

Healthy Practices. Healthy People. Healthy Places.

Performance Management Applications in Public Health

Kansas Department of Health and Environment



STEP 1: PERFORMANCE STANDARDS

The identification of relevant standards in which goals and targets are set and communicated to address select indicators.

Assessment

- HP2020 Process
- NPHPSP
- State Health Improvement Plan
- Organizational Strategic Plan (Internal)
- Governor's Road Map and legislative priorities
- Disparities

STEP 2: PERFORMANCE MEASURES

The ongoing monitoring and reporting of program accomplishments, particularly progress toward pre-established goals or targets.

Use of state and national measures with consideration to global health measures

- Health status: HP2020/Healthy Kansans
- Public health system: NPHPSP
- Agency: PHAB Standards and Measures



STEP 3: REPORTING OF PROGRESS

The intentional sharing and monitoring of performance indicators and outcome results with leadership entities and stakeholders.

- Develop a system for regular reporting
- Develop a regular reporting cycle
- Analyze data collected and document result of progress toward or away from performance measures
- Determine if performance standards being met and if not, consider a formal quality improvement process
- Share report with leadership, stakeholders, and/or advisory groups

Adapted from the Nebraska Division of Public Health's Performance Management System

STEP 4: CONTINUOUS QUALITY IMPROVEMENT (CQI)

A formal process that can be used for almost every plan, policy, or program implemented.

- Work sessions with Executive Team on quality improvement and creating a culture on CQI
- Survey agency staff regarding QI knowledge, expertise, and interest
- Agency teams select a QI project and receive training to assist in implementing, evaluating, and sharing QI: "Train-the-Trainer"
- Implement organizational QI Advisory Council
- Develop and implement a CQI Plan

Kansas uses an adapted version of the Turning Point Performance Management System Framework to engage employees, and it serves to guide, measure, and improve the agency's efficiency and effectiveness of services

About Kansas' Performance Management System

The Kansas Department of Health and Environment (KDHE) is currently engaged in a transformational reorganization and revitalization of its performance management system that includes implementing a three-year strategic plan (2011-2014), planning for a state health assessment through the Healthy People (HP2020) process, assessing the Kansas public health system through NPHPSP, and conducting accreditation readiness activities. The former KDHE performance management system incorporated elements from the Turning Point Performance Management System Framework, the Core Public Health Functions, and the Ten Essential Services. The system was strengthened through participation in the Multi-State Learning Collaborative and engagement with the local health departments, academia, and the Kansas Health Institute. From 2008-2011, iDashboards (E-QIPM) was implemented for the local health departments' Preparedness Programs. In January 2012, Kansas Health Matters, a statewide dashboard, was implemented that tracks and monitors health indicators selected through Healthy People and priorities of the Kansas Legislature. Through the KDHE Annual Report, Kansas provides transparent reporting of planning and progress towards meeting programmatic and state-level goals. Kansas is committed to coordinating and collaborating with local, state, national, global partners, stakeholders, and policy-makers to create a quality public health system for Kansas.

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