

**Office of the District Health Officer  
District Health Officer Staff Report  
Board Meeting Date: November 20, 2025**

**DATE:** November 3, 2025

**TO:** District Board of Health

**FROM:** Rayona LaVoie, Management Analyst  
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**SUBJECT:** Presentation and possible acceptance of the FY26 Q1 Strategic Plan Results.

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**SUMMARY**

On January 13, 2025, a Strategic Planning Retreat was held to discuss sustaining efforts that support the implementation of the approved FY24-26 Strategic Plan and a new district snapshot created to share information with the Board of Health, stakeholders, and the public about performance indicators. Prior to the retreat, revisions to the goals and a new section outlining the community indicators (data) used to inform the development of the strategic plan were approved by the Board of Health. The Community Indicator section tightens conformity with PHAB accreditation standards. Northern Nevada Public Health is an accredited health district and seeks to follow best practices to maintain accreditation. The progress of the 2024-2026 Strategic Action Plan is monitored in ClearPoint. The FY26 Q1 strategic plan results are being presented for acceptance.

**District Health Strategic Priorities supported by this item:**

**This item addresses all Health District Strategic Priorities.**

**PREVIOUS ACTION**

The Annual FY25 strategic plan results presented and accepted on September 25, 2025.

FY25 Q1, Q2, and Q3 strategic plan results presented and accepted on December 19, 2024, February 27, 2025, and May 22, 2025.

On September 26, 2024, the District Board of Health approved revisions to the outcomes in the strategic plan based on learnings from the performance management process. Additionally, the FY24 Annual Strategic Plan results were presented and accepted by DBOH.

FY24 Q3 strategic plan results presented and accepted on May 23, 2024.

FY24 Q2 strategic plan results presented and accepted on February 22, 2024.

On November 10, 2023, a strategic planning retreat was held to discuss workforce capacity, financial outlook, and a new district snapshot created to share information with the Board of Health, stakeholders, and the public about performance indicators. No changes were made to the Strategic Plan.

On October 26, 2023, FY24 Q1 Strategic Plan Results were presented to and accepted by the DBOH.

On September 28, 2023, a revised Strategic Plan was presented to and approved by the DBOH. Changes included minor revisions to the goals and a new section outlining the community indicators (data) used to inform the development of the strategic plan. The Community Indicator section tightens conformity with PHAB accreditation standards.

On August 24, 2023, the District Board of Health approved revisions to the strategic plan goals based on learnings from the development of the FY24 outcomes and initiatives which are designed to make progress toward the Strategic Plan goals. As a result of learnings from the performance management process, revisions were recommended to some of the District and Division goals. Additionally, the Board of Health approved the Annual FY23 Strategic Plan Results.

### **BACKGROUND**

The 2024-2026 Strategic Plan includes Mission, Values, Vision, Strategic Priorities, District Goals and Division Goals. An Action Plan including community indicators, outcomes and initiatives was developed and is used at the management and staff level to guide activities and monitor progress. Progress is tracked and reported in ClearPoint. The results include progress on both the Action Plan and Strategic Plan.

### **FISCAL IMPACT**

There is no additional fiscal impact to the FY26 budget should the Board accept the FY2026 Q1 Strategic Plan Results.

### **RECOMMENDATION**

Staff recommends the District Board of Health accept the FY2026 Q1 Strategic Plan Results.

### **POSSIBLE MOTION**

Should the Board agree with staff's recommendation, a possible motion would be "Move to accept the FY2026 Q1 Strategic Plan Results."