

MPHD Strategic Plan Deliverables Timeline		Lever 1: Workforce Development & Transformation Lever 2: Community Partnerships Lever 3: Strategic Collaborations Lever 4: Organizational Policies & Performance Lever 5: Sustainability & Systems Change		
Work/Implementation/Action Plans	Responsible	Timeline	Lever/Obj	Progress
Civil Service Review Work Group	Deputy Director, HE	April 2022 - April 2023	Lever 4 Obj 3	Recommendations by CSR Working Group are being prepared for HR review
Budget/Finance Participatory Process	Finance, HE Bureau, ELT, SPPE	Aug 2022- ongoing	Lever 4 Obj 1	formal process for staff representation in the departmental budget process complete; ELT ranking/prioritization, staff survey, and feedback for Director
COVID after action report Work Group	PHEP, ELT	March 2022-Summer 2023	Lever 5 Obj 1	AAR report in progress by vendor; surveys disseminated; interviews pending
Workforce Development Plan	SPPE, HE, HR, WFD	Fall 2022 to September 2025	Lever 1 Obj 2	Director initiated; hiring for WFD in February 2023
IT applications workgroup: review and present findings	Finance/IT, ELT	July 23 - Dec 2024	Lever 4 Obj 2	dependent on HER timing; WF survey complete; shift original timeline
Train the Trainer: Evaluation plan	SPPE	2023-2025	Lever 1 Obj 1	SPPE in planning process
Community Partnerships Working Group	HE, SPPE, ELT	July 2023-2025	Lever 3 Obj 1	dependent on fulfilling clearinghouse
Finance/Comms awareness plan	Finance, Comms	August 2023-2025	Lever 4 Obj 1	
Data Modernization Work Group	Deputy Director, Epi, HE	February 2023-2025	Lever 4 Obj 2	Dr. Carpenter initiating; Data Modernization Director job posting in February 2023
Grants Review Team	SPPE	Sept 2023-ongoing	Lever 4 Obj 1	In progress; meet monthly
Clearinghouse Communication Plan	Comms, SPPE, HE Bureau, ELT	July 2023-Dec 2024	Lever 2 Obj 2	building out community of practice; dependent on building clearing house
Sustainability Workgroups	HE, ELT, SPPE	2024-2025	Lever 5 Obj 2	
Program/Project	Responsible	Timeline	Lever/Obj	Progress
Formalize & Scale HiAP Program	HE, SPPE, Epi, Policy	Fall 2022 to Dec 2023	Lever 3 Obj 2	HiAP summit, coordinators meeting re-vamp; internal steering committee; JJC, Planning projects
Strategic Driver Dashboard	Director, Epi, SPPE	Summer 2022-ongoing	Lever 4 Obj 2	Led by Dr. Carpenter
Clearinghouse: Partnerships Inventory	ELT, HE, SPPE	2022-2024	Lever 2 Obj 1	Survey almost complete for dissemination; PHAP fellow creating clearinghouse foundation
Health Equity Professional Development	HE, HR, WFD	Fall 2022-ongoing	Lever 1 Obj 2	Launching Learning & Development Hub in February 2023 (process for input almost complete)
Train the Trainer: Evaluation plan	SPPE	July 2023-2025	Lever 1 Obj 1	
Reports/Frameworks	Responsible	Timeline	Lever/Obj	Progress
Organizational Equity Statement	ELT, HE	January 2023-February 2023	Lever 1 Obj 2	Initial Draft by Directors; reviewed by HE; next steps to review with ELT and HR director
Equity Policy, Lens, Guidebook	HE	July 2023-2024	Lever 1 Obj 2	
Partnerships Assessment Tool/Report	HE, SPPE, Population Health	January 2023-2025	Lever 2 Obj 1	
Community Partnerships Onboarding Manual	HE, SPPE	Dec 2023-2025	Lever 2 Obj 2	
Strategic collaborations framework	HE, SPPE	January 2024-2025	Lever 3 Obj 3	