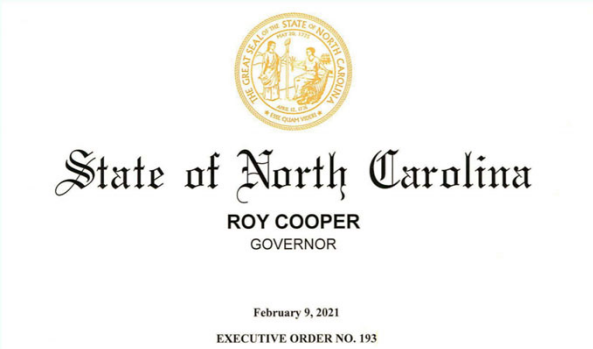


Next Steps

- Trainings for All Staff
 - On-Demand Training for the HDSA Interpretation Document Revisions
- Strategic Planning
 - QI, Equity
- Partnership Development

45

12 Month Accreditation Extension



State of North Carolina

ROY COOPER
GOVERNOR

February 9, 2021
EXECUTIVE ORDER NO. 193

- The Secretary may subdelegate her authority to the Local Health Department Accreditation Board so that the Board may, upon finding that a waiver or modification of enforcement will provide necessary relief to local health departments responding to the COVID-19 pandemic and will not endanger public health, waive or modify enforcement of the accreditation scheduling requirements of 10A N.C. Admin. Code 48A .0205 and grant an additional extension of accreditation for a period of up to one year.
- The Secretary may subdelegate her authority to the Local Health Department Accreditation Board so that the Board may, upon finding that a waiver or modification of enforcement will provide necessary relief to local health departments responding to the COVID-19 pandemic and will not endanger public health, waive or modify enforcement of the community health assessment and State of the County's Health report requirements in 10A N.C. Admin. Code 48B .0201 that would otherwise be due during this State of Emergency or within sixty (60) days following the end of this State of Emergency.
- The authorities delegated by this Subsection are in addition to the authority delegated under Executive Order No. 139, Section 1(B), which are extended as set out in Section 1 of this Executive Order.

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- a. The Secretary may subdelegate her authority to the Local Health Department Accreditation Board so that the Board may, upon finding that a waiver or modification of enforcement will provide necessary relief to local health departments responding to the COVID-19 pandemic and will not endanger public health, waive or modify enforcement of the accreditation scheduling requirements of 10A N.C. Admin. Code 48A .0205 and grant an additional extension of accreditation for a period of up to one year.
- b. The Secretary may subdelegate her authority to the Local Health Department Accreditation Board so that the Board may, upon finding that a waiver or modification of enforcement will provide necessary relief to local health departments responding to the COVID-19 pandemic and will not endanger public health, waive or modify enforcement of the community health assessment and State of the County's Health report requirements in 10A N.C. Admin. Code 48B .0201 that would otherwise be due during this State of Emergency or within sixty (60) days following the end of this State of Emergency.
- c. The authorities delegated by this Subsection are in addition to the authority delegated under Executive Order No. 139, Section 1(B), which are extended as set out in Section 1 of this Executive Order.

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HDSAI Retrospective Interpretation Document

Release: April 12, 2021
(pending NCLHDA Board approval)

In Effect: January 1,
2020 (Retrospective)



Health Department Self-Assessment Instrument (HDSAI)

Interpretation Document

Version 6.5
Updates effective starting January 1, 2020
APPLICABLE TO 2020-2021 ONLY

On April 8, 2020, the NCLHD Accreditation Board voted to extend all accreditation cycles twelve months in accordance with Executive Order 118, Section 1(3) via authority granted by the Governor to the NCLHDHS Secretary in response to the COVID-19 pandemic. On February 19, 2021, in response to Executive Order 191, Section 1(2), the Board voted to grant an additional twelve-month extension. This updated document was approved by the NCLHDA Board on April 9, 2021 to provide retrospective guidance on addressing the extension.

*This document has been adapted by the NCLHD Accreditation Board.
The Board will continue to accept comments by local health departments, site visitors and other partners.*

HDSAI Interpretation Document - Version 6.5, 01/01/2021

1

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Revised HDSAI Interpretation Document

Release: April 22, 2021

In Effect: January 1, 2022



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Action: Strategically Moving Forward

April 22
11 a.m. – 12:30 p.m.

Learn	about the NCLHDA strategic planning process
See	the revised HDSAI Interpretation Document
Discuss	the HDSAI 2020/2021 Retrospective Document and the 2022 Revised HDSAI Interpretation Document

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Thank you

Amy Belflower Thomas

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Administrator, NCLHDA Program
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Alison Singer

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The North Carolina Local Health Department Accreditation Program is part of the North Carolina Institute for Public Health at the Gillings School of Global Public Health at the University of North Carolina at Chapel Hill.

