

## **District Health Officer 2025 Performance Evaluation**

Goal: Establish an enhanced performance evaluation process that incorporates strategic objectives and measurable outcomes, aligned with the strategic plan, and informed by feedback from the District Board of Health, direct reports, and key stakeholders.

### **Survey Structure:**

Weighted components

1. Strategic Planning Initiatives
2. Board Relations
3. Internal leadership
4. Community stakeholder engagement

Non-weighted component

1. Opportunities for Growth

### **Performance Objectives:**

#### **Section 1: Strategic Planning Initiatives weighted at 50%:**

##### **Fiscal Sustainability:**

1. Successfully implemented a structurally balanced budget for FY25 based on ACFR final report.
2. Obtain District Board of Health approval to a structurally balanced FY26 budget.
3. Obtain Federal/State/Private grants and other funding to support Strategic Plan initiatives.
4. Successfully secured an increase in general fund allocations from the County to support public health efforts and achieve a balanced budget.
5. Develop and manage annual budgets, ensuring that funding is allocated effectively to meet strategic health priorities.

##### **Operational Efficiency and Effectiveness:**

1. Obtain DBOH acceptance of the organization's strategic plan that addresses both short-term and long-term community health needs.
2. Achieve full compliance to maintain Public Health Accreditation by the Public Health Accreditation Board.
3. Foster a positive and productive work environment by implementing strategies to improve employee satisfaction, ensuring that employee survey results meet or exceed the County's rating.
4. Exhibits strong leadership by utilizing data to guide decision-making that aligns with the district's Strategic Priorities
5. Effectively implemented a workforce optimization plan that includes restructuring programs, responsibilities, and workflows based on best practices to improve efficiency and improve overall service delivery.

##### **Innovative Services:**

1. Obtain DBOH and BCC approvals to break ground on the new TB Clinic.
2. Achieve review of plans to ensure compliance with established regional benchmarks.

3. Advocates for public health by effectively articulating emerging public health objectives and best practices to stakeholders, ensuring informed decision-making and support for necessary policy changes to influence public health legislation.
4. Successfully implemented NNPH's workforce development plan with measurable strategies that enhance recruitment, retention, training, and leadership development, ensuring staff are well-equipped to meet the district's public health goals and address emerging health challenges.
5. Achieved at least 70% of strategies outlined in the strategic plan to address community health needs and emerging public health threats.
6. Actively addresses health disparities in underserved communities by integrating equity-focused initiatives into NNPH's Strategic Plan, ensuring that all populations have the opportunity to achieve optimal health outcomes.
7. Conducts regular emergency response drills and actively implements after action results with all key stakeholders to test readiness and improve response systems.

**Section 2: Board relations weighted at 20%:**

1. Effectively implements the Board's policy directions and philosophy.
2. Clearly articulates complete and accurate information to all Board members in a transparent and timely manner.
3. Effectively communicated and began implementation of Strategic Plan initiatives.
4. Demonstrates a comprehensive understanding of organizational operations.
5. Actively updates key stakeholders by sharing data, reports, and the rationale behind public health decisions and initiatives, demonstrating a commitment to accountability.

**Section 3: Internal leadership weighted at 20%:**

1. Functions as an effective leader of the organization; understanding organizational operations, gaining trust, respect, and collaboration.
2. Fosters a culture that prioritizes data-driven decision-making using data analytics from the performance management system to assess performance and identify areas for improvement.
3. Values staff and recognizes them for their contributions.
4. Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.
5. Provides clear directions to address Strategic Plan initiatives.
6. Effectively manages organizational change by establishing clear expectations, and ensuring staff are adequately supported and that changes result in improved health service delivery.

**Section 4: Community stakeholder engagement weighted at 10%:**

1. Practices timely and effective communication with all stakeholders on emerging public health threats within the County.
2. Accessible to leadership of other agencies, jurisdictions, and organizations; displaying appropriate diplomacy and tact.
3. Established and maintain effective communication and coordination with key stakeholders across the region and state to align health priorities, ensuring timely and collaborative action.
4. Effectively communicates organizational goals, initiatives, and performance metrics to key stakeholders.

**Section 5: Narrative – opportunities for growth – weighted at 0%**

**Grading:**

Score is averaged by section, and then multiplied by the weight for the category

Overall score assigned based on rubric

Rating	Description
1	Minimally effective: partially met objective
2	Effective: met objective
3	Highly Effective: exceeded objective

Review receives an overall rating based on weighted, average scoring of all rated components.

Overall rating rubric:

1.0 – 1.99	Minimally effective
2.0 – 2.99	Effective
3.0+	Highly Effective