



Workforce Development: Strengthening State Chronic Disease Programs Programs Success Showcase 2022

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ABBY LOWE-WILSON:

Thanks so much for joining this breakout session. My name is Abby Lowe-Wilson. I'm a consultant with NACDD's Coordinating Center for Public Health Practice. I'll be one of your presenters today, along with my colleague, Justine Kaplan. The overall purpose of these sessions is to provide an overview of NACDD's signature, programmatic work and achievements from the past year.

This specific session will cover our work in organizational capacity, workforce development, and strategic leadership and innovation. The format is about 20 minutes of presentation, followed by about five minutes of open discussion and Q and A. So definitely be thinking about your questions or, um, anything you'd like to chat about at the end.

Following the discussion, we'll have a five minute transition time during which you can take a quick break and then move to the next session of your choosing, except that's actually not true because this is the last session. So after this session, you're going to be invited to go back to the main ballroom to the closing plenary session, which should be really engaging and interesting.

So, um, please do join us. That link is available in your event registration email. It's also in the various links that Brianna will be putting into the chat. So let's go ahead and get started. Justine is going to kick our presentation off and I'll pass it over to you now, Justine.

JUSTINE KAPLAN:

Thanks, Abby. I'm Justine Kaplan with the Coordinating Center for Public Health Practice.

And thanks again for being here. We're going to talk about strengthening state and territorial climate disease programs looking at the organizational capacity, workforce development, and strategic leadership and innovation initiatives. First, just some context setting about the Coordinating Center for Public Health Practice.

Our purpose is to advance the science and art of public health practice for chronic disease prevention and health promotion. We do that through four main channels. The first is identifying, incubating, and disseminating innovation. Second is synthesizing new science and practice advancements across disciplines, programs, and sectors.

Third is convening and facilitating thought leadership to guide action. And fourth is building forward-looking capacity of organizations, the workforce in current and future strategic leaders. And just want to note that forward looking element there, I think is so vital. Of course, we want to support folks in the today and the present, but what, what's just over that horizon is equally important for us to be looking at.

And this is just a visual of that broad spectrum of work that happens in the coordinating center, from growing the literature to driving innovation and hoping to respond as issues emerge, making sure that equity and inclusion are infused in all of the work that's happening and disseminating promising and best practices.

Last of our foundational sites here. I want to draw your attention to this wheel. Um, and that's our chronic disease competencies and equity model. The navy blue ring that you're seeing, those are seven chronic diseases competency areas underneath each specific competencies that we hope folks, um, work towards achieving.

In circling all of that in that royal blue color and the bold all caps is health equity. And that's because health equity is key to this model. It's infused as a priority and integrated within all of the workstreams of our work. And just a very brief example, if we're doing learning and development initiatives, for example, on designing and evaluating programs, we've got to look at health equity at all points of outright.

How are we assessing a need, uh, creating, designing, tailoring a program to a specific audience or community, um, collecting data, evaluating it. What do we do with that data? How do we ask those questions? How do we share findings? Equity has got to be infused throughout. So just one quick example there.

And now we'll dive into our focus areas. There's three. We're going to look at organizational capacity building, workforce development, and strategic leadership and innovation. And just a quick note about the difference of those first two. When we talk about organizational capacity, we're talking about the chronic disease unit or bureau or department at that organizational level, whereas workforce development is something that an individual could partake in, or maybe a couple of people from a team. Talk about organizational capacity. Our shared kind of definition of this is having the internal knowledge, capabilities, support, resources, and time needed to effectively produce, perform, or deploy programs or practices to achieve the desired public health impacts and outcomes.

And so look at a couple of our homework programs on organizational capacity. The first is STAR, the State Activation and Response program. And you can see STAR has a framework here, that the program is based on. STAR involves a really deep dive capacity assessment of the unit. Um, and then based on that deep assessment, making a very detailed action plan of the steps to help improve capacity throughout all of these areas.

It's something that is undertaken by the unit or bureau. And you can see here's a photo of one of our last of these that was able to happen in person and just shows you how many folks get involved in this process. Another hallmark program to cover is RoCHI. That stands for the Root Causes of Health Initiative. And RoCHI's a partnership between NACDD and IHI, the Institute for Healthcare Improvement. Um, it helps states create radical change in addressing root causes of health. Um, and this is based on IHI psychology of change framework that the state goes through that framework, learns that new theory and then builds an action plan on which they then make change.

In addition to those two big hallmark programs, wanted to share a couple others. The first is our data modernization pilot that's happening within the islands. Currently two territorial health departments are launching this work and it's designed to help update data systems in improving data collection, the tracking analysis and use of that data on chronic disease surveillance.

Next is MENDS and MENDS is the multi-state EHR based network for disease surveillance. EHR, meaning electronic health records. And it's a project designed to achieve near real-time chronic disease surveillance. Just like we've I think become used to seeing with COVID that near real-time data. Um, MENDS is also being featured today in the cardiovascular health breakout rooms.

If you're very passionate about that, you might want to scooch over there for a moment and then come on back. Noncommunicable disease collaborative helping in the Pacific that brings together Pacific Island health departments and clinical partners to learn about, um, the work that they're doing and support each other in quality improvement projects on both chronic disease prevention and chronic disease management.

And last year's the Island's Walkability project, which supports community-driven assessment and then built environment change, designed to improve walkability and physical activity. And just the last slide on organizational capacity, showing some achievements. Despite the immense challenges of COVID, every RoCHI state that participated was able to succeed in learning that theory of change, developing an action plan and taking steps to actualize that action plan, which has really impressive.

Some data from a recent STAR initiative. This is a state that did STAR in spring of 2020. And did their one-year followup in 2021. And the questions on both improving their bureaus organizational capacity, we saw a 93% increase and improving their bureaus application principles and practices of quality improvement throughout all of their work, an 87% increase.

These are really significant numbers here and very impressive findings. And the quotes that you see at bottom in royal blue, that's just showing what this feels like from the participants view. And I think these are really important takeaways that this helps folks, folks, further work that they were doing, but also can nudge them into doing work that maybe without that nudge from NACDD, they wouldn't have undertaken.

And that's a really important principle here. And then with that, I'm going to transition to my colleague, Abby, to talk about workforce development.

ABBY LOWE-WILSON:

Thanks Justine. So I'm going to share our work around workforce development and also strategic leadership and innovation. Uh, let's dive in here and I'll share a couple examples in each of these three areas around understanding context, assessing strengths, opportunities, and needs and developing peer based learning opportunities.

So, uh, for understanding context and needs, um, NACDD developed and deployed a survey of states, which we launch every year with chronic disease directors. And then we do an all member survey every couple of years. Um, these surveys are really designed to understand organizational capacity, professional development needs, and then also understand the focus areas of the chronic disease units in the states and territories.

The last couple of years, we've also added additional modules to try to understand the impacts of COVID. Um, we also do semi-regular, uh, brief surveys, just a couple of questions of chronic disease directors, um, on their views on policy leadership and healthcare trends. And those are called pulse surveys.

The last year and a half or so, we've been involved in an islands workforce assessment project, which is really an in-depth assessment, including a pretty significant qualitative data on assets and needs in the islands. Um, and we'll be developing a report here shortly in the second half of this project here that will be driving, uh, programming for the next couple of years, um, in the islands.

We also hosts two general member webinars per month. And you can see on the screen the wide range of topics that are covered in these general member webinars. This is just a sample from the last year or so. The goal of the general member webinars is really to expose members to new research and promising practices, to plant seeds for new ideas, to connect them, our members, to experts in the field and peer leaders, and then to link members to resources and tools for action.

Another really successful and quite popular, um, workforce development offering from our team is the GEAR groups. These are case-based peer to peer action learning opportunities exploring emerging or longstanding chronic disease prevention and control topics. Um, uh, topics last year focused on equity and anti-racism. This year, uh, uh, one of the topics will be health debt and disparities related to health debt.

Some additional work in the workforce development bucket is NACDD's signature multi-day conference, the Chronic Disease Academy, which we're sad we've missed out on the last couple of years due to COVID, but hopefully we'll be able to hold that in person in Chicago, um, in August this year. Um, we also hold a new chronic disease directors orientation, um, several times a year.

And that's really designed to support new chronic disease directors who have been in their roles, um, usually less than a year or two, um, to get them connected to resources on evidence-based practice. Um, learn about budget and grants management, get them connected to chronic disease work nationally, and also kind of get them connected to their peers across the country and the territories.

And finally we offer on demand, uh, trainings in our leadership basic series, which, uh, has trainings focused on change management, succession planning, and more. Those are on demand on our website. You can take them and access them at any time, but we also have cohort based learning opportunities through our learning management platform that are offered at different intervals throughout the year.

Some of the workforce development achievements to highlight are just the great attendance at the general member webinars over the last year and that nearly half of folks attend two or more of those webinars, which is really great to see. The GEAR groups have a really wide reach, um, staff from 43 state and territorial health departments have attended those in the last year and participated in those sessions.

Um, and you can see from these testimonials that those experiences have been really powerful for participants. Um, you can also see on the graph at the bottom that there's been a pretty significant increases in knowledge, around upstream social determinants of health, evidence-based approaches, and learning about promising practices.

So that's a really great to see. So onto strategic leadership and innovation. Um, this includes our work networking chronic disease directors, making connections across sectors and disciplines, and translating evidence-based public health and developing promising practices for testing. With chronic disease directors forum, uh, we offer a monthly webinar, um, 10 months out of the year. That includes a learning module on some specific topic. Um, and then we also have time for discussion and question Q and A with the presenters and engage the chronic disease directors who have attended that, um, that session. We also offer regional network video meetings on a quarterly basis.

So as the name suggests, these are divided by region. So a chronic disease director attending would be meeting with their immediate, uh, regional neighbors, um, as well as folks from one other region. So they're paired in groups of two. There's a specific topic and a couple of discussion questions focused on that topic.

And, um, these are really discussion-based sessions. There's no PowerPoint presentation, uh, really designed to get folks connecting with each other and sharing successes and challenges. In the USAPI, we have a similar kind of parallel type of convening, uh, that we call the Pacific Chronic Disease Council. Uh, the third thing on this list is the LinkedIn discussion forum.

Um, and that's a private discussion board just for chronic disease directors that's on LinkedIn. Um, so we can, uh, add folks, um, or send them an invite. And then it's a way for chronic disease directors to stay connected virtually with each other. They can swap ideas, share resources, get some sort of peer to peer technical assistance.

Um, just a great way to stay connected. And then we also have our convening that we call the thought-leader round table. We typically host a couple of these a year and usually they're on emerging topics. Um, you can see a few of the past topics from last year on the screen here. Pre-COVID, these were in-person events, a day long.

And now during COVID, they're usually three to four virtual sessions of a couple of hours each. The focus is really on developing a set of recommendations for chronic disease directors, a set of recommendations for national partners, and then a set of recommendations often for our federal partners, um, on how to address or advance an emerging topic.

Um, for instance, last year there was a session on health debt. Um, and late the year before we did one on strategies to support, um, states and addressing root causes of health. Uh, the output is on a report that details those recommendations. Um, just an example I'd like to share with y'all is how these recommendations, um, can inform future work is last year in 2021, we hosted a thought leader roundtable with our partners in the prevention research center office at CDC.

And, um, they've since used that report, um, that that meeting convened prevention research centers and chronic disease directors. And that report has now been used to inform a current project that we're working on, uh, with that office, as well as, um, inform some work that that office is doing with actual prevention research centers.

So, um, really nice to see kind of how that can form and shape future work together. Some achievements in this area, uh, we love to see when we've hit the nail on the head and gotten something, um, that is actually productive and helpful for people to use in their work. So I'm really happy to see the chronic disease directors from, evaluation from December, um, where a hundred percent of respondents strongly agreed that they learned something in the webinar to help their work.

That is our goal all the time. So, um, feedback from the July 2021 thought leader roundtable on health debt, you can see a hundred percent of folks who attended rated the programming as valuable to their work, and also said they intended to apply information to improve their work. Um, so again, really, really happy to see these, these kinds of results.

Um, and finally our partners are critical to our work. We have many wonderful and, uh, really amazing dedicated partners, all of whom are really integral to our projects. In particular, we want to thank the chronic disease directors and their staff and state and territorial health departments. We do this work for, and with these individuals and teams, and we're very, very grateful for their time, interest, and ongoing partnership.

We also have immense gratitude for the National Center for Chronic Disease Prevention and Health Promotion and CDCs CSTLTS office, um, who support our work in myriad ways. Um, so thank you to all of our partners. Um, they, they, you, if you're here are critical, um, and we really appreciate you. And uh, with that, I'm going to go ahead and pass it over to Justine.

JUSTINE KAPLAN:

So we're wrapping up our part of the presentation and transitioning to the Q and A opportunity here. And just want to leave you with a couple of key takeaways or things to think about. The first is how might we elevate the importance of organizational capacity development throughout chronic disease prevention nationally? Um, two, in what ways might we better meet the needs of chronic disease directors, as well as the entire staff of chronic disease units and bureaus around leadership and management issues, especially in the virtual slash hybrids slash constantly evolving rule that we are in right now? Number three here, what other opportunities do you see for how the coordinating centers work can support states and chronic disease prevention nationally? And four,

what's that thing just over the horizon, that will be important to the future of public health practice?

Um, you know, I think health debt, which we talked about at the beginning of the showcase today is one of those examples of an emerging issue. That's a big one that we've, we've gotta be addressing. Um, it's coming right over the horizon. Um, so that, um, I'll stop talking and Brianna just posted the contact form.

That's a great way to share any thoughts, ideas, possible you know, collaboration or synergy, um, notes, questions, um, about how to enroll or get to be part of one of the programs that we talked about. We're happy to hear from you in whatever way works best for you. Thanks so much for sharing your time here.

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