



Department of Human Services Strategic Plan 2021-2025

Objectives/Initiatives

1.a. Promote staff safety

- 1.a.1. Evaluate recommendations of the Department's Safety Assessment
- 1.a.2. Each staff complete Active Shooter Training
- 1.a.3. Review evacuation plans annually
- 1.a.4. Field safety for staff who work in the community

Objectives/Initiatives

2.a. Provide opportunities to volunteer within the community during work to promote a positive image to the public.

- 2.a.1. Trauma Informed Care Committee will partner with local organizations

2.b. Create a Department Social Media presence

2.c. Update Department Website

Objectives/Initiatives

3.a. Acknowledge and appreciate staff

- 3.a.1. Form a Committee to acknowledge staff
 - 3.a.1.1. Identify ways to acknowledge staff extraordinary efforts
 - 3.a.1.2. Develop forum of acknowledgement
- 3.a.2. Incorporate employee interests into professional growth
 - 3.a.2.1. Encourage constructive conversations with Managers and Supervisors that promote staff engagement and fulfillment

3.b. Develop an effective work environment

- 3.b.1. Determine the most efficient worksite for staff to succeed in their role within the Department of Human Services
- 3.b.2. Each Division will determine a plan to promote staff connectedness
- 3.b.3. Promote an environment that encourages staff to communicate their needs and ideas

Objectives/Initiatives

4.a. Reduce duplication and increase efficiencies throughout the department

- 4.a.1. Identify duplicative processes and evaluate need for change
- 4.a.2. Develop consistencies across Divisions within the Department of Human Services

4.b. Identify technology needs

- 4.b.1. Training for new IT software applications and equipment
- 4.b.2. Evaluate information systems to be used in "real time"



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4.c. Strengthen partnerships between County Departments
4.c.1. Learn and develop Schneider Consulting's partnership strategies
4.c.2. Prioritize Departments to focus on
4.d. Develop a strong supervisory team that aligns with the Department's vision
4.d.1. Formal Supervisory Training
4.d.2. Professional Development Plans
4.d.3. Work toward common goals across divisions to reduce silos within the Department
Objectives/Initiatives
5.a. The Department will work to eliminate elements of institutional racism imbedded within Human Services operations
5.a.1. Review Policy and Procedures for underlying elements of institutional racism/privilege components
5.a.2. Each Division within the Department of Human Services will work with staff to adjust processes that promote inequality and instills a power differential to vulnerable populations
5.a.3. Staff within the Department will be provided opportunities to increase awareness of their biases and make personal strides to be a better ally to under-supported groups