

5-YEAR STRATEGIC PLAN FOR HEALTH & HUMAN SERVICES NEEDS INPUT

Pam Howard, of the Office of Mental Health, Intellectual Disabilities and Early Intervention in Montgomery County, presented the Health and Human Services Strategic Plan 2021-2025 at the May CSP meeting.

“I’m excited because this plan is already starting to happen - it’s a living, breathing, action-oriented document, and there are places and spaces for input,” Howard said.

So what’s in this plan? Howard shared a quote by Ben Franklin, “By failing to prepare you are preparing to fail.”

Howard said if the goal is an integrated health and human services system, there needs to be planning and preparation. The plan was created through health and human services leadership and creating a health and human services cabinet. The Strategic Plan was divided into phases. Phase 1: frame up. Phase 2: prepare.

Howard said they conducted interviews with focus groups and stakeholders. The plan is foundational, and is grounded in our mission, vision, and guiding principles.

“Our goals can only be reached through the vision and vehicle of a plan,” Howard said. “There’s no other route to success.”

The guiding principles are: being trauma informed, maximizing diversity, equity and inclusion, and working in true partnership with staff, partners, individuals and families. Principles are woven through priorities: access, prevention, and operating as one department. The goal is to work upstream, reach underserved populations, and focus on social determinants of health.

People ask, “how can integration be a priority in your plan still? But our question is how can we use all our resources as health and human services as one department to maximize quality of services? We need to find new ways to meet the needs of people living in the county,” Howard said.

Goal outcomes for services are to improve access to services and improve social determinants of health for Montgomery County residents. To do this we need a team of people to make this work. This team consists of the governance structure including: the governance team, three continuous improvement teams, action teams, advisory groups, and consultants.

Howard said the next steps are to sequence strategic initiatives, convene action teams, establish a routine rhythm, implement data collection tools and monitor services, and create evaluation plans.

