

Working together to achieve  
*Health for All*



2017 Annual Report





Director Dan Partridge gives a presentation about public health during Leadership Lawrence's Community Health Day in January 2017 at Sports Pavilion Lawrence.

## Director's message

# Working together key to achieving health for all residents

Roughly 13 years ago, I ran across this quote from Henry Ford that has stuck with me:

*"Coming together is a beginning, staying together is progress, and working together is success."*

Working together is how we see ourselves achieving our mission of health for all. During 2017 we made great strides in defining the critical components that help us work together. By mapping our strategies, we connect our everyday work to the big picture outcomes we seek to achieve such as building stronger relationships and improving health equity.

Achieving health for all also requires a commitment to being customer-focused. In 2017, we began routinely collecting information from our clients and our partners. Every day, we ask our clients to tell us how well we deliver on the following four key dimensions of providing quality services.

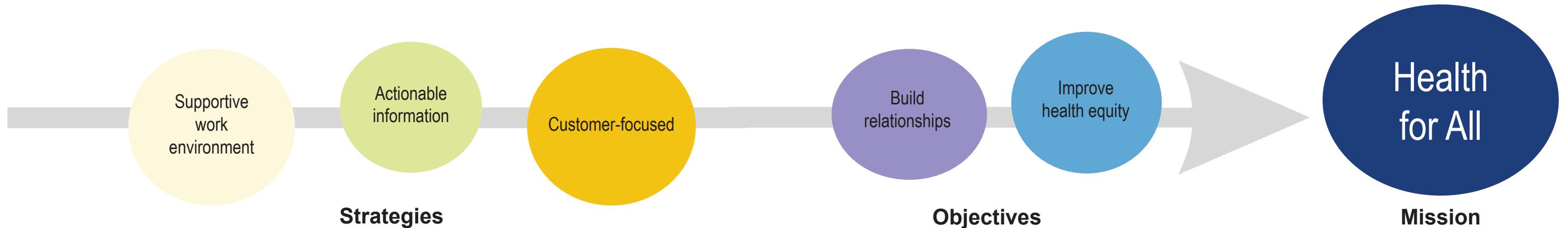
- I was treated well.
- The services provided were helpful to me.
- I received information I can use.
- I would recommend this program to family and friends.

Of the 1,103 surveys received in 2017, 97 percent

of our clients responded strongly agree or agree to all four questions. Results like this are a product of a values-driven staff and I commend them for their outstanding work.

We also recognize that "together" includes you as well. On behalf of all Health Department staff, I thank you for joining us on our journey to become *healthier together*.

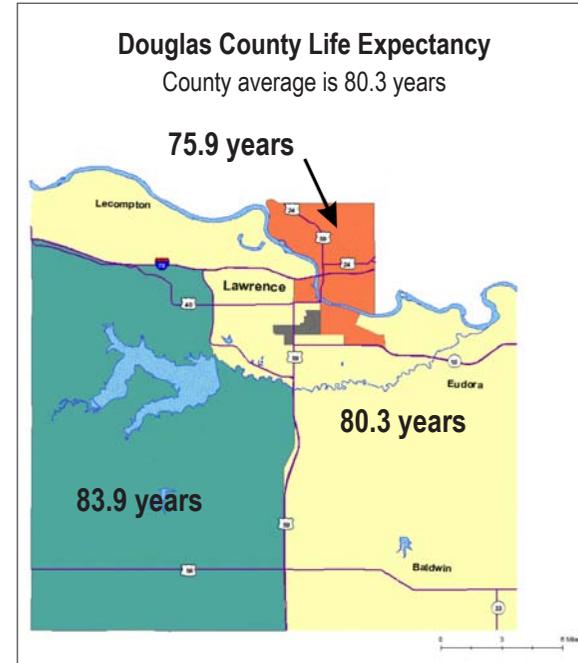
Dan Partridge, RS, MPH



# Assessing our community's health

The Douglas County Community Health Assessment was completed and published in August 2017. The 48-page report is a compilation and analysis of health data for Douglas County that used information from dozens of resources, including:

- 2,033** Douglas County residents completed a 34-item survey.
- 45** organizations and businesses completed an assessment about what health issues they were working on.
- 22** pages of health data compiled from resources that included the Centers for Disease Control and Prevention, Kansas Department of Health and Environment and Census Bureau.
- 10** student artists, ages 18-24, with Van Go Arts Inc., took 130 photos that captured their viewpoints of health challenges and strengths in the community.



- 9** issues emerged from the assessment:
- Access to affordable housing
  - Alcohol, tobacco and drugs
  - Access to healthy foods
  - Child abuse and neglect
  - Discrimination
  - Mental health
  - Physical activity
  - Preventive care services and linkages
  - Poverty and jobs

**100** people attended four Community Health Forums in August and provided input on the 9 issues. The forums were held in Lawrence, Baldwin City and Eudora.



Douglas County residents weigh in on health issues during a Community Health Forum on Aug. 24, 2017, at Lawrence Public Library.

**9** issues are narrowed to **4**

A Steering Committee, representing agencies across Douglas County, decided to work on these health issues during the next five years with a focus on health equity and discrimination.



**Health equity & discrimination**

## Douglas County Data on the 4 Issues

### Safe and Affordable Housing

- **31% of renters** are spending 50% or more of their income on housing.
- **403 households** are on a waiting list for rental assistance from Lawrence-Douglas County Housing Authority.
- **1 in 4 homeowners** spend 30% or more of their income on housing.



### Behavioral Health

- **1 in 4 adults** report they have been diagnosed with a depressive disorder.
- **Suicide** is the second-leading cause of death among 15- to 44-year-olds.
- **1 in 4 adults** are binge drinkers.

### Nutrition and Physical Activity

- **1 in 3 adults** report eating fruit less than one time a day.
- **1 in 5 adults** did not participate in any physical activity outside of job in past 30 days.
- **84%** of elementary and middle school children do not walk or bike to school.



### Poverty and Jobs

- **Median household income** of \$50,939 is less than that of Kansas (\$52,205).
- **35% of students** in public schools receive free or reduced-price school meals.
- **Regardless of place of residence,** income level or race, people being able to find and keep jobs that pay well is cited as a significant problem.

Photos by Van Go Arts Inc. students

# ACADEMIC HEALTH DEPARTMENT

FIRST IN KANSAS  
ONLY A FEW IN THE COUNTRY



The Academic Health Department pools assets of both institutions. The Health Department benefits from the knowledge and expertise that KU research provides; meanwhile, KU faculty and students are able to put their research into practice at the Health Department.

## 2017 accomplishments include:

- **KU provided** a training for Health Department staff about community engagement.
- **KU was engaged** in all parts of the Community Health Assessment, including the design and analysis of a large survey, guiding a PhotoVoice project and facilitation of community meetings.
- **KU worked** with the Health Department's Project LIVELY program, which provides care coordination for older adults. KU helped develop and pilot a new tool for screening prospective clients. KU also helped create an evaluation tool for the program.
- **KU collected data** about driver behavior around schools and then completed an analysis and evaluation of the findings. These findings were presented at the National Childhood Obesity conference in San Diego.
- **KU staff facilitated** the newly-formed Health Equity Committee, which aims to identify opportunities for promoting equity in Health Department policies, protocols and practices.
- **The Health Department hosted** two students who completed their internships and capstone projects for a master's degree in public health.
- **Health Department employees mentored** 16 undergraduate students.
- **The Health Department and KU planned** a statewide "Health for the 21st Century" summit, which was held in January 2018 at KU and was attended by more than 100 people.

**“The partnership draws on the resources and strengths of each institution as a means of driving change within the community.”**

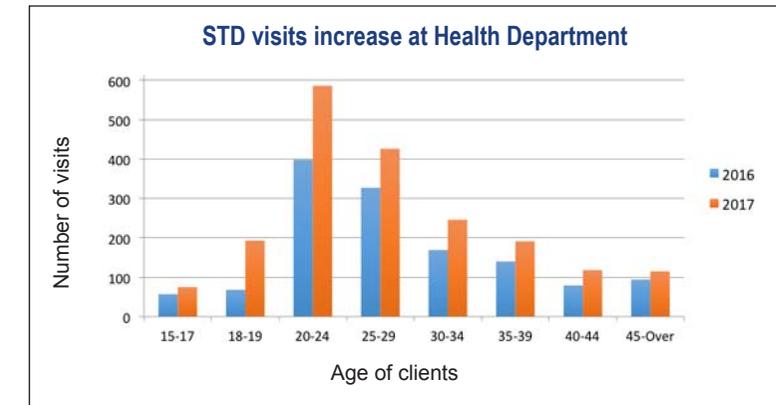
— Vicki Collie-Akers, associate director of health promotion research at KU Center for Community Health and Development

# New walk-in services for STDs

The Health Department provides sexually-transmitted disease (STD) testing, treatment and education for people of all ages. In February 2017, the Health Department began providing these services on a walk-in basis in addition to appointments.

Benefits of walk-in services include:

- **Quicker treatment.** It's easier to get clients back in for treatment after a positive test and to accommodate partners who need to come in for treatment after exposure.
- **Client preference.** Many clients like the quick access to service once they become aware of a concern or risk.
- **One-stop shopping.** A client can receive an examination, testing and treatment — all in one location.



Public Health Nurse Catherine Bird looks under the microscope to see if there is a possible STD problem.

## Health Department working to curb rising rates of STDs in Douglas County

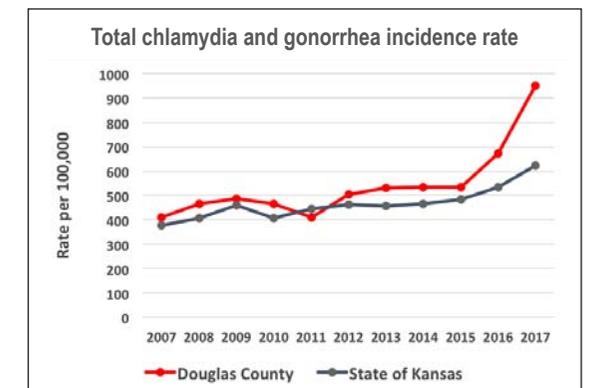
In addition to walk-in services, Health Department nurses and staff provide education about STD prevention to the public through social media, media interviews and presentations.

These efforts were increased in 2017 due to the rise in STD rates in Douglas County, which have mirrored a state and national trend. Nationally, STD rates hit a record

high in 2017. Left untreated, STDs can cause:

- increased risk of spreading HIV.
- inability to get pregnant or pregnancy complications.
- long-term pelvic/abdominal pain.

Gonorrhea is becoming resistant to antibiotic treatments. The rising resistance is why it's important that gonorrhea be detected early to keep the disease from spreading.



## HOW IT WORKS

• **Employee input.** Employees talk to their supervisors about their strengths, disappointments, career aspirations and contributions to the agency.

• **Supervisor feedback.** Supervisors meet with their employees to develop recommendations for the coming year.

• **Personal development plan.** Based on supervisor's feedback, employees prepare at least two goals with action plans for completion during the next year.

• **Ongoing coaching.** Employees meet with their supervisors three times during the year and provide written progress on their goals. They discuss next steps in goal implementation and problem-solving, if needed. Feedback should be ongoing between supervisors and team members.

# Workforce development program earns national recognition, award

The Health Department earned national recognition and a \$10,000 award for its workforce development program.

In September 2017, the Association of State and Territorial Health Officials (ASTHO) and the de Beaumont Foundation honored the Health Department with its first Public Health Workforce Interests and Needs Survey model practice award for local health department policy.

To advance the performance of its overall workforce, the Health Department developed and implemented a performance appraisal system (PAS) that encourages employees to learn new skills through coaching sessions with their supervisors.

86%

of employees agree/strongly agree with overall job satisfaction, according to a 2017 survey



Preparedness and Epidemiology Coordinator Sonia Jordan, right, discusses work goals with her supervisor Mary Beverly, Director of Epidemiology and Environmental Public Health.

“Your agency's approach to staff evaluation and appraisal is impressive, and demonstrates a truly innovative and model approach to workforce development.”

— Elizabeth Harper, ASTHO senior director of research and evaluation

## Employee achievements

1. More effective with extracting data from electronic health records to support program evaluation.
2. Expanded community presentation skills.
3. Created new assessment tool to better capture mothers' breastfeeding concerns, so counseling can be more individually-tailored.
4. Improved skills in geospatial analytics.
5. Learned how to use Twitter to improve public's awareness of environmental health issues.
6. Collaborated with other staff to apply leadership skills learned through the Kansas Leadership Center.
7. Created research-based educational handouts to improve the public's understanding about how to safely prepare baby formula.

## What employees are saying ...

“I like participating in a shared effort with my supervisor.”

“The PAS pushes me to grow and helps motivate me.”

“The goals in my development plan gave me an opportunity to lead.”

“My goals help me to look forward.”

“I had the freedom to create the goals I want to set.”

“The PAS keeps our staff focused and accountable.”



# Million Hearts project earns national award

Reducing risk for heart attack and stroke



Million Hearts team project leaders are, from left, Director of Clinic Services Kim Ens, Community Health Director Chris Tilden, Analyst Dee Vernberg, Analyst Vince Romero, Family Planning Nurse Practitioner Sue McDanel and Clinic Supervisor Kathy Colson.

The Lawrence-Douglas County Health Department was honored with a Model Practice Award at the 2017 annual conference of the National Association of County and City Health Officials (NACCHO) in July.

The Health Department's initiative "Integrating Heart Attack and Stroke Prevention into a Family Planning Clinic: An Innovative Million Hearts Project" was one of 41 projects to receive the award.

## Changes in data input and reporting

In 2014, the Health Department began examining how information about high blood pressure and tobacco use was being collected in its electronic health record (EHR) system for patients who use Family Planning services, which includes sexually-transmitted disease testing, well-woman examinations and birth control counseling.

Changes to processes for data input and reporting were made to the EHR system, which enabled the Health Department to analyze data in a way that had not been feasible before the adoption of the electronic record system.

“This award puts Lawrence-Douglas County Health Department in special company with a select group of health departments that exemplify a forward-thinking, proactive approach toward protecting and promoting the health of communities nationwide.”

— Laura Hanen, NACCHO Interim Executive Director and Chief of Government Affairs

## Our findings



1 in 4 encounters were smokers



1 in 5 encounters had elevated blood pressure

27

average age of clients

## Goals



Use electronic health record to identify clients and interventions.



Focus on tobacco cessation and referral to services.



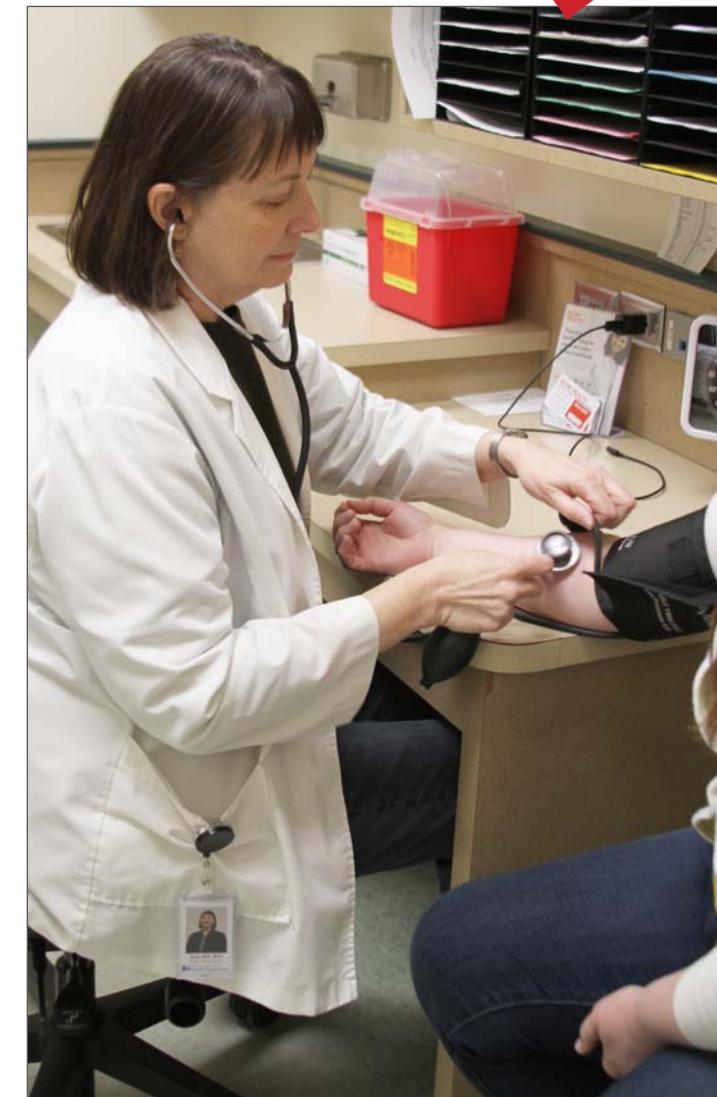
Screen for elevated blood pressure and refer to primary care, if needed.

## To achieve goals, the Health Department:

- Standardized blood pressure measurement
- Learned new counseling techniques
- Developed client educational materials

## Success story

A patient, who came in for STD services, was found to have alarmingly high blood pressure and was referred to the hospital emergency room. The patient then received follow-up care and medications from a primary care provider.



Public Health Nurse Jacki Chase checks the blood pressure of a patient. If the patient has high blood pressure, he or she will be referred to a primary health care provider for further consultation.



# Garnering grant dollars to improve community health

Health Department staff members work with others to secure federal, state and private foundation funding to help support system, policy and environmental changes that promote health in our community. In 2017, these efforts garnered more than \$500,000 for the following:

**\$394,000** **City of Lawrence:** Transportation Alternatives grant for Safe Routes to School (from Kansas Department of Transportation)

**\$100,000** **Boys and Girls Club of Lawrence:** Tobacco-Free Futures Grant (from Kansas Health Foundation)

**\$44,976** **Lawrence Public Schools:** Farm to School planning grant (from U.S. Department of Agriculture)

**\$10,000** **Pinckney School:** LiveWell Community Wellness grant for Safe Routes to School (from Douglas County Community Foundation)

**\$9,690** **Lawrence Parks and Recreation:** LiveWell Community Wellness grant for Lawrence Loop signage (from Douglas County Community Foundation)



## 2017 marked final year of three-year, \$1.3 million grant

The CDC's Partnership to Improve Community Health (PICH) grant supported Safe Routes to School, Farm to School and tobacco-free park efforts in Douglas County. Since receiving the PICH grant in 2014, we have seen:

- Rates of walking and biking to school increase in participating schools.

- The number of school gardens and the amount of local produce included in school meals grow substantially.
- Three municipalities (Eudora, Lawrence and Lecompton) enact policies to prohibit the use of tobacco products in parks and recreation facilities.

Additionally, the Health Department receives direct grants to improve community health. In 2017, the Health Department received a \$145,000 Chronic Disease Risk Reduction grant from the Kansas Department of Health and Environment and a three-year, \$262,000 grant to address health inequity from the Kansas Health Foundation.



## Health Department staff serve as 'conductors' of coalition

### 150 people

participate in the LiveWell Lawrence coalition, which is working to create communities where everyone can thrive.

### \$2 million

amount the Health Department has received in grant funding to support the work of the coalition since it took on a coordinating role in 2012.

“The Lawrence-Douglas County Health Department is the conductor of the



entire LiveWell operation. They bring harmony to a vast network of community leaders and activists all

focused on making Douglas County a place where we can all live well.”

— LiveWell Lawrence Chair Elizabeth Keever, executive director of Just Food

LiveWell Lawrence's work focuses primarily on healthy eating, active living and tobacco-free lifestyles, but takes a broad approach to addressing the root causes of poor health.

As the coordinating agency, Health Department staff:

- **Provide communications support**, which includes membership management and help with its website, newsletters, social media, news releases and media requests.
- **Pursue funding opportunities** and manage coalition finances.
- **Provide administrative support** to the Executive Committee and work groups.
- **Help organize community events**, including the annual LiveWell Celebration Breakfast.

LiveWell has been instrumental in efforts to advance community health, including:

- Development of school and community gardens.
- Expansion of community trails.
- Adoption of the Alliance for a Healthier Generation framework in Lawrence Public Schools.
- Healthier food options for vending machines and concessions in Lawrence Parks and Recreation and Douglas County buildings.
- Implementation of tobacco-free parks policies in Eudora, Lawrence and Lecompton.



Susan Johnson, center, of K-State Research and Extension, attends a LiveWell Lawrence retreat in September 2017.



Lawrence City Commissioner Lisa Larsen, center, attends the annual LiveWell Lawrence Celebration in December 2017.

**DOUGLAS COUNTY DATA**

Percent of adults who reported these behaviors during childhood in a 2015 survey:

**24%**

lived with someone who was depressed

**12%**

lived with someone who used illegal street drugs or who abused prescription medications

**20%**

lived with someone who was a problem drinker or alcoholic

**28%**

lived with separated or divorced parents

— Kansas Department of Health and Environment

# PROMOTING healthy child/parent relationships

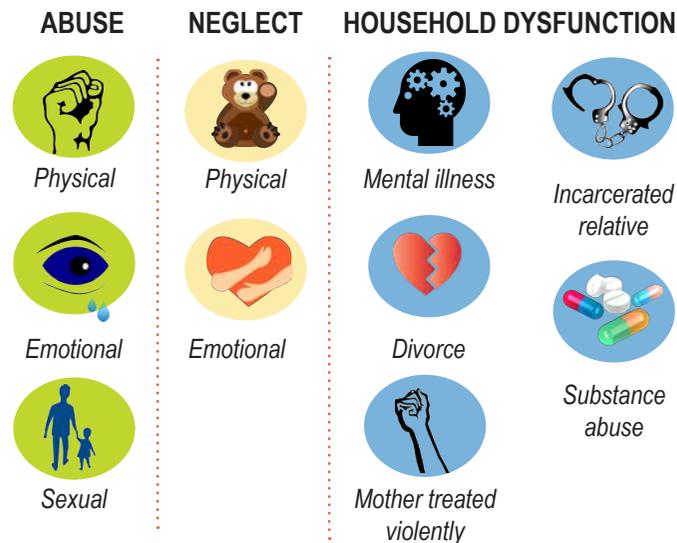
## Healthy Families program partners with physicians

If a parent has a high ACEs score, then it could have an impact on his or her child, too. That's why the Health Department offers the Healthy Families program, which provides in-home support and education for parents overwhelmed by stressors.

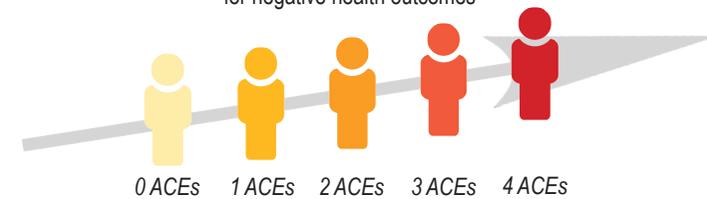
In 2017, the Healthy Families program collaborated with Lawrence OB-GYN Specialists and Panda Pediatrics — through a Justice Matters initiative — to identify families that need extra support. They do this by offering an ACEs screening to parents. Those who have a high score are referred to Healthy Families or a similar program. In 2017, 54 referrals were made to the Healthy Families program.

### ACEs are Adverse Childhood Experiences

The three types of ACEs include



As the number of ACEs increases, so does the risk for negative health outcomes



“This is a process that helps us find people who may have had really rough childhoods growing up and not only find that there’s a risk, but then offer a path for intervention. It can completely change the life path that these children are heading down.”

— Dr. Waco Goodnight, of Panda Pediatrics



**54** referrals were made to the Healthy Families program by Panda Pediatrics and Lawrence OB-GYN Specialists, which is 30% of the total referrals in 2017.

# My truth: Health equity and intentionality

BY PAULA SMITH

In September 2017, I joined the Lawrence-Douglas County Health Department in a new position called the Community Liaison. What this means is that I’m going out and listening to people who typically aren’t heard from in the community. These are people of different races, genders, income levels, education levels, geographic locations and experiences. These experiences may include: discrimination, violence, mental illness and incarceration. I am bringing their voices to the decision-making tables so we can make progress on health equity in our community.

I’m also bringing my own personal experiences as a woman and tribal member of Sisseton Wahpeton Oyate Nation. As a preteen, I was rebellious and spent time in a girls group home. At age 15, I became pregnant with my first child. Later, I earned a bachelor’s degree in American Indian and Indigenous Studies at Haskell Indian Nations University and a master’s degree in geography from the University of Kansas while raising five children.

Raising my children was not easy. I dealt with loved ones being incarcerated, violence, racism, abuse, and not being able to access affordable housing and resources.

I’ve asked myself, “Did my education change my situation or improve my livelihood?” Honestly, it created greater debt, but I have a better understanding of how societal systems work or are supposed to work. It helped me realize that I could voice that racism impacted my child’s education. However, education didn’t stop my son from being incarcerated, nor did it help raise my income or stop domestic violence.

When I reflect on my challenges and as I hear folks talk about their challenges, I realize it isn’t about finding solutions or the hero, it really is about intentional listening, building trusting relationships and working together for community change.

Often, service providers have yet to realize what an enormous step it is for someone to walk through their front door and ask for help, and that someone might be me.



Paula Smith joined the Lawrence-Douglas County Health Department in 2017 as Community Liaison. She is working on improving health equity by reaching out to those who often aren’t heard from in the community.

“When I reflect on my challenges and as I hear folks talk about their challenges, I realize it isn’t about finding solutions or the hero, it really is about intentional listening, building trusting relationships and working together for community change.”

## Community leadership

Health Department employees served on numerous local boards and committees in 2017. These include:

- Douglas County Health Leadership Council
- Success by 6 Board
- Douglas County Child Abuse Prevention Task Force
- Lawrence-Douglas County Advocacy Council on Aging
- Douglas County Dental Clinic Board
- Douglas County Breastfeeding Coalition Board
- Dads of Douglas County Board
- Lawrence Association of Neighborhoods
- Lawrence Transportation Commission
- Horizon 2020 Steering Committee
- Douglas County Suicide Prevention Coalition Board
- Safe Kids Douglas County Board
- Lawrence-Douglas County Bicycle Advisory Committee
- United Way Community Impact Committee
- Lawrence Public Schools Equity Advisory Council
- Outside for a Better Inside Board

# Investing in leadership

The Health Department invests in developing leaders to help tackle the challenges we face in our everyday lives — whether at home, at work or in the community. Leadership is about mobilizing people to make progress on issues for the common good.

### Kansas Leadership Center guiding principles:

- Leadership is an activity, not a position.
- Anyone can lead, anytime, anywhere.
- It starts with you and must engage others.
- Your purpose must be clear.
- It's risky.



From left: Healthy Dads Coordinator Jery Marquez, Analyst Vince Romero, Public Health Nurse Peggy Gabler and Child Care Licensing Coordinator Karen Flanders completed a Kansas Local Public Health Leadership program in 2017.



Communications Coordinator Karrey Britt, center, is a 2017 graduate of the Leadership Lawrence program. She is pictured with Community Health Planner Charlie Bryan and Assistant Director Charlotte Marther, who are previous graduates.

75%  
of employees have participated in Kansas Leadership Center training

### Leadership training provided

- **9 staff members** have completed a 2.5-day “Your Leadership Edge” training in Wichita.
- **8 employees** have completed an eight-day Kansas Local Public Health Leadership program.
- **4 employees** have graduated from a nine-month Leadership Lawrence program.
- **Community Health Director Chris Tilden** has completed a Dental Champions Leadership program.
- **Public Health Nurse MariaAna Garza** has completed a Kansas Public Health Training Fellowship program.
- **Community Health Planner Charlie Bryan** has completed a seven-day “Lead for Change” program and a two-day “Equip to Lead” program.



Staff participated in an all-day leadership training in June 2016 that focused on the Kansas Leadership Center’s principles.

# 2017 by the numbers



45 employees

### Clinic Services

15,104  
clinic visits

5,436  
immunizations provided



### Women, Infants and Children (WIC) Program

6,781 appointments for nutrition counseling



\$861,612

dollars in WIC vouchers provided to families for nutritious food

### Family and Senior Support Services

1,401  
home visits or phone call coordination provided to older adults by Project LIVELY care coordinators



889

home visits provided through Healthy Families program

### Epidemiology

452  
reports of communicable diseases investigated



### Environmental Health

524 pool and spa inspections

347 septic system inspections



### Child Care Licensing

335 inspections of child care homes, centers, pre-schools and school-age programs

48 complaints about child care facilities investigated



# FINANCIAL STATEMENT

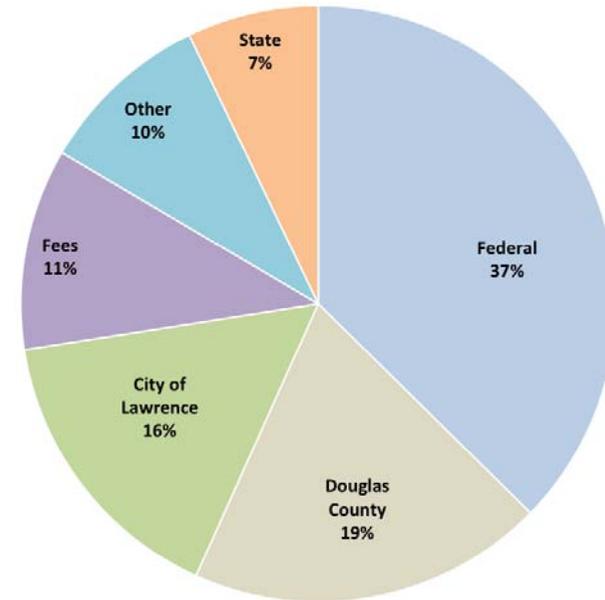
Unaudited statement of revenues and expenditures for Jan. 1-Dec. 31, 2017

## OPERATING FUND

<b>Beginning balance</b>	<b>\$1,294,338</b>
<b>Revenue</b>	
Federal	\$1,588,734
* County	\$824,116
City	\$671,401
Fees	\$464,437
Other	\$399,664
State	\$303,807
<b>Total Revenue</b>	<b>\$4,252,159</b>
<b>Expenditures</b>	
Salaries and wages	\$2,186,353
Payroll related expenses	\$570,556
Commodities	\$703,205
Contractual	\$257,992
Transfer to funded depreciation	\$132,000
Transfer to reserve fund	\$391,000
<b>Total expenditures</b>	<b>\$4,241,106</b>
<b>Ending balance</b>	<b>\$1,305,391</b>
<b>Net revenue over expenditures</b>	<b>\$11,053</b>
<i>* Does not include health insurance subsidy provided by County</i>	<i>\$268,215</i>

## RESERVE FUND

<b>Beginning balance</b>	<b>\$1,350,244</b>
<b>Revenue</b>	
Transfer from operating fund	\$391,000
Other	\$3,094
<b>Total revenue</b>	<b>\$394,094</b>
<b>Reserve fund ending balance</b>	<b>\$1,744,338</b>
<b>Net revenue over expenditures</b>	<b>\$394,094</b>



Graphic: Sources of revenue

## FUNDED DEPRECIATION

<b>Beginning balance</b>	<b>\$217,975</b>
<b>Revenue</b>	
Transfer from operating fund	\$132,000
Other	\$716
<b>Total revenue</b>	<b>\$132,716</b>
<b>Expenditures</b>	
Capital equipment	\$32,530
<b>Total expenditures</b>	<b>\$32,530</b>
<b>Reserve fund ending balance</b>	<b>\$318,161</b>
<b>Net revenue over expenditures</b>	<b>\$100,186</b>



Shaun Musick Chair  
Sandy Praeger Vice Chair  
Dr. Kevin Stuever Treasurer  
Judy Brynds  
Dr. Doug Dechairo  
Stephen Fawcett  
Vern Norwood  
Shannon Oury

## Board's message

*"To be everywhere is to be nowhere"* — Roman philosopher Seneca the Younger

As Chair of the Health Board, this quote reminds me of my first exposure to the depth and breadth of all that the Lawrence-Douglas County Health Department does. Our responsibilities range from assuring that pools and child care facilities are safe to providing quality preventive health care services to roughly 10,000 individuals to advocating for community-level change in order to create healthier environments for more than 100,000 residents of Douglas County.

While our responsibility is to be everywhere, we remain mindful of Seneca's quote and work to be everywhere with focus.

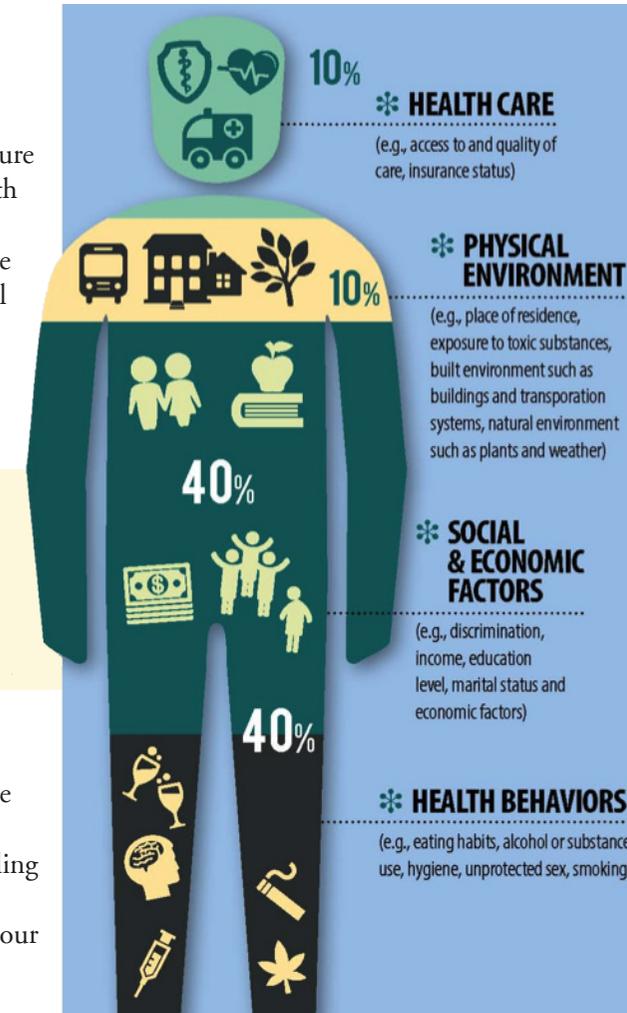
*"Public Health 3.0 recognizes that we need to focus on the social determinants of health in order to create lasting improvements for the health of everyone in America."*

— Dr. Karen DeSalvo, former Assistant Secretary for Health in the U.S. Department of Health and Human Services

DeSalvo, author of "Public 3.0 — A Call to Action to Create a 21st Century Public Health Infrastructure," was the keynote speaker at our public health summit in January 2018 and has provided us with guidance on where to focus.

In 2017, the Health Board and staff made significant progress on building the capacity to address and influence the social determinants of health, which are highlighted in this report. I hope you can see that our focus is our mission – Health for All.

**Shaun Musick**  
Lawrence-Douglas County Health Board Chair



Social Determinants of Health/Robert Wood Johnson Foundation

LAWRENCE-DOUGLAS COUNTY  
**Health Department**

200 Maine Street, Suite B  
Lawrence, KS 66044



[www.ldchealth.org](http://www.ldchealth.org)

Clinic: 785-843-0721  
Office: 785-843-3060



Twitter: @LDCHealth

Facebook: Lawrence-Douglas County  
Health Department