

2023

ANNUAL REPORT



Public Health
Prevent. Promote. Protect.



FREEHOLD AREA HEALTH DEPARTMENT
Working Hard to Keep You Healthy



732-294-2060



1 Municipal Plaza
Freehold, NJ 07728



www.twp.freehold.nj.us/244/health

Dear Residents:

The year of 2023 flew by. And, as we all moved the COVID-19 craziness behind us, the Freehold Area Health Department returned to our busy, routine work of protecting our communities from public health threats and keeping them safe.

In 2023, we welcomed the Borough of Tinton Falls as a shared-services partner and spent the year getting to know the residents, schools and many of their commercial establishments. Since we increased the number of people that we serve, we were able to hire an additional Health Educator to assure the provision of equal services to all of our communities. Welcome, Kelsey Grenus!

I have been working for the Freehold Area Health Department for 37 years. As I reflect upon my career in public health and the shared service agreements that date back 46 years, I am proud to see the advancement and enhancement in the resources that we provide. Our staff is passionate about their work and wish to be the best at what they do, while providing extraordinary customer service, resolving issues and finding solutions for residents. One of the hallmarks of our work is quality improvement. Staff continually strive to improve services and productivity by working through specific projects that address internal processes, inspection protocols and efficiency. We are truly dedicated to providing top-notch assistance to our communities.

I invite you to read through our Annual Report to learn more about our mission, our values and, most importantly, the broad scope of our statutory responsibilities. We do not take your health and well-being for granted. In fact, we strive to make it better.

To your health!



Margaret Jahn, MS, MPH
Health Officer

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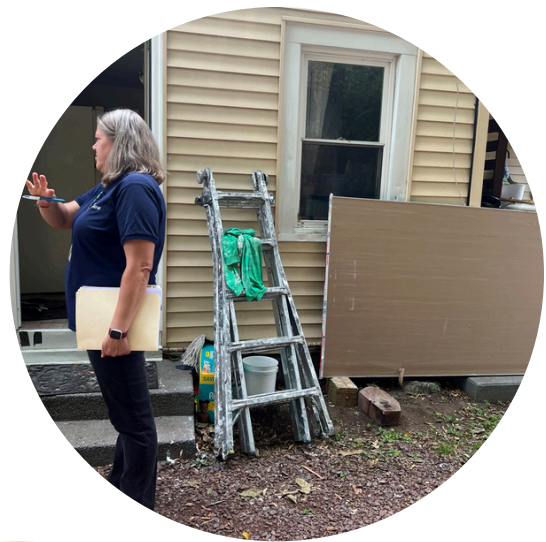
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WHAT IS PUBLIC HEALTH?

The Freehold Area Health Department (FAHD) and the five Boards of Health are governed by the Public Health Practice Standards of Performance for Local Boards of Health in New Jersey, N.J.A.C. 8:52. Inherent duties and responsibilities are summarized in the three Core Public Health Functions and the 10 Essential Public Health Services.

CORE PUBLIC HEALTH FUNCTIONS:

- Assess and monitor the health of communities and at-risk populations to identify health problems and priorities.
- Formulate public policies with community and government leaders to address local and national public health problems and priorities.
- Provide all populations with access to appropriate and cost-effective care, including health promotion, disease prevention and follow-up evaluation.



2023 Committee Members

2023 Board of Health Members



Kevin A. Kane, Mayor
Michael DiBenedetto, Council President
Adam Reich
Annette Jordan
George Schnurr
Margaret Rogers
Sharon Shutzer

Ellen Kane, RN, Chairperson
William Madden, Co-Chairperson
Annette Jordan, Council Liaison
Edward Stoner, MD
Vicki Warnock, RN
William McGonigle, DDS



Alan Walker, Mayor
Lester Preston, Deputy Mayor
Anthony Ammiano
Maureen Fasano
Thomas Cook

Fabio Apolito, DMD, Chairperson
Eileen Allen, RN, Vice Chairperson
Alene Opatut, VMD
Anthony Ammiano, Committee Liaison
Debra King, RN
Lisa Porth, RRT
Michael Chudkowski
Robin Lemesevski
Steven Lemberger, DPM



Susan Cohen, Mayor
Eric Nelson, Deputy Mayor
Barry Jacobson
Jack McNaboe
Mary Ann Musich

Karen Rothenberg, Chairperson
John Cuccia, Vice Chairperson
AnnaMae Frenkiel, Secretary of Board
Charles Marchese, MD
Eileen Eccleston
Frank Citara
Kim Silverstein



John Manginelli, President
Risa Clay, Deputy President
Lawrence Dorbin, MD
Michael Nesci
Tracy Buckley

John Manginelli, President
Risa Clay, Deputy President
Lawrence Dorbin, MD
Michael Nesci
Tracy Buckley



Timothy J. Farrell, Mayor
Erin M. Mangan, Deputy Mayor
Daniel F. Becht
Kevin P. Orender
Timothy J. Clayton

Erin M. Mangan, Committeewoman
Daniel F. Becht, Committeeman
Jeffry Bertrand
Jeremy Kuper
Matthew Zahorsky
Roberta Lang

The Board of Health's primary responsibility is to protect the health of its citizens and to guard against the spread of contagious diseases. Other than the Township Committee, the Board of Health is the only governing body that has the authority to adopt policy and pass ordinances relating to its specific activities. The Public Health Practice Standards of Performance for Local Boards of Health, N.J.A.C. 8:52, adopted in February 2003, designate specific activities to be performed by all Boards of Health. The 16 subchapters address Essential Public Health Services, public health practice, administration, staff competencies, nursing, health education and performance evaluation.

The Boards of Health oversee the Freehold Area Health Department which enforces policies and provides services as deemed necessary by the Boards.



WHAT DOES YOUR LOCAL HEALTH DEPARTMENT DO?

- **Protects you from health threats.** We work hard to prevent disease outbreaks and make sure the food you eat, the water you drink and the air you breathe are all safe. We are also ready to respond to any health emergency – be it bioterrorism, a natural disaster or a new infectious disease.
- **Educates you and your neighbors about health issues.** We provide you with information that helps you make healthy decisions, like exercising more, eating right, quitting smoking and washing your hands to protect yourself from communicable diseases. During a public health emergency, we also provide important alerts and warnings to protect you and your family.
- **Provides healthy solutions.** Your health department assures that you have access to preventive care to avoid disease and maintain your health.
- **Advances community health.** We advocate and develop new policies and standards that address existing and emerging challenges to your community's health while enforcing a wide range of laws to keep you safe. We support research and staff training to maintain expertise and assure the delivery of up-to-date, cutting-edge public health programs.



PRINCIPLES OF MANAGEMENT



VISION

FAHD is a community-centered organization that envisions a well-resourced, fully trained and prepared workforce that responds to public health threats and works everyday to foster healthy and safe communities.



MISSION

FAHD provides high quality environmental, clinical and educational services to prevent disease and injury for safer and healthier communities.



VALUES

- Collaboration- We work together as a diverse, yet unified team to serve the needs of our community and collaborate with internal and external partners to achieve common public health goals.
- Integrity- We have honest and transparent communication with consistency in our actions. We follow through with our customers to build trust with the community.
- Service- We are committed to excellence by providing quality, competent and compassionate service. We demonstrate a passion for customer care and strive to achieve the highest levels of public service.
- Wellbeing- We consciously balance work, personal life and self-care, allowing our staff to provide the highest level of service to our residents.

DEPARTMENT STAFF



DEPARTMENT STAFF

Margaret Jahn, MS, MPH - Health Officer

Licensed Health Officer, A-100544

Licensed Registered Environmental Health Specialist, A-100544

Antoinette Ceciarelli- Office Administrator

Jennifer McAuley- Office Administrator and Board of Health Recording Secretary

Jeffrey Palatini- Principal Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-101434

Andrea Trozzi- Senior Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-136293

Certified Municipal Registrar, CMR2689

Lead Inspector/Risk Assessor – Permit No. 031522

Margaret Karl- Senior Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-102402

Lead Inspector/ Risk Assessor, Permit No. 038035

Ashley Skibniewski- Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-166570

Jessica Habeck- Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-161973

Lead Inspector/ Risk Assessor, Permit No. 035846

Rahul Pathak- Registered Environmental Health Specialist

Licensed Registered Environmental Health Specialist, B-163264

Lead Inspector Risk Assessor, Permit No. 038035

Stephen Mintrone- Registered Environmental Health Specialist Trainee (As of August, 2023)

Licensed Registered Environmental Health Specialist, B-176216

Angelica Espinal-Garcia, MPH, MCHES- Health Educator

Master Certified Health Education Specialist, 28885

Certified Youth Mental Health First Aid Instructor

Certified QPR Suicide Prevention Instructor

Basic Life Support (BLS) Certification, American Heart Association

Brett Nance, MPH- Epidemiologist

Licensed Health Officer, A-173292

Christa Moor, MPH, RN- Public Health Nurse

Licensed Registered Nurse, 26NR14341700

Basic Life Support (BLS) Certification, American Heart Association

Kelsey Grenus, MPH, CHES- Health Educator and Alliance Coordinator (As of March, 2023)

Certified Health Educator Specialist, 36520

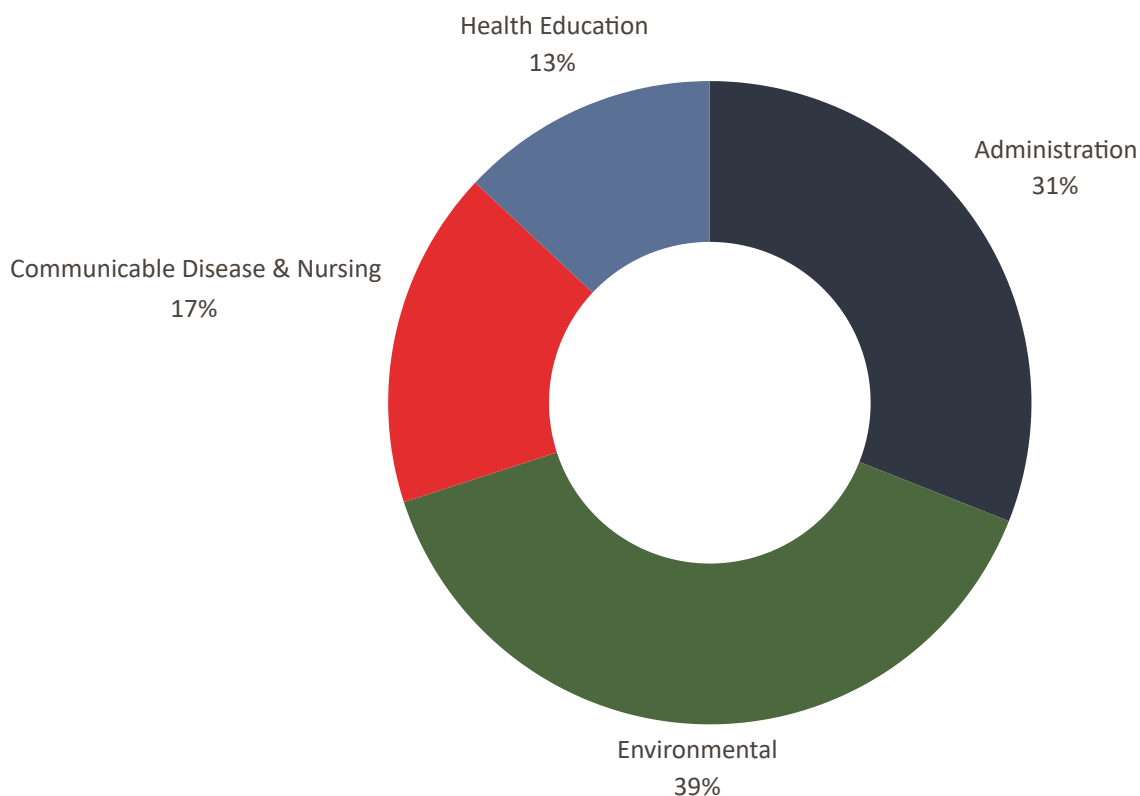


Public Health
Prevent. Promote. Protect.

2023 FISCAL YEAR

The Health Department operates under the Freehold Township municipal budget. Public health services are provided to Freehold Borough, Wall Township, Manalapan Township and Tinton Falls via shared services agreements. Below is a breakdown of budget percentage for each department activity for 2023 fiscal year.

PERCENT OF BUDGET FOR EACH ACTIVITY



- Adult immunizations (flu and pneumonia)
- Air pollution complaints
- Animal bite and quarantine enforcement
- Assurance of safe drinking water
- Bioterrorism and emergency response
- Body art facility inspections
- Campground inspections
- Certification of wells and septic systems
- Child care center inspections
- Childhood lead poisoning investigations
- Community health education
- Community health fairs
- Control of insect vectors of disease
- Control of rodent vectors of disease
- Coordination of animal control services
- Dog and cat licensing
- Emergency response (24/7)
- Enforcement of state and local regulations
- Environmental complaint investigation
- Food-borne illness outbreak investigations
- Hazardous material incidence response
- Infectious disease investigations



- Lab sampling of food, wells and surface waters
- Noise control
- Occupational health complaint investigations
- Ordinance and policy recommendations
- Pet shop and kennel inspections
- Public health nuisance complaint investigations
- Public pool and spa inspections and enforcement
- Rabies vaccine clinics for cats and dogs
- Radon testing and education
- Retail food inspections, training and plan review
- School immunization audits
- Septic system plan reviews and inspections
- Site plan and subdivision reviews
- Soil and site evaluation for septic systems
- Substance abuse prevention
- Tanning salon inspections
- Tuberculosis control
- Youth camp safety inspections

Environmental Health Activity Summary, 2023

ACTIVITY	FB	FT	MT	TF	WT	TOTAL
Animal Bites	26	62	47	20	30	185
Body Art Inspections	0	1	1	3	5	10
Camp Inspections	0	4	4	1	6	15
Consultations	0	0	0	0	0	0
Court Appearance	2	12	1	0	5	20
Emergency Response	0	13	2	3	0	18
Food Inspections	117	229	213	86	175	820
Food Inspections (Temporary/Fairs)	14	17	8	4	3	46
Food Plan Review	8	15	11	6	4	44
Food Pre-opening Inspections	11	32	18	10	27	98
Food Re-inspections	5	14	11	2	5	37
Immunization Audits	9	21	22	15	19	86
Immunization Re-audits	0	0	0	0	0	0
Inspection Check/Follow-up	5	21	13	3	10	52
Kennel Inspections	0	5	3	3	4	15
Lead Investigations	236	1	0	0	0	237
OPRA Requests	4	118	234	9	74	439
Pool Inspections	2	34	33	14	24	107
Pool Pre-opening Inspections	2	26	26	12	14	80
Pool Re-inspections	0	2	0	1	1	4
Septic Checks	1	19	41	3	0	64
Septic Inspections	0	95	220	10	29	354
Septic Permits Issued	0	20	42	2	6	70
Septic Plan Review	0	23	55	3	6	87
Soils Evaluation	1	22	34	2	6	65
Subdivision & Site Plan Reviews	0	33	13	0	6	52
Tanning Inspections	0	4	2	1	6	13
Water Sample Reviews	0	23	29	4	2	58
Well Permits Issued	0	6	8	2	3	19
Zoning Reviews	0	2	139	0	0	141
Total	443	874	1,230	219	470	3,236

2023 COMPLAINTS SUMMARY

COMPLAINT	FB	FT	MT	TF	WT	TOTAL
Environmental/ Nuisance	30	64	34	30	28	186
Food	4	12	7	4	8	35
TOTAL	34	76	41	34	36	221

**Summonses
Issued: 14**



Apartment leak from a water pipe causing damage to floor.

COMMUNICABLE DISEASE

The Freehold Area Health Department is responsible for keeping the communities we serve free from disease. We monitor disease trends, respond to disease outbreaks and prevent the spread of infectious disease.

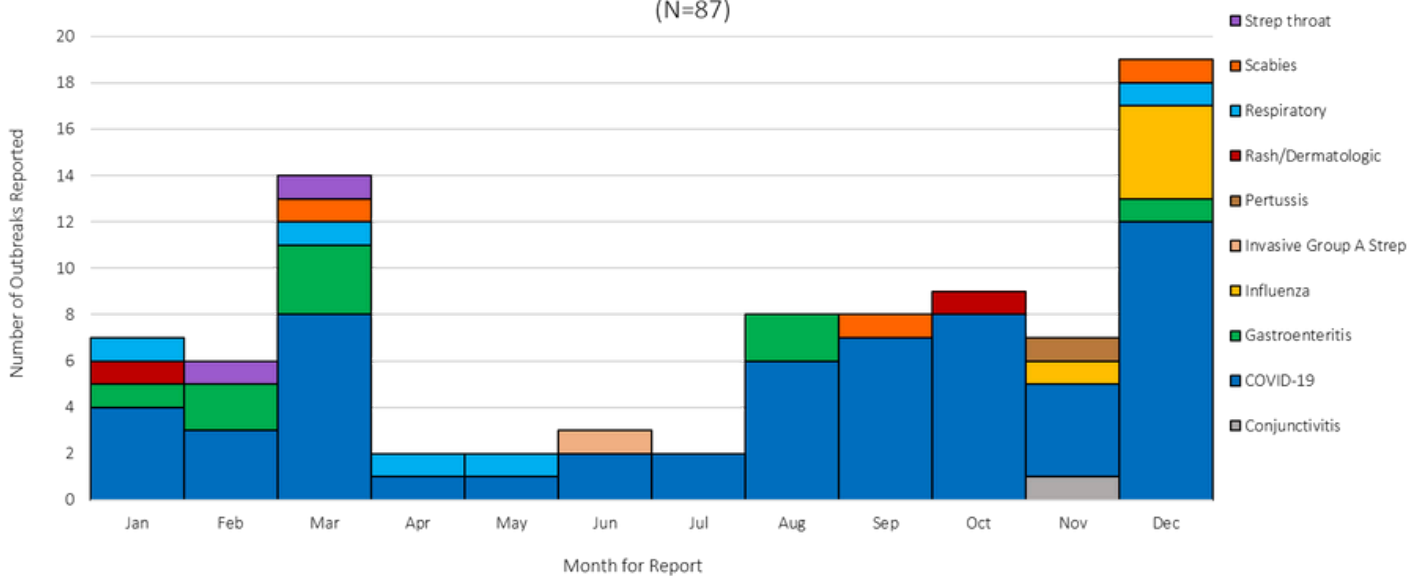
Number of Infectious Diseases Investigated

Municipality	2023
Freehold Borough	72
Freehold Township	209
Manalapan	315
Tinton Falls	60
Wall	164
TOTAL	820

Confirmed and Probable Cases of COVID-19 Reported in 2023

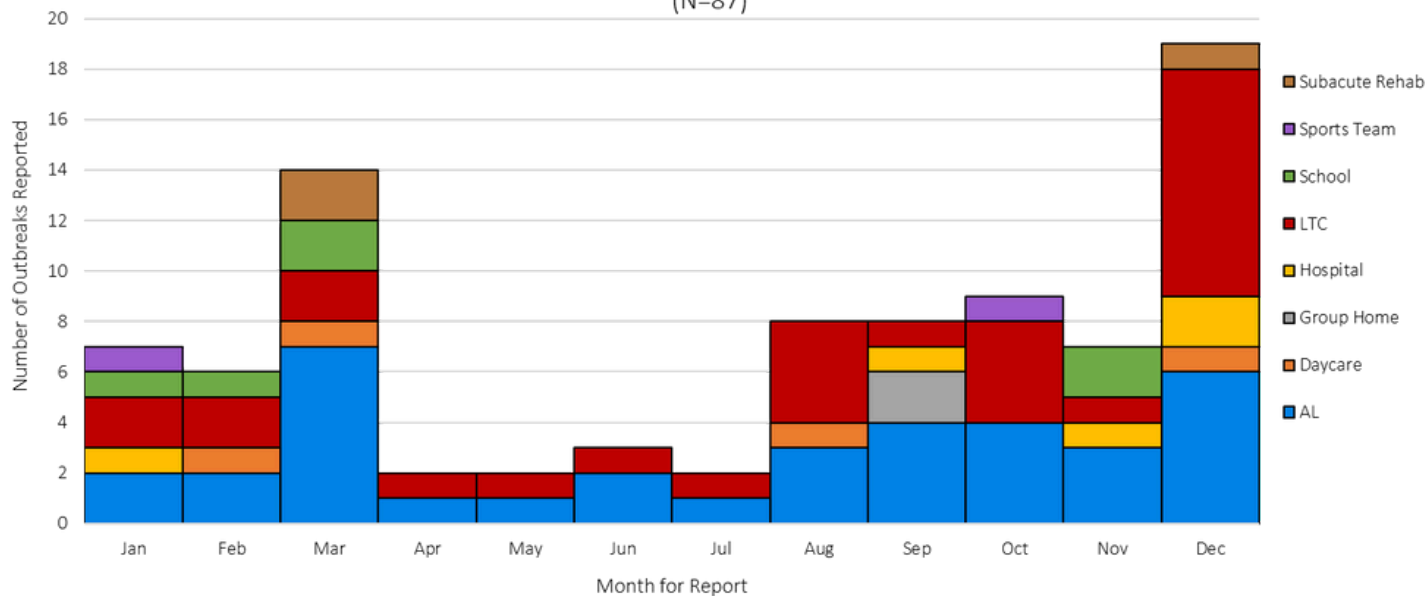
Municipality	2023
Freehold Borough	300
Freehold Township	1036
Manalapan	1356
Tinton Falls	375
Wall	746
TOTAL	3813

Number of Outbreaks Reported to Freehold Area Health Department By Month and Disease
January-December 2023
(N=87)

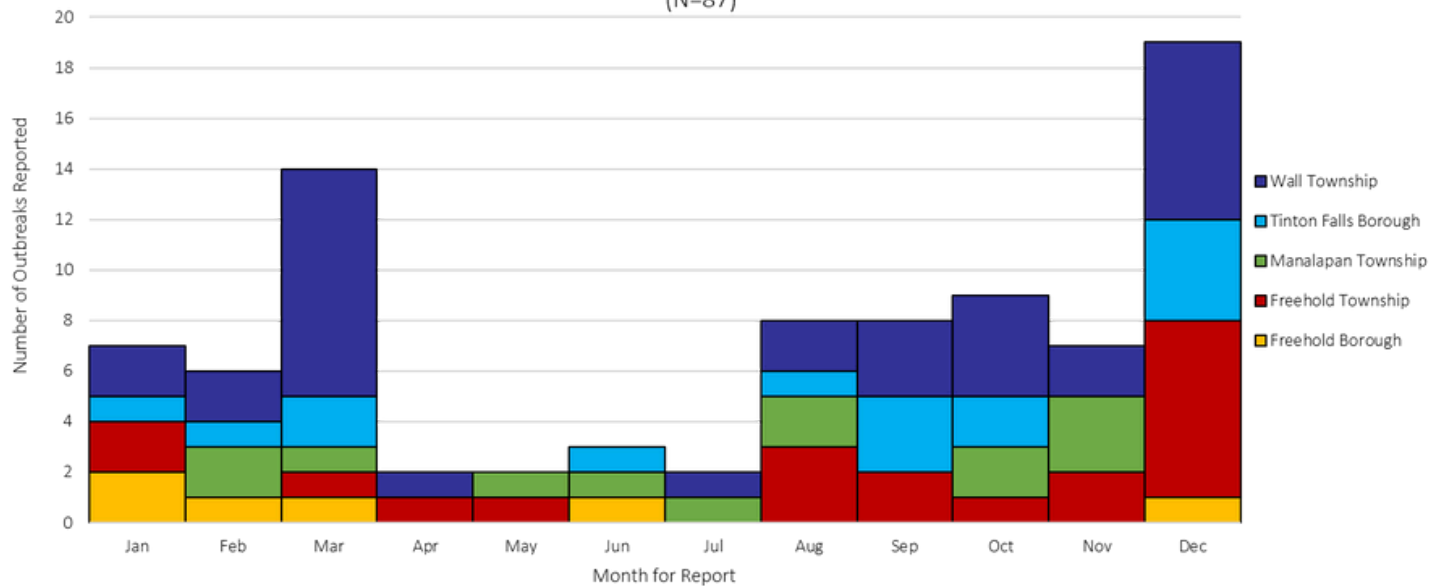


COMMUNICABLE DISEASE

Number of Outbreaks Reported to Freehold Area Health Department by Month and Setting
January-December 2023
(N=87)



Number of Outbreaks Reported to Freehold Area Health Department by Month and Municipality
January-December 2023
(N=87)

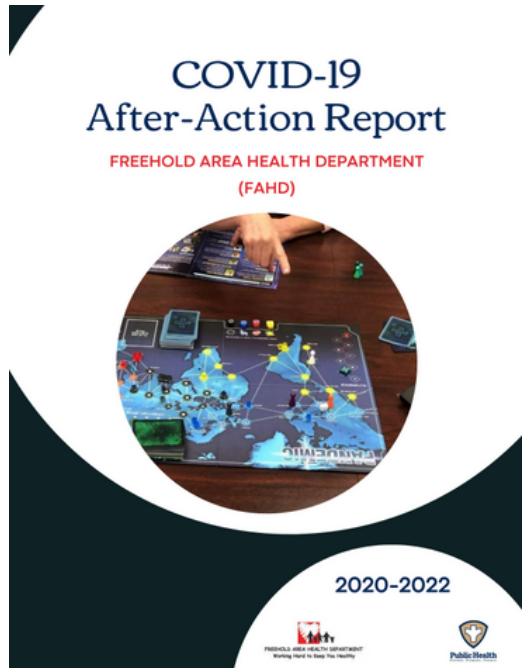


COMMUNICABLE DISEASE

HIGHLIGHT

↓ CHECK IT OUT ↓

FAHD finalized the COVID-19 After Action Report which is published on their website under Communicable Disease Control tab. This plan outlines major strengths demonstrated, areas for improvement and corrective actions to implement into future responses.



PUBLIC HEALTH NURSING

A Public Health Nurse is a crucial member of a local health department in assessing the needs of the community, collaborating with other healthcare providers in the community to ensure comprehensive patient care and to provide free and accessible healthcare services. FAHD nursing programs include immunization program, childhood lead testing and chronic disease screenings in Freehold Borough, Freehold Township, Manalapan Township, Tinton Falls Borough and Wall Township.

Vaccines	Totals
Covid-19	126
Flu	482
Tdap	9
Shingles	10
Hep B	6
Pneumococcal	1
Total Vaccines	634

Screenings	Totals
Lead Screenings	49
BP Screenings	59
A1C Screenings	29
BMI Screenings	9
Total	146



HIGHLIGHT

↓ CHECK IT OUT ↓

Beginning in September of 2023, FAHD'S nurse and health educator started attending the Freehold Borough Women Infants and Children (WIC) program. They go the second Wednesday of every month and offer childhood lead screening and education to WIC members and the public. Screening and education continues in 2024 and they are seeing routinely better uptake.

ANIMAL CONTROL

Many local health departments in New Jersey oversee animal control services. Freehold Township, Freehold Borough and Manalapan Township contract with Western Monmouth Animal Control for animal services and FAHD is responsible for coordinating the services. Tinton Falls Borough and Wall Township contract with Monmouth County SPCA. In addition to animal control, FAHD inspects kennels, pet shops and animal shelters to ensure that these facilities are operating in compliance with sanitation, safety and animal welfare rules. Most importantly, FAHD is responsible for rabies control which includes pet licensing and animal bite investigations.

Municipality	Dog Licenses	Cat Licenses
FB	1-year dog license: 168 3-year dog license: 154	1-year cat license: 17 3-year cat license: 7
FT	1-year dog license: 528 3-year dog license: 372	1-year cat license: 6 3-year cat license: 4
MT	Dog licenses: 2,460	Cat licenses: 204
TF	1-year dog license: 675	N/A
WT	1-year license: 1,178	N/A



ANIMAL CONTROL

Animal Bite Investigations Across All Jurisdictions

Exposure	FB	FT	MT	TF	WT	TOTAL
Dog	22	36	27	15	20	120
Cat	4	10	7	10	3	34
Bat	0	2	10	1	5	18
Raccoon	2	4	2	0	0	8
Groundhog	1	0	1	0	1	3
Skunk	1	0	0	0	1	2
Fox	0	0	0	0	1	1
Squirrel	1	0	0	0	0	1
Opposum	0	1	0	0	0	1



Animals Tested for Rabies Across All Jurisdictions

Test Results	FB	FT	MT	TF	WT
Animals Positive for Rabies	2	3	0	0	0
Animals Negative for Rabies	4	10	16	7	9

ALLIANCE TO PREVENT SUBSTANCE ABUSE

The Alliance exists to meet the need for comprehensive, coordinated substance abuse and mental health awareness programming for the residents of Freehold Borough and Freehold Township. In addition, the Freehold Alliance conducts needs assessments, produces an annual prevention plan and advocates for enhanced prevention services based on community needs and priorities.

Through the Drug Enforcement and Demand Reduction Funds (D.E.D.R. grant) and the NJ Division of Mental Health and Addiction Services (DHMAS), FAHD provides a coordinator for the Alliance activities. Responsibilities include grant administration, program planning and the facilitation of monthly meetings and fundraising events.

2023 PROGRAMS

- Botvin Lifeskills Training
- Parents education night out
- Elementary and High School Speakers for both students and parents
- We Are the Future sponsorship support
- All Kids One Field sponsorship support
- Red Ribbon Week education
- Community Mobilization Events
- Don't Give Up Signs Mental Health Movement



ALLIANCE TO PREVENT SUBSTANCE ABUSE

HIGHLIGHT

↓ CHECK IT OUT ↓

Mental Health Awareness Month is observed in May. The Freehold Municipal Alliance to Prevent Substance Abuse advocates for mental health awareness and reducing the stigma of mental health, as substance use disorder and mental health are often co-occurring. The Freehold Municipal Alliance supported a mental health movement called Don't Give Up Signs, which is a non-profit organization that created lawn signs to spread hope and mental health support around communities. Signs with positive messages including "don't give up," "you got this," and "you are not alone" were displayed in Freehold Borough and Freehold Township in English and Spanish. A total of 73 signs were displayed at the municipal buildings, schools, non-profit centers and Senior Center for the month of May. Bracelets and stickers with the same messages were given out at community events. This mental health movement was positively received by the general community and the Freehold Alliance is excited to continue the movement annually.



HEALTH EDUCATION AND PROMOTION

Health education occurs throughout all health department programs, with a focus on providing education and health promotion services that help the public make informed decisions about their health. Health education programs and activities help the community achieve a healthier lifestyle and promote healthy behaviors. FAHD reached and educated a total of 3,031 community members in 2023.

2023 Health Education and Outreach Sessions

Program Type	Number of Sessions
Education Sessions	28
Mentorship Sessions	24
Community Outreach Events	8
Trainings	46
TOTAL	106



HEALTH EDUCATION AND PROMOTION

HIGHLIGHT

↓ CHECK IT OUT ↓

As a Health Educator for Freehold Area Health Department, Kelsey Grenus, MPH, CHES®, improves the health of senior community members in the jurisdictions that we serve by offering the *Take Control of Health: Chronic Disease Self-Management Program (CDSMP)*. CDSMP is an evidence-based workshop course that takes place once a week for 6 weeks. The program is for adults 65 and older with at least one chronic condition, or for those who are caregivers to an individual with a chronic condition.

The program objectives are to increase physical and psychological well-being, implement small yet positive changes, manage challenges that come with their conditions and be their own healthcare advocate. The Freehold Area Health Department partnered with Senior Citizen Activities Network of New Jersey (SCAN NJ) who funds this program through grant funding. In October 2023, she held the program for Wall Township seniors offered through their recreation center.



Workshop activities include:

- Pain management techniques
- Breathing techniques
- Communication skills to navigate the healthcare system
- Making an action plan
- Decision-making skills
- Problem-solving skills
- Appropriate exercises for strength and endurance training
- Knowledge of healthy eating

VISITING NURSES ASSOCIATION

Homecare and community-based services that integrate public health nursing practice are provided by the Visiting Nurses Association Health Group (VNA), as well as our in-house Public Health Nurse. Nursing services provide support to the operations of FAHD and to the delivery of the 10 Essential Public Health Services. Public health nursing activities include programs and interventions that relate to the uninsured, underinsured, immigrant, indigent and other vulnerable populations for all five municipalities.

2023 OVERVIEW OF SERVICES BY TOWN

PROGRAM	FT/FB		MT		TF		WT	
	Clients	Encounters	Clients	Encounters	Clients	Encounters	Clients	Encounters
Early Intervention	186	803	96	408	58	251	23	99
Healthy Families	46	730	-	-	7	88	1	7
Nurse Family Partnership	17	111	-	-	2	4	2	9
Parents as Teachers	24	126	1	0	2	3	-	-
Special Child Health Services (SCHS)	115	460	52	208	182	714	28	112
Woman Infant and Children Supplemental Nutrition Program (WIC)	778	778	102	0	-	-	-	-
Persons with Elevated Blood Lead Levels	9	56	-	-	1	2	1	4
Tuberculosis Direct Observed Therapy (DOT)	-	-	-	-	-	-	-	-
Health Officer Requested Visits	-	-	-	-	-	-	-	-
Influenza- vaccines administered	15	-	1	0	4	0	-	-
Cancer Education and Early Detection (CEED)	96	-	11	0	191	0	23	0
County Council for Young Children (CCYC)	94	898	-	-	2	22	-	-
Mobile Outreach Clinic Program (MOCP)	25	515	-	-	-	-	-	-
School Based Nurse Practitioners (SB-NP)	229	312	-	-	-	-	-	-
Senior Wellness (SW)	117	364	39	90	26	78	-	-



CENTRASTATE

CentraState Medical Center is a not-for-profit, community based, acute care hospital that provides additional health education and screening programs to those who live in Freehold and Manalapan.



CentraState
Healthcare System[®]
 ATLANTIC HEALTH SYSTEM PARTNER

CENTRASTATE HEALTH EDUCATION PROGRAMS JANUARY- DECEMBER 2023

PROGRAM	FT/FB	MT
Cancer Programs		
Colorectal + Nutrition & Lifestyle Education	41	33
Mammograms/BSE + Nutrition & Lifestyle Education regardless of payer	1815	744
VNA/ CentraState free events included in Freehold count above	177	
Smoking Prevention/Cessation	6	1
Cardiovascular Programs		
Congestive Heart Failure Coaching	253	85
Hypertension Screening & Education	96	17
Diabetes Programs		
PreDiabetes A1C Screening & Education	286	33
Diabetes Prevention Program	30	11
Diabetes Self Management Education	112	58
Pregnancy Programs		
Preparing for Your Newborn	15	4
Preeclampsia Coaching	11	2
TOTAL	2842	988

NEIGHBORHOOD CONNECTIONS TO HEALTH (NCTH)

NCTH is a community initiative comprised of volunteers, residents and local organizations. FAHD partners with NCTH to enhance access to health care, combat food and housing insecurity, reduce social isolation and prevent childhood lead poisoning through education and screening. FAHD collaborates on various initiatives including vaccine clinics, Mobile Pantries, the Freehold Intergenerational Community Council (FICC), the Freehold Tenant Association, Lead Committee and other community events.



Health educator facilitating a leadership for all ages training for FICC.



Vaccinating at a community event hosted by NCTH.



At the Downtown Freehold Farmer's Market educating and promoting services in partnership with NCTH.

CASA FREEHOLD

Casa Freehold is a non-profit organization that works to help new arrivals to the United States become fully integrated and productive members of their new community. They empower workers and their families by providing them with knowledge and resources relating to immigration, education, housing, health, employment and job safety. FAHD partners with Casa Freehold to provide vaccination clinics twice a month as well as education and promotion of services at community events.



FAHD interns and health educator at a community event hosted by Casa Freehold.



Health educators educating on women's health.



Public health nurse offering screening and vaccines.



Health Department staff are required to earn continuing education credits annually to ensure they remain up to date with industry practices and new research. Examples of continuing education programs and trainings that staff attended in 2023 include:

- Rabies Epidemiology and Investigations in New Jersey
- Preaching What You Practice: Communication Strategies for Outbreaks
- What To Look For When Doing a Septic Inspection: From Plans to Field
- Stigma as a Structural Determinant of Health Disparities
- New Jersey Prevention Network Annual Addiction Conference
- Health Links: Supporting Workers with Chronic Conditions
- Pest Management in Food Facilities
- Norovirus Vaccine Development



CONTINUING EDUCATION UNITS

Margaret Jahn, MS, MPH- Health Officer, 34.00 CEUs

Andrea Trozzi- Senior Registered Environmental Health Specialist, 30.50 CEUs

Margaret Karl- Senior Registered Environmental Health Specialist, 35.00 CEUs

Ashley Skibniewski- Registered Environmental Health Specialist, 18.00 CEUs

Jessica Habeck- Registered Environmental Health Specialist, 23.50 CEUs

Rahul Pathak- Registered Environmental Health Specialist, 30.00 CEUs

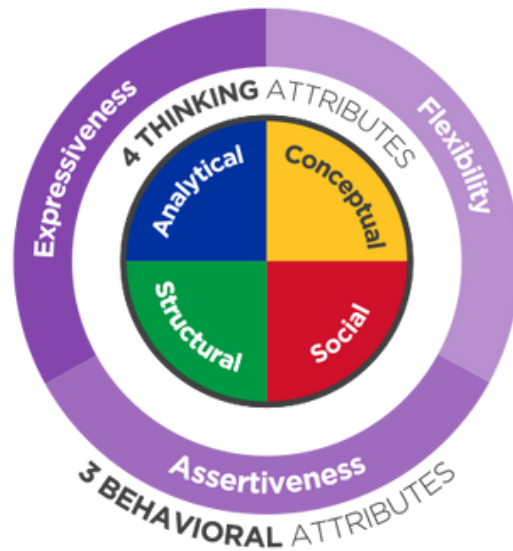
Angelica Espinal-Garcia, MPH, MCHES- Health Educator, 41.75 CHES credits

Brett Nance, MPH- Epidemiologist, 72.00 CEUs

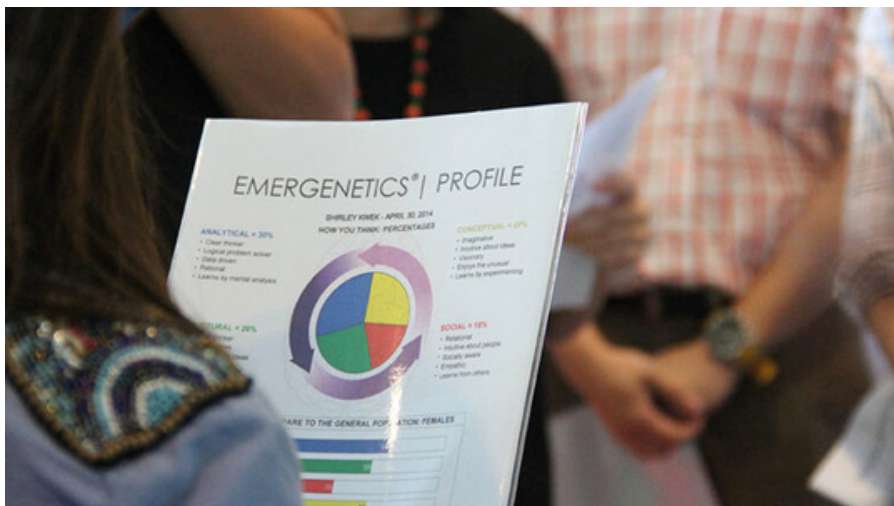
Christa Moor, MPH, RN- Public Health Nurse, 29.00 Public Health CEUs, 42.00 Nursing Contact Hours

Kelsey Grenus, MPH, CHES- Health Educator, 42.50 CEUs

In May 2023, staff attended the *Emergenetics: Meeting of the Minds* training. Emergenetics is rooted in brain research, engineered to improve communication and teamwork and geared to advance workplace performance. Through the Emergenetics Profile, each staff member received a personality assessment to understand how they prefer to approach daily work and life.



Based on the results of the personality assessment, staff received a detailed report on their thinking attributes and behavioral attributes.



Staff went through exercises that challenged their minds. They had the opportunity to work in groups with individuals who had similar personality profiles and individuals who had opposite personality profiles.

WEEKLY QUALITY IMPROVEMENT MEETINGS

FAHD continues weekly meetings within the framework of the Quality Improvement Plan to deliver the best services possible to our residents, exemplifying our commitment to improving the health, safety and well-being of those we serve. Quality Improvement (QI) is foundational to all that we do and provides the impetus to advance our organizational strategic plan, community health improvement efforts and performance management.



EVALUATE AND PRIORITIZE ACTIONS

FAHD uses the Plan-Do-Study-Act model to test a change that is implemented, evaluate the outcome, improve on it and test again.

Priority activities include Standard Operating Procedures (SOP) for all services across disciplines.



ABOUT THE STRATEGIC PLAN

FAHD began the development of a strategic plan in March, 2023. Through facilitated discussions among staff, new vision, mission and value statements were generated to guide FAHD. A consultant facilitated in-depth employee interviews and an environmental scan of existing data resources that eventually led to summarized strategic priorities. A final plan with specific goals and objectives was completed in September 2023.



THE CONTINUOUS PLANNING LIFECYCLE



Public health is a growing and rapidly evolving field. For this reason, FAHD chose the continuous planning lifecycle (image above) as the planning approach to carry out change.

PERFORMANCE MANAGEMENT

FAHD is working to develop and refine a Performance Management system to track goals and objectives for strategic planning, workforce development, and quality improvement.



EMPLOYEE WELLNESS PROGRAM

FAHD plans to initiate employee wellness programs across all five jurisdictions.

LEADERSHIP

FAHD plans to provide additional leadership opportunities to all staff.



PUBLIC HEALTH PODCAST

FAHD is planning a public health podcast series and hopes to go live in 2024.