

DESCRIBING AND EVALUATING THE FEASIBILITY ASSESSMENT PROCESS FOR LOCAL HEALTH DEPARTMENT CONSOLIDATIONS

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Presenters Disclosures

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The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

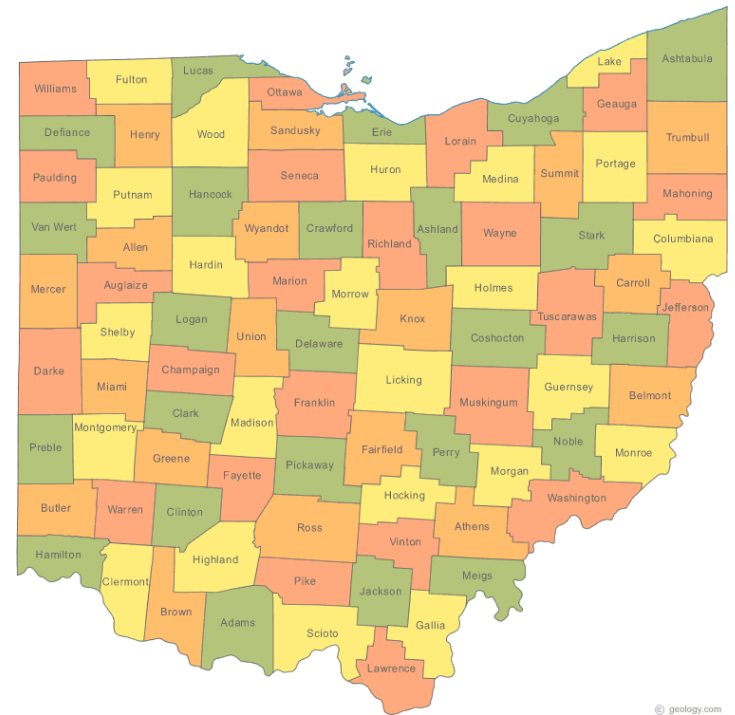
“No relationships to disclose”

Objectives

- Upon completion of this educational activity, you will be able to:
 - List the critical areas that were used to assess feasibility for consolidating multiple health departments into one district
 - Describe 3 strengths of the methodology used to assess feasibility for consolidating multiple health districts.
 - Describe the feasibility assessment process that provides a framework for communities that are discussing the need to consolidate local public health departments into one.

Background

- Ohio has 88 counties and 125 local health departments
- Summit County
 - 3 health districts
(2 city and 1 county)
- Portage County
 - 2 health districts
(2 city and 1 county)

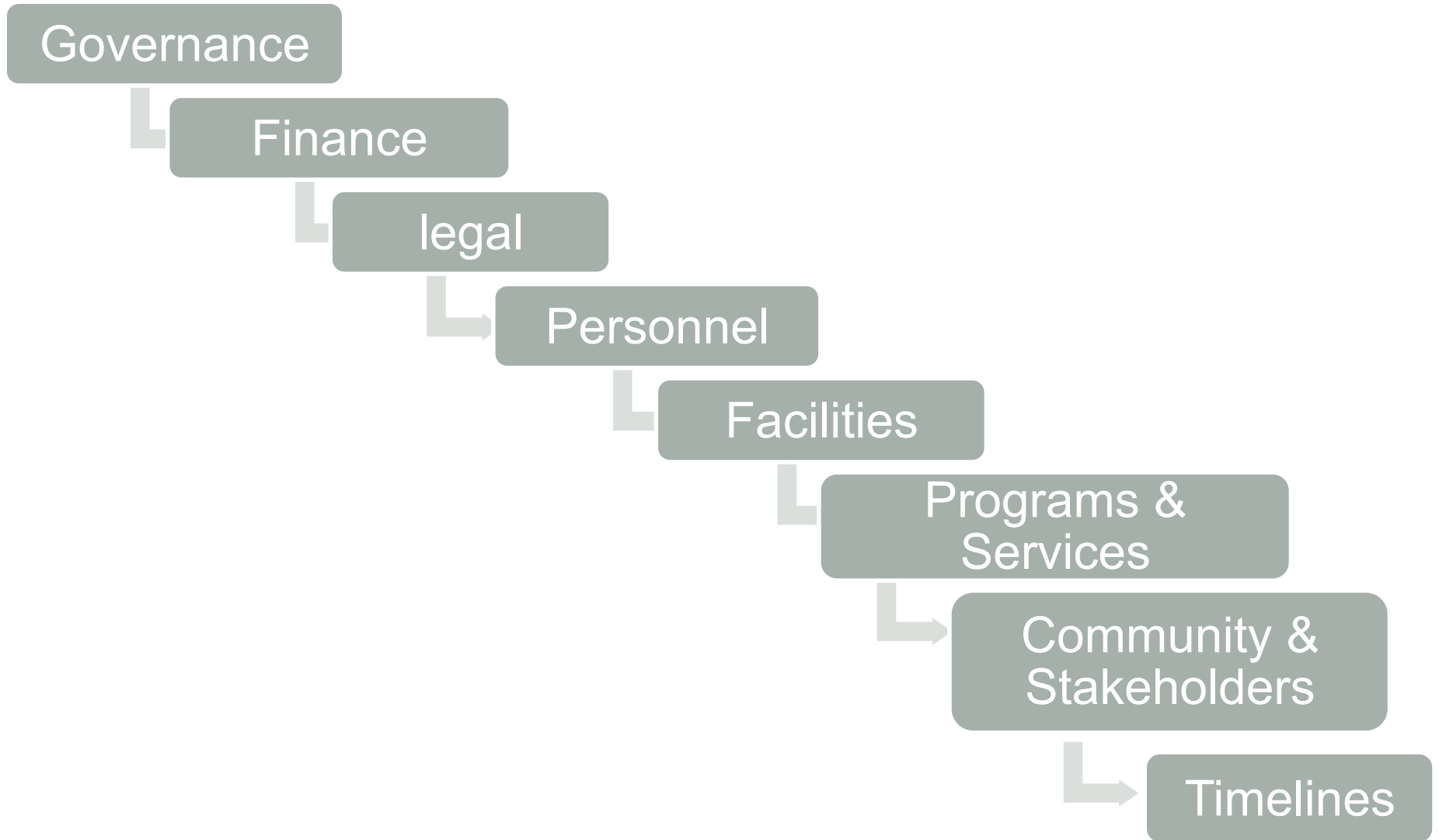


Study Purpose

To evaluate the effectiveness of a methodology used to assess feasibility of consolidating multiple health districts into one organization for two communities in Ohio



Feasibility Study Process: 8 critical areas



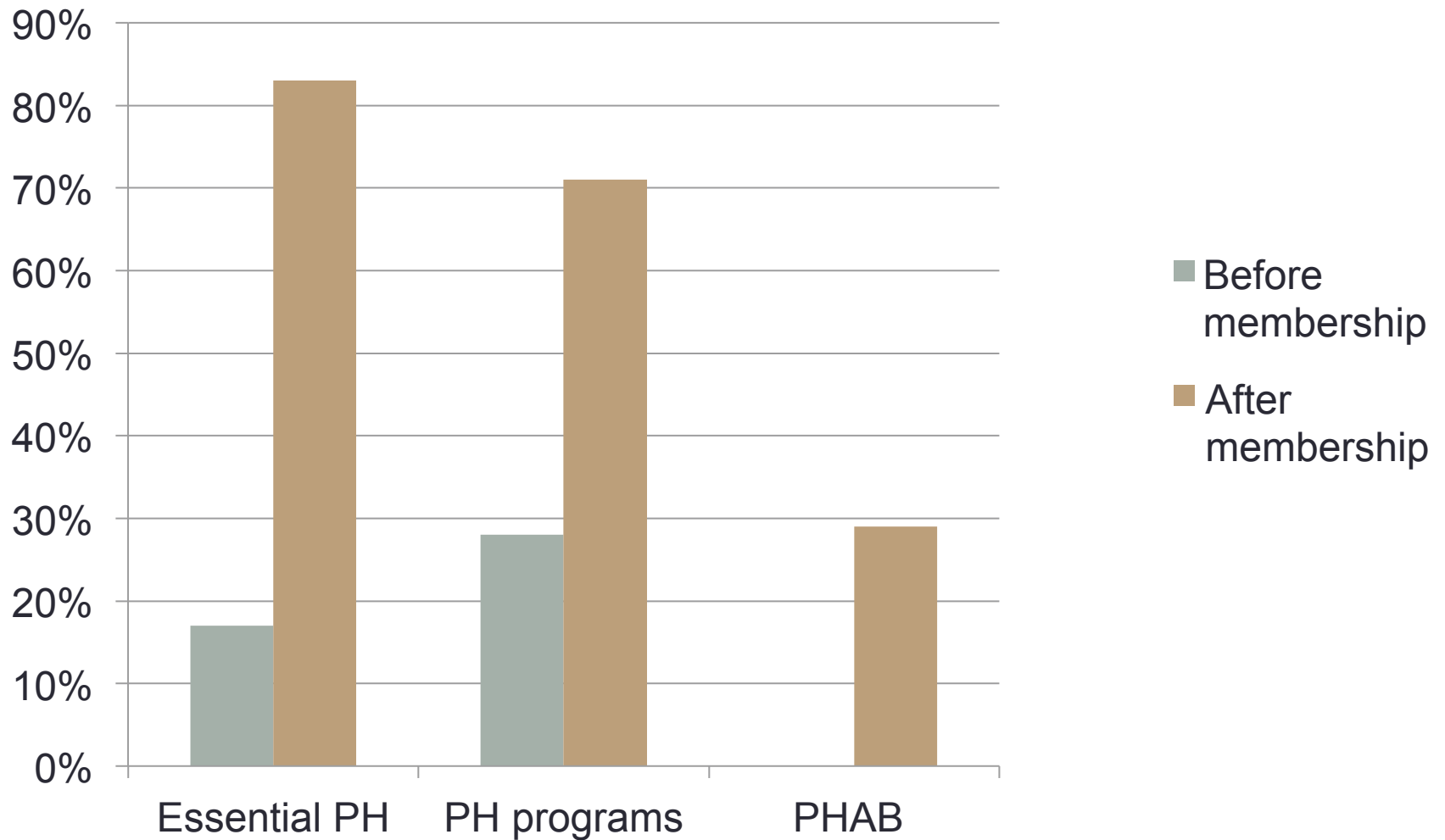
Methods

- Data Sources
 - Feasibility Study Report
 - Key informant interviews
 - Meeting minutes
 - Survey data from Task Force members
 - Retrospective Evaluation Report

Results

- Interviews:
 - Study's results were important
 - Importance of political will
 - Composition of the feasibility study group is important
- Survey:
 - Increase in knowledge and awareness about PH
 - Managing the group dynamic
- Meeting minutes:
 - Documented learning of Task Force
 - Role that the 8 critical areas served in the process
 - Did not uncover the “behind the scenes”
- Retrospective Evaluation
 - Challenge to gather pre and post –consolidation data collection

Results: PH Knowledge



Strengths

- Systematic approach to manage the feasibility assessment process
- Committee's job to state if it is feasible or not in each area
- Overlap of critical areas and 10 essential services
- Used by public health department staff to manage the process of transition and consolidation
- All documents approving consolidation in Summit County referenced the Feasibility Study
 - Documented critical areas
 - Point to begin the process of transition

Gaps

- Document the need to educate members of committee about public health
- Quantify and document the informal assessment process aka “behind the scenes”
- Formal documentation of processes
- Ground the methodology in theory
 - Diffusion of Innovation
 - Organizational Change theories
- Need for the measurement of other critical areas:
 - Political will/ climate of communities involved
 - Capacity of current/new organizations
 - Readiness to change in staff/organization
 - Baseline data from all involved organizations

Conclusions

- Objective approach
- Provides systematic framework to assess the feasibility of consolidating multiple health departments into one
- Opportunity to incorporate accreditation readiness into methodology
- Documents the process for communities
- Opportunity to share work nationally and locally with other potential consolidators

Thank you.

- To view the Feasibility Study:

<http://www.scphoh.org/REPORTS.html>

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