PHAB Public Health
Performance Pathways: A New Way Forward for Local Health Department Recognition

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An Important Note:

The content in this presentation is intended *information gathering purposes only*.

The final version of a PHAB Performance Pathways Recognition Program is *subject to change based on feedback and input* from various stakeholders over the next several months.
Live Polling via Slido

- Using a cell phone/tablet or another window on your computer, visit slido.com.
- Type in the event code PHAB.
- We will be utilizing two tabs.
  - Q&A tab – type your question in; staff will review questions; participants may upvote questions they are also interested in.
  - Polls tab - questions will appear on the presentation screen as they appear on your device.
- Use the Zoom chat to share any technical difficulties or questions.
Overview

- **Context** for the Proposed Pathways Program
- **Purpose** of the Proposed Pathways Program
- **Eligibility** of the Proposed Pathways Program
- **Anticipated benefits** of the Proposed Pathways Program
- Key Elements of both Proposed Pathways Program Models
- Overview of two possible models for Pathways Program Structure
  - Proposal 1: ‘PHAB Core Plans Pathway’
  - Proposal 2: ‘Three Tracks Pathway’
Context

- Only about 3% of small LHDs* had applied for PHAB accreditation nationwide by the end of 2019.
- Among small LHDs that have not applied for PHAB accreditation, the most frequently reported reasons are:
  - Accreditation takes too much time and effort,
  - The accreditation fees are too much, and
  - The accreditation standards exceed department capacities.
- PHAB is committed to continuously improving our products and services to meet the needs of public health and health departments.

* NOTE: This study defined small LHDs as those serving populations of 50,000 or less but the Pathways Program will not be limited to this jurisdiction size.

https://www.researchgate.net/publication/347867194_Application_for_Public_Health_Accreditation_Among_US_Local_Health_Departments_in_2013_to_2019_Impact_of_Service_and_Activity_Mix
Context

We are listening.

We have discussed with stakeholders.

The timing is right.

We are taking the next steps.
Purpose

The purpose of the Pathways program is to:

1. Support performance improvement efforts, strengthen infrastructure, and facilitate public health system transformation, including state-based improvement efforts,
2. Serve as a performance improvement milestone for local, Tribal, and territorial health departments not yet ready to apply for PHAB accreditation,
3. Facilitate accreditation readiness for eligible health departments intending to use the Pathways as a step toward a future accreditation application.
While Pathways is a PHAB product, we are working with our partners like NACCHO, NIHB, ASTHO, NALBOH, APHA, CDC and others to support health departments in performance improvement efforts, accreditation readiness, and to improve community health.
Some Important Notes

- Pathways will be one mechanism for recognizing performance improvement efforts among eligible health departments, but completion of Pathways will not be a prerequisite for becoming PHAB accredited.
- Eligible health departments may pursue PHAB accreditation without going through Pathways.
- Health departments may choose to pursue Pathways recognition without the intention of becoming PHAB accredited in the future.

However, it is important to note that Pathways recognition will not be the same as being PHAB accredited.
Eligibility

- Eligibility for Pathways recognition will mirror PHAB accreditation eligibility for local, Tribal, and territorial public health agencies as described in the PHAB Guide to National Public Health Department Initial Accreditation.
- The intent of Pathways is to provide an alternative milestone or route to achieving PHAB accreditation for small and under-resourced health departments.
- However, PHAB will not preclude pursuit of Pathways recognition by other health departments that view Pathways as a feasible and appropriate option for their performance improvement journey.
Anticipated Benefits of Pathways Recognition

As an Alternative Milestone

- Objective review of performance by external entity on a subset of national standards.
- Identification of opportunities for improvement and facilitation of ongoing efforts to address those opportunities.
- Recognition for what the health department is mandated/required to do.
- A more feasible goal for small and under-resourced health departments to achieve.
- May engage/incentivize health departments that otherwise would not have considered full accreditation to consider it.

As a Step Toward Accreditation

- Taking a ‘smaller bite.’
- Knowledge and skill building.
- Confidence-boosting/earlier feedback.
- Tangible progress toward a longer-term goal (accreditation) to help maintain motivation and engagement.
- A smaller initial investment of time and funds as compared to full accreditation.
Key Elements of Both Proposed Models

- Follows many of the same steps as the initial accreditation process.
- Access to an Accreditation Specialist.
- Built-in education and technical assistance for applicants with a focus on building capacity and essential skills for performance improvement, including accreditation readiness.
- Cohort-based approach to promote peer learning and networking.
- PHAB will strive to create a product with feasible costs and is exploring incentives for applying for accreditation.
- Helps health departments better address health equity, as principles are woven into core plans and various other accreditation measures.
What’s Assessed?

- A subset of initial accreditation requirements.
- The requirements for both proposed models will be aligned with the forthcoming Version 2022 Standards and Measures.
How Much Will it Cost?

- Fees for Pathways will be based upon the cost of delivering the program.
- PHAB is committed to exploring ways to keep fees feasible.
- PHAB is also exploring ways to create synergy between fees paid for Pathways and how those may apply to an application for future accreditation.
Proposal 1: ‘PHAB Core Plans Pathway’
Program Structure

- One application.
- All documentation due at the same time (i.e., one submission).
- Requirements align with a subset of accreditation measures related to PHAB Core Plans.
- One recognition.
## In Summary

<table>
<thead>
<tr>
<th>Core Plan</th>
<th>Minimally will assess requirements associated with…</th>
<th>But could also include requirements related to…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community health assessment</td>
<td>The CHA document</td>
<td>The process for developing the CHA, including ongoing revisions and refreshing of data.</td>
</tr>
<tr>
<td>Community health improvement plan</td>
<td>The CHIP document</td>
<td>The process for developing the CHIP, CHIP implementation/progress tracking, review, and/or revision.</td>
</tr>
<tr>
<td>Strategic plan</td>
<td>The Strategic Plan document</td>
<td>The process for developing the strategic plan, implementation/progress tracking, review, and/or revision.</td>
</tr>
<tr>
<td>Emergency operations plan</td>
<td>The Emergency Operations Plan document</td>
<td>The process for testing the EOP, reviewing and revision based on findings from testing.</td>
</tr>
<tr>
<td>Workforce development plan</td>
<td>The Workforce Development Plan document</td>
<td>The process for implementing the workforce development plan, tracking progress, review and revision.</td>
</tr>
<tr>
<td>Performance management system</td>
<td>Description of the Performance Management System</td>
<td>The process for developing the performance management system, implementation, review, and revision.</td>
</tr>
<tr>
<td>Quality improvement plan</td>
<td>The Quality Improvement Plan document</td>
<td>Evidence of implementation of the QI Plan, review, and revision of the plan.</td>
</tr>
</tbody>
</table>
*Note: While the ‘PHAB Core Plans’ Program will incorporate PHAB measures, they will not include ALL measures. Therefore, to achieve full PHAB Accreditation, additional measures will need to be demonstrated by applicant HDs.
Proposal 2: ‘Three Tracks Pathway’
Essential Public Health Services Framework

The 10 Essential Public Health Services provide a framework for public health to protect and promote the health of all people in all communities. To achieve optimal health for all, the Essential Public Health Services actively promote policies, systems, and services that enable good health and seek to remove obstacles and systemic and structural barriers, such as poverty, racism, gender discrimination, and other forms of oppression, that have resulted in health inequities. Everyone should have a fair and just opportunity to achieve good health and well-being.
Foundational Public Health Services

Foundational Public Health Services in Action

PUBLIC HEALTH INFRASTRUCTURE

- Assessment/Surveillance
- Emergency Preparedness and Response
- Policy Development and Support
- Communications
- Community Partnership Development
- Organizational Administrative Competencies
- Accountability/Performance Management

Capabilities

Communicable Disease Control
Chronic Disease and Injury Prevention
Environmental Public Health
Maternal, Child, and Family Health
Access to and Linkage with Clinical Care

November 2011
Program Structure

- Applicants may choose to complete one, two, or all three tracks; a separate application is completed for each.
- Documentation is submitted in one ‘batch’ based on the track being completed.
- Tracks may be completed in any order.
- Each track aligns with PHAB Domains, Essential Public Health Services, and Foundational Capabilities.
- Applicants may **choose to complete one, two, or all three** of the tracks and will receive a track-specific recognition for each completed.
‘Three Tracks Pathway’: Assessment/ Surveillance, Preparedness/Response, and Communications Track

- **EPHS 1** - Assess and monitor population health
  - PHAB Domain 1, may include the community health assessment.

- **EPHS 2** – Investigate, diagnose, and address health hazards and root causes.
  - PHAB Domain 2, may include the emergency operations plan.

- **EPHS 3** – Communicate effectively to inform and educate.
  - PHAB Domain 3.

- Foundational Capabilities – Assessment/Surveillance; Emergency Preparedness and Response; Communications.
‘Three Tracks Pathway’: Policy Development and Community Partnerships Track

- EPHS 4 – Strengthen, support, and mobilize communities and partnerships.
  - PHAB Domain 4.
- EPHS 5 – Create, champion, and implement policies, plans, and laws.
  - PHAB Domain 5, may include community health improvement plan.
- EPHS 6 – Utilize legal and regulatory actions.
  - PHAB Domain 6.
- EPHS 7 – Enable equitable access.
  - PHAB Domain 7.
- Foundational Capabilities – Policy Development and Support; Community Partnerships Development.
‘Three Tracks Pathway’: Organizational Administrative, Accountability, and Performance Management Track

- EPHS 8 – Build a diverse and skilled workforce.
  - PHAB Domain 8, may include workforce development plan.
- EPHS 9 – Improve and innovate through evaluation, research, and quality improvement.
  - PHAB Domains 9 and 10, may include QI Plan and performance management system.
- EPHS 10 – Build and maintain a strong organizational infrastructure for public health.
  - PHAB Domains 11 and 12, may include the department strategic plan.
- Foundational Capabilities – Organizational Administrative Capacities; Accountability/Performance Management.
## In Summary

<table>
<thead>
<tr>
<th>Track</th>
<th>PHAB Domains</th>
<th>PHAB Core Plans</th>
<th>Essential Public Health Services</th>
<th>Foundational Public Health Capabilities</th>
</tr>
</thead>
</table>
| **Assessment/ Surveillance, Preparedness/ Response, and Communications** | Domains 1, 2, and 3 | CHA, EOP | • Assess and Monitor  
• Investigate and Diagnose  
• Communicate | • Assessment/Surveillance  
• Emergency Preparedness and Response  
• Communications |
| **Policy Development and Community Partnerships** | Domains 4, 5, 6, and 7 | CHIP | • Community Mobilization and Partnership  
• Policies, Plans and Laws  
• Legal and Regulatory Actions  
• Equitable Access | • Community Partnership Development  
• Policy Development and Support |
| **Organizational Administrative, Accountability, and Performance Management** | Domains 8, 9, 10, 11, and 12 | Workforce Development Plan, Strategic Plan, QI Plan, Performance Management | • Diverse and Skilled Workforce  
• Evaluation, Research, and Quality Improvement  
• Organizational Infrastructure | • Organizational Administrative Capacities  
• Accountability and Performance Management |
**Note:** While each of the ‘Core Function’ Tracks will incorporate PHAB measures, they will not include ALL measures. Therefore, to achieve full PHAB Accreditation, additional measures will need to be demonstrated by applicant HDs.
Now, we’d like to hear from you…
For more information about Pathways:

**Visit our website**: [https://phaboard.org/pathways/](https://phaboard.org/pathways/)

**Contact**: Chelsey Saari, Senior Accreditation Specialist at [csaari@phaboard.org](mailto:csaari@phaboard.org)