

# STAR Measures

## **Evidence-based Public Health Practice:**

### **The Unit provides the use of evidence-based public health practice and decision making**

The unit includes economic evaluation in its decision making about programs and policies.

Information is widely shared in my work unit so that everyone who makes decisions has access to all available knowledge.

Gathering, analyzing, and disseminating epidemiology and surveillance data to monitor population health.

Plans for evaluation are developed prior to implementation.

We use evidence-based decision-making principles to guide our efforts.

## **Leadership:**

### **The Unit is the unifying voice for the prevention and control of chronic disease**

Planning and implementing strategic communications that translate data for stakeholders, decision makers, partners, funders, and the public

Maintaining a plan for urgent and non-urgent communications.

We engage community in assessment and decision making.

Effectively communicating the value of chronic disease prevention to decision makers and partners.

The unit has a vision that aligns all programs.

The chronic disease unit serves as the primary and expert resource for others both inside and outside the state health department.

## **Management and Administration:**

### **The Unit provides consistent financial, communications, and staff support necessary to maintain successful programs**

Using a performance management system to monitor achievement of organizational objectives

Accountability is demonstrated through transparent financial processes.

The unit embodies a team approach to decision making.

The unit actively works on succession planning.

Conducting evaluation to inform, prioritize, deliver, monitor, and improve programs.

Unit leadership is transparent and communicates effectively with staff.

Communications networks and tools are in place for sharing of information among staff and programs.

Facilitating interactions between related programs

Skills needed are reflected in job descriptions for staff.

The unit hires staff with appropriate skills and expertise.

Evaluation data is used to monitor and improve interventions.

Our work is funded through a variety of sources.

## **Organizational Climate & Culture:**

### **The Unit provides a culture that supports life-long learning, balance, and a diverse workforce**

Extra outcomes are achieved as a result of working together

The unit consciously strives to create an innovative environment.

Experience personal satisfaction and fulfillment from work activities

The skills and unique perspectives of each part of the chronic disease unit complements each other

The unit culture supports processes and practices that facilitate high performance.

Feelings of energy, excitement, and passion

Working together to effectively problem solve and overcome difficulties

The unit actively seeks to cultivate a diverse workforce (age, gender, race/ethnicity) that reflects that population the unit serves.

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## Partnerships & Relationships:

### The Unit establishes strong working relationships with diverse partners

Engaging external partners such as private sector organizations.

Engaging partners within the state health department.

Engaging external partners such as public state and local agencies.

Engaging external partners such as non-profits and community-based organizations.

We engage in collaborative planning with our partners.

Our collaborative partners have missions that align with ours.

Health equity is explicitly stated as a priority in our collaborations.

## Workforce Development:

### The Unit employs a strategic and systematic approach to learning and professional development

Conducting workforce development activities for chronic disease unit staff.

Professional competencies are assessed across teams.

The unit provides public health training for those without previous public health training or education.

Professional competencies are assessed at the individual level.

There are opportunities to take on stretch assignments (short term assignment involving higher level of responsibility or skill development).

I have access to leadership training.

I have access to training on performance assessment.

I have access to training on effective management practices.

I have access to training on evidence-based decision making.

I have access to training on quality improvement processes.

My individual development plan includes education and training objectives