

North Central Health District **FY2018** REPORT

July 2017-June 2018



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Who We Are

North Central Health District (NCHD) is part of the Georgia Department of Public Health (DPH) and serves a population of 527,925 individuals residing in 13 Central Georgia counties: Baldwin, Bibb, Crawford, Hancock, Houston, Jasper, Jones, Monroe, Peach, Putnam, Twiggs, Washington and Wilkinson.

Each county has a health department (HD) and an associated Board of Health. The district office is an administrative hub for all 13 counties and houses public health programs that serve all counties. The district health director (DHD) is the lead administrator for the NCHD.

Vision

Leaders in innovative and effective public health practices that advance the health and well-being of all the communities we serve.

Mission

NCHD is dedicated to preventing disease, promoting health, and protecting Central Georgia communities against health threats through education, service, advocacy, and collaboration.

Values

- **Quality:** We apply evidence based practices that deliver excellent programs and services.
- **Service:** We are responsive to the health needs of our communities and to the provision of services by a dedicated workforce.
- **Diversity:** We value diversity in our workforce and in the communities we serve and respect the role it plays in providing culturally appropriate services that address health disparities.
- **Integrity:** We act with integrity, provide credible information based in science, and are accountable for our actions.
- **Collaboration:** We initiate and foster partnerships by sharing information, resources, and ideas to improve health outcomes.

The FY 18 annual report provides detail and data that reflect a year of robust activities in each of the programs and departments within the North Central Health District. From responding to Hurricane Irma and disease outbreaks to strengthening infrastructure and services, FY18 represents a year of remarkable achievement and strategic progress. The hallmark achievement for this period was the successful path to full accreditation from PHAB. Over 5 years of hardwork and dedication on the part of staff was directed toward efforts to ensure that our practice meets the gold standards of practice in the field of public health. The District is one of approximately 200 public health departments nationwide and one of four in Georgia to achieve PHAB accreditation. This was a particularly unique challenge, in that, NCHD is the first to achieve this recognition with a multi-county organizational structure. The accreditation process represents NCHD’s commitment to continuous quality improvement. After accreditation was awarded, the focus seamlessly shifted to addressing those areas in which we need to enhance our performance while maintaining high standards in those areas deemed as strengths.

In addition to achieving accreditation, District and county staff, in collaboration with community partners, made great strides in addressing the four focus areas identified in the 2015-2020 Strategic Plan: Access to Care, Chronic Disease, Maternal and Child Health and Workforce Development. Efforts to increase access to care included considerations ranging from addressing health department access and esthetics to providing telemedicine and other services in high need. The addition of nutritional services, breastfeeding support and expanded adolescent and youth health education contribute to a prevention effort to address obesity and prevent associated chronic diseases. Our commitment to the well-being of women and children is demonstrated by the record high number of school-based flu shots and the number of long-acting contraceptive devices provided to our constituents. Environmental health’s work in keeping swimming pools and homes safe compliments health care services. The rapid response to disease outbreaks and other public health emergencies like Hurricane Irma provides the framework for mitigating public health risk.

While the annual report provides the measures associated with the programs and services offered by NCHD, we recognize that the strategic progress and achievement represented here is highly dependent upon a well-trained, highly skilled staff. Workforce Development provides a platform for creating high functioning teams with effective leaders and so, the NCHD made a significant commitment to this area. Our partnerships with Mercer University, University of Georgia and other institutions have bolstered internal staff development efforts. The District’s ongoing commitment to this area will further strengthen the foundation as we strive toward the vision of innovation and effective practice to advance the health of the communities we serve.

District Executive Leadership Team

- District Health Director : Olugbenga Obasanjo, MD, PhD, MPH (Interim July 2017-March 2018); J. Patrick O'Neal, MD (Interim March 2018-September 2018); Renee Haynes, MD, MPH (Current)
- Deputy Director & District Clinical Director: Anita Barkin, DrPH, MSN, NP-C
- District Financial Administrator: Sylvia Woodford, BAA, MBA
- Director of Human Resources: Marsha Stone
- Director of Development & Special Projects: Morris Hutcheson, CPA
- Director of Epidemiology, Community Assessment & Research Initiatives: Amber Erickson, MPH
- District Environmental Health Director: Carla Coley, REHS
- Nutrition Services Coordinator: Nancy Jeffrey, MPH
- DHD Administrative Assistant and Board of Health Liaison: Tiffany Borel

County Health Department Leadership

Baldwin County

- Raven Smith, RN, BSN Nurse Manager
- Colin Duke, REHS GA-PCEM, Environmental Health Manager
- Mr. Fielding Whipple, Board of Health Chairperson

Crawford County

- Melissa Smith, RN, Nurse Manager
- Tim LaCoe, Environmental Health Manager
- Dr. Freddy Gatton, Board of Health Chairperson

Hancock County

- Shirley Tucker, RN, Nurse Manager
- David Mercer, Environmental Health Manager
- William Evans, Jr, Board of Health Chairperson

Houston County

- Christina Sikes, RN, Nurse Manager
- Christine Buffington, Environmental Health Manager
- Archie Thompson, Board of Health Chairperson

Jasper County

- Christa McMillian, RN, Nurse Manager
- David Mercer, Environmental Health Manager
- Mike Benton, Board of Health Chairperson

Jones County

- Sherry Bryant, RN, Nurse Manager
- Floyd Comer, Environmental Health Manager
- Jennifer Goldsberry, Board of Health Chairperson

Macon-Bibb County

- Beverly Ming, Nurse Manager
- Donna Cadwell, Environmental Health Manager
- David Gowan, Board of Health Chairperson

Monroe County

- Whitney Lovett, RN, Nurse Manager
- Gina Smith, Environmental Health Manager
- Dr. Jeremy Goodwin, Board of Health Chairperson

Peach County

- Bertha Ashley, RN, Nurse Manager
- Carla Coley, Environmental Health Manager
- Dr. Curtis E. Waites, DDS, Board of Health Chairperson

Putnam County

- Peggy Petitt, RN, Nurse Manager
- Kathryn Hill, Environmental Health Manager
- Dr. Thomas Brown, DDS, Board of Health Chairperson

Twiggs County

- Christina Sikes, RN, Nurse Manager
- Brandon Thornton, Environmental Health Manager
- Shannon Hart, Board of Health Chairperson

Washington County

- Raven Smith, RN, BSN, Nurse Manager
- Jason Smith, Environmental Health Manager
- Dr. Jennifer Tarbutton, Board of Health Chairperson

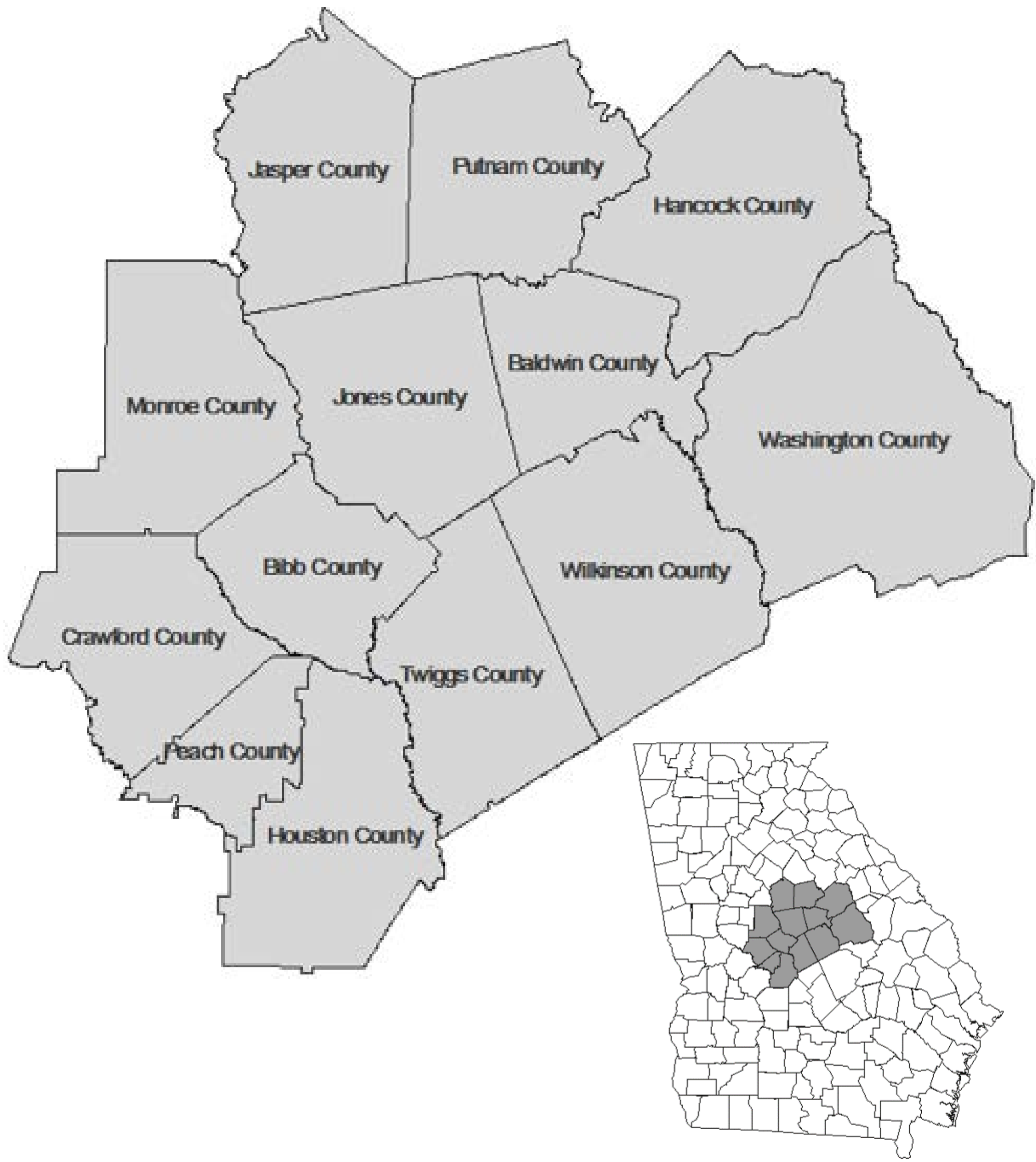
Wilkinson County

- Jessica Yates, RN, Nurse Manager
- Tina Davis, Environmental Health Manager
- Dr. Dennis Smith, DDS, Board of Health Chairperson

District Demographics

2017 POPULATION

527,925

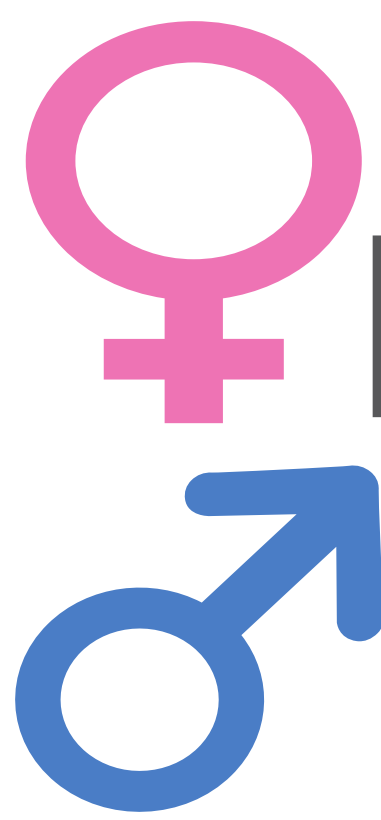
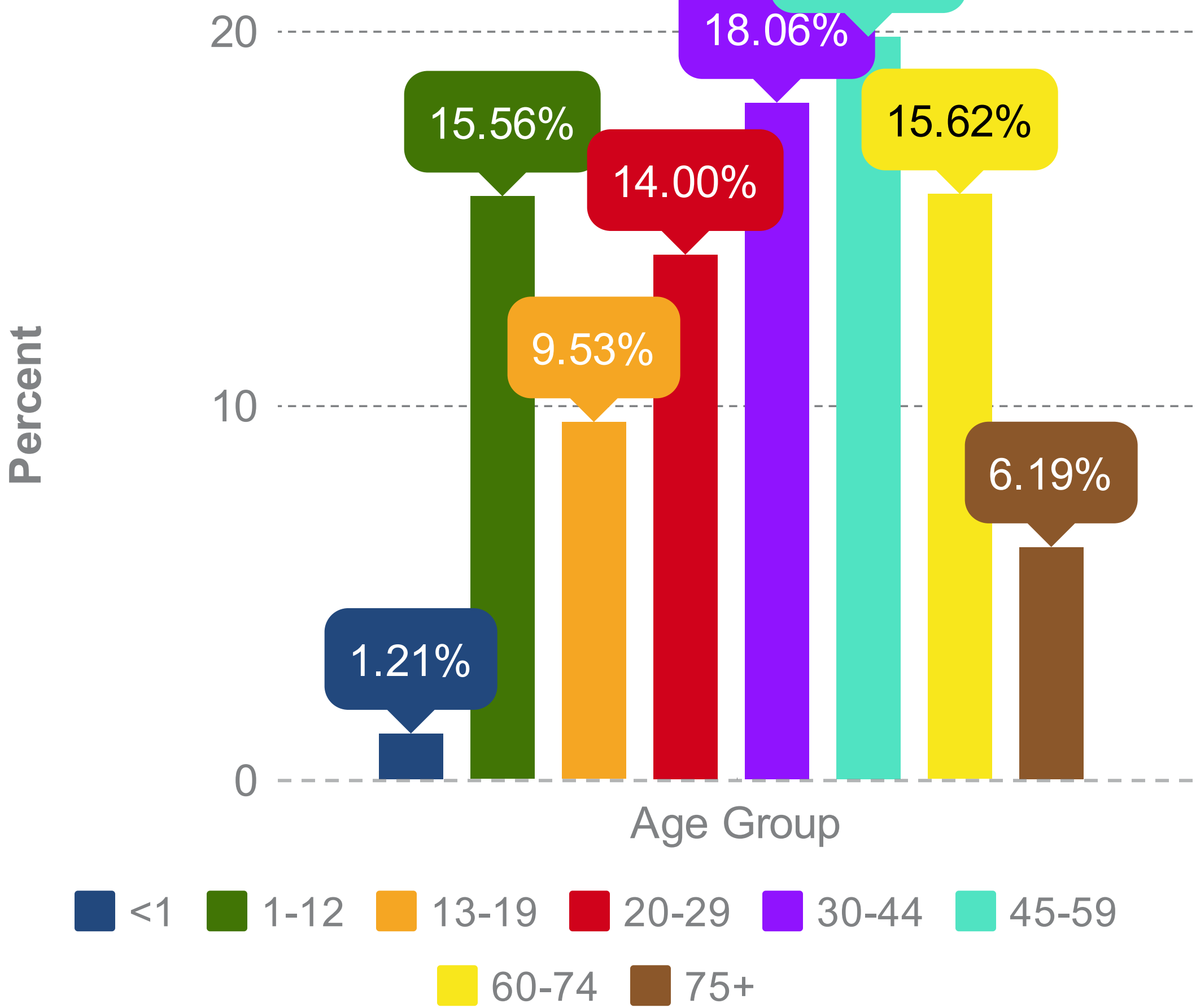


RACE/ETHNICITY



- White (52.11%)
- Black (39.85%)
- Asian (1.82%)
- Am. Indian/Alaska Native (0.29%)
- Nat. Hawaiian/Pacific Islander (0.10%)
- Multiracial (1.63%)
- Hispanic (4.21%)

AGE RANGE

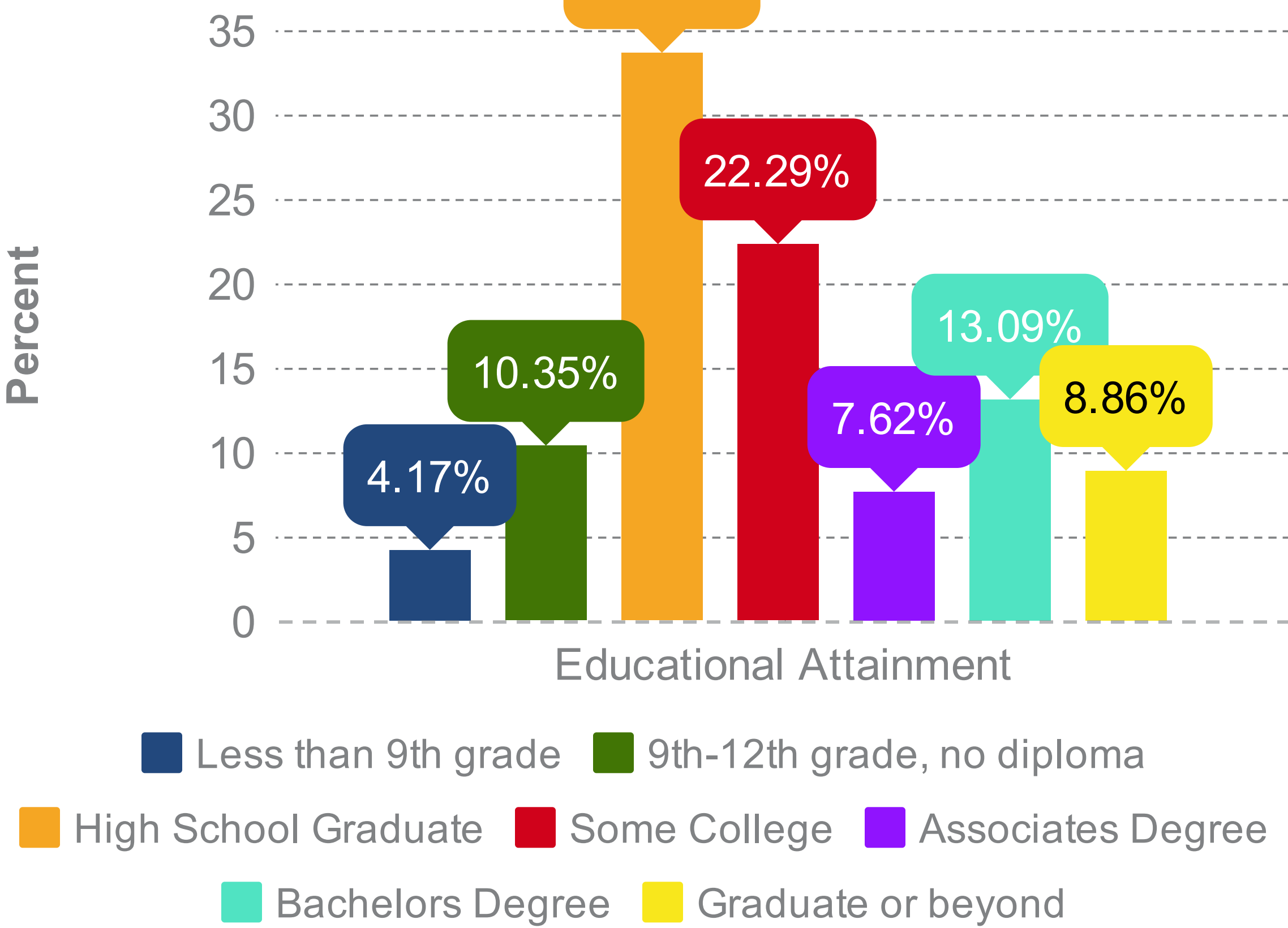


51% FEMALE
49% MALE



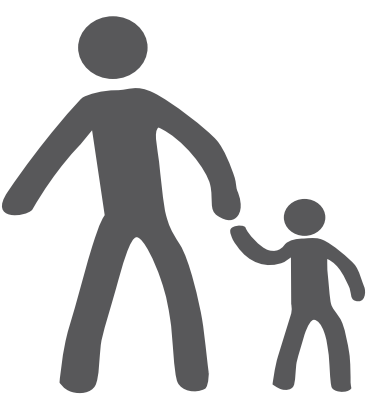
13% Do not have Health Coverage

EDUCATIONAL ATTAINMENT



43%

of Households with Children are Single Parent Households



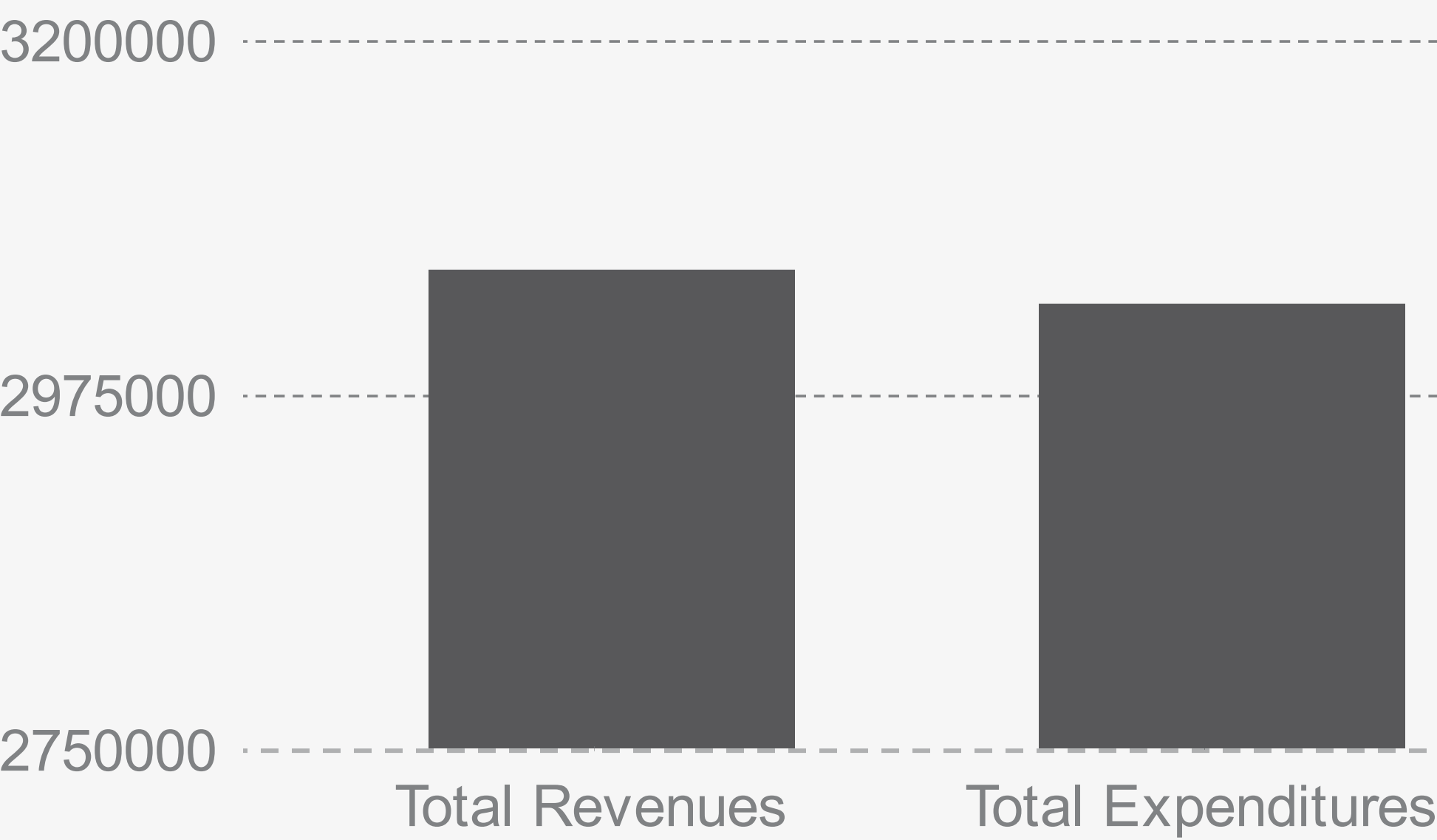
30%

of Children Live in Poverty



Financial

FY2018 NCHD District Operating Budget

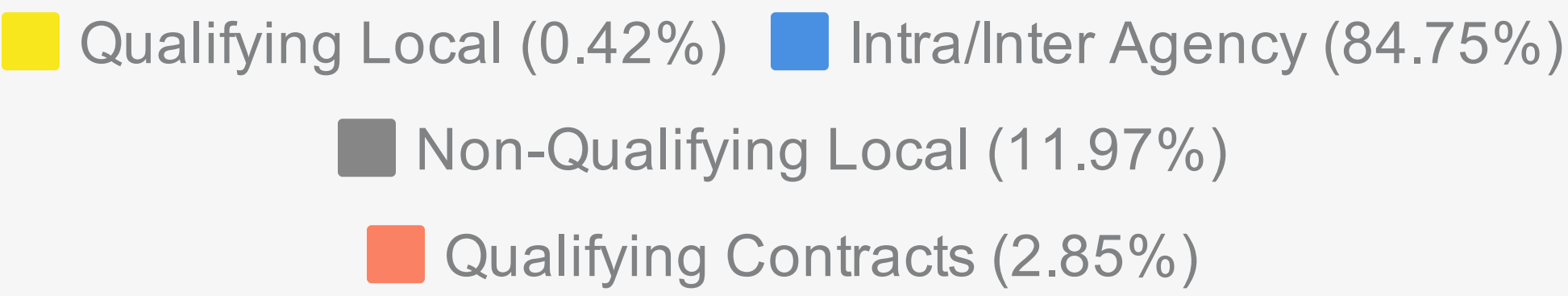
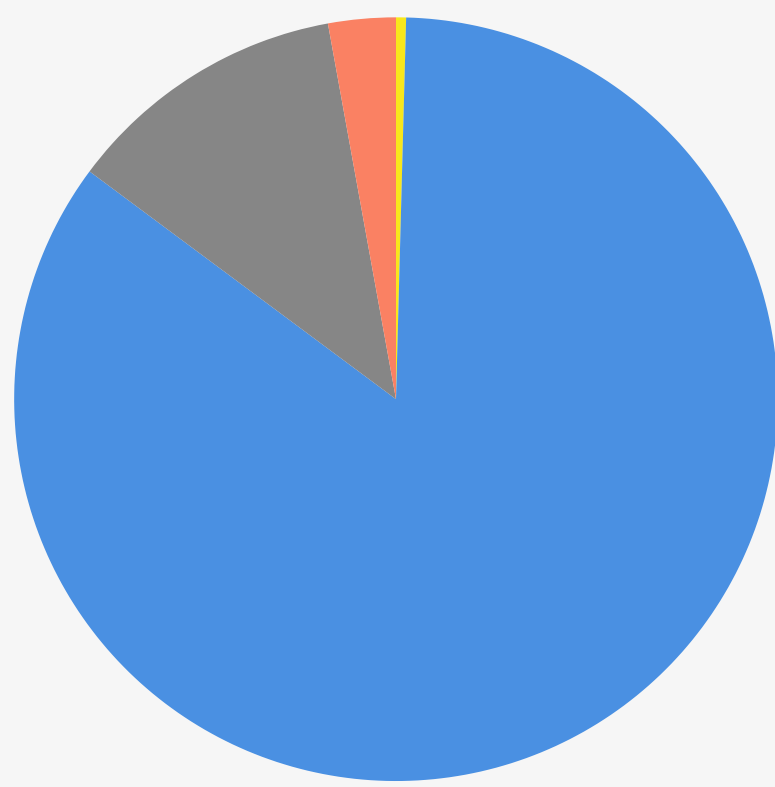


In FY 2018, the total approved District operations budget was \$3,053,593.00.

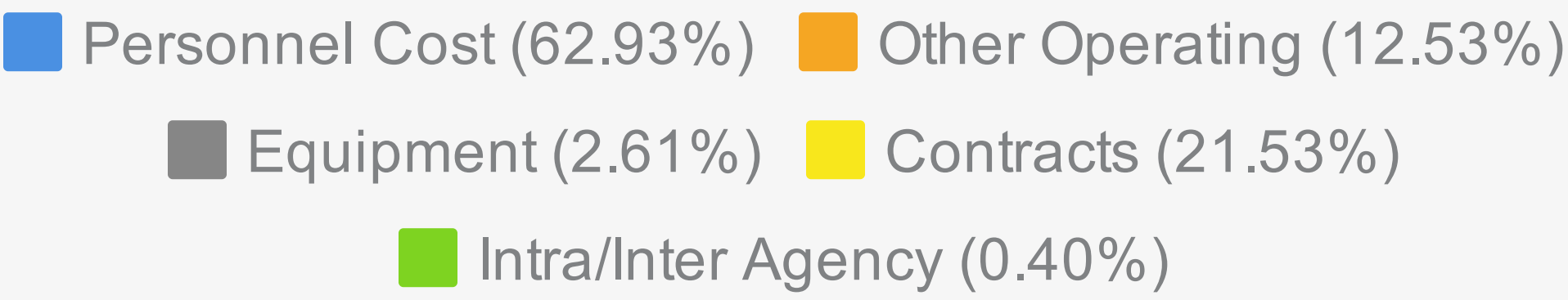
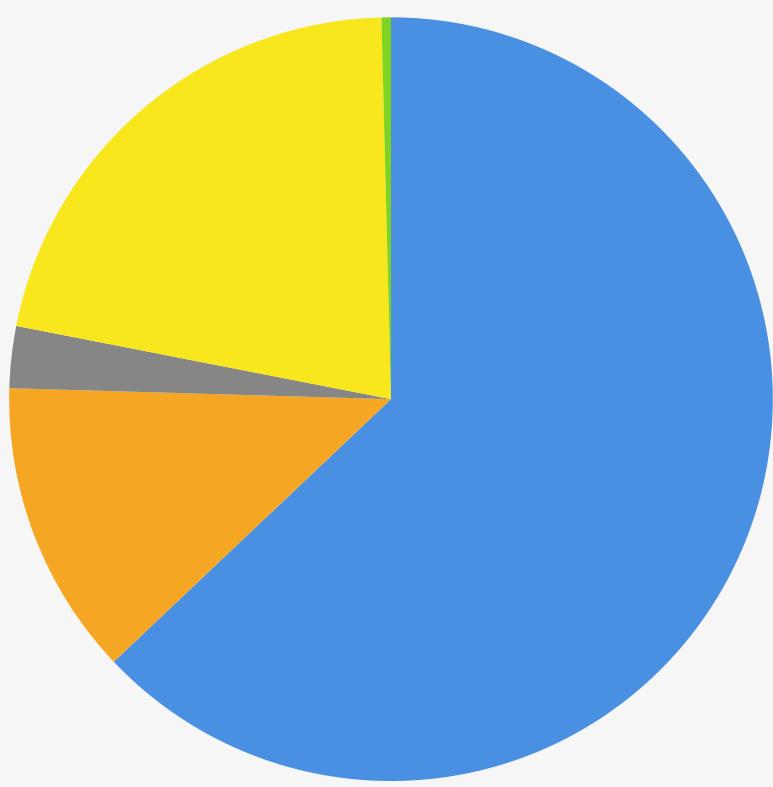
When comparing FY 2017 to FY 2018, the District's operating budget increased by 11% year over year.



FY2018 NCHD Revenue Sources

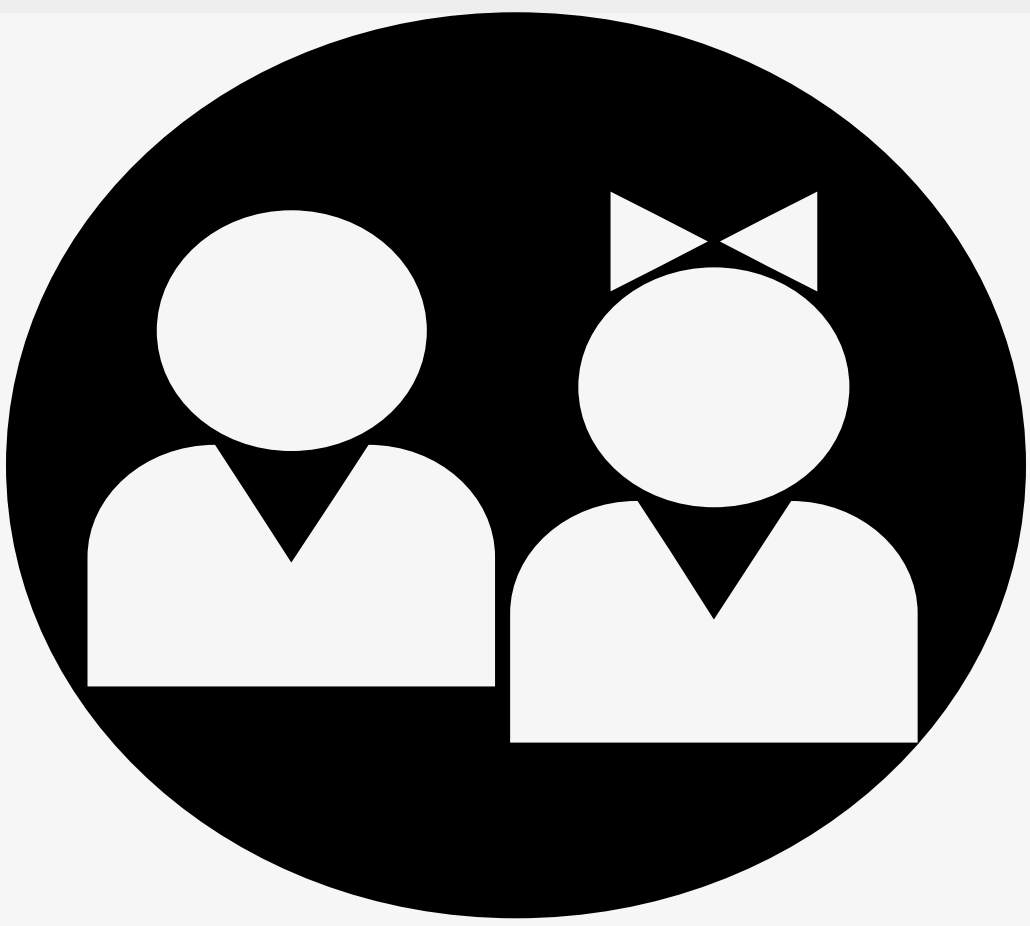


FY2018 NCHD Expenditures



Human Resources

308
Employees



25%
Turnover Rate

NCHD has developed a strategic plan to create thoughtful interrelationships between the organization’s mandates, priorities and opportunities, and to maximize resources. The plan serves as a tool to help the district promote a healthier Central Georgia Community by setting the foundation to drive organizational improvement. The following is a brief description of the highlighted work being done in the 4 priority areas of our strategic plan.

Increase Access to Care

- Additional staff were added to increase the coordination of marketing our activities to the public.
- WIC incorporated new technologies to provide online health education modules to clients.
- Telehealth services were implemented to allow for increased access to the HOPE Center services within Washington County and within Macon-Bibb County Health Department for genetic screening and sickle cell patients.

Chronic Disease - Obesity

- A District Nutritionist was hired to provide nutrition education services to clients.

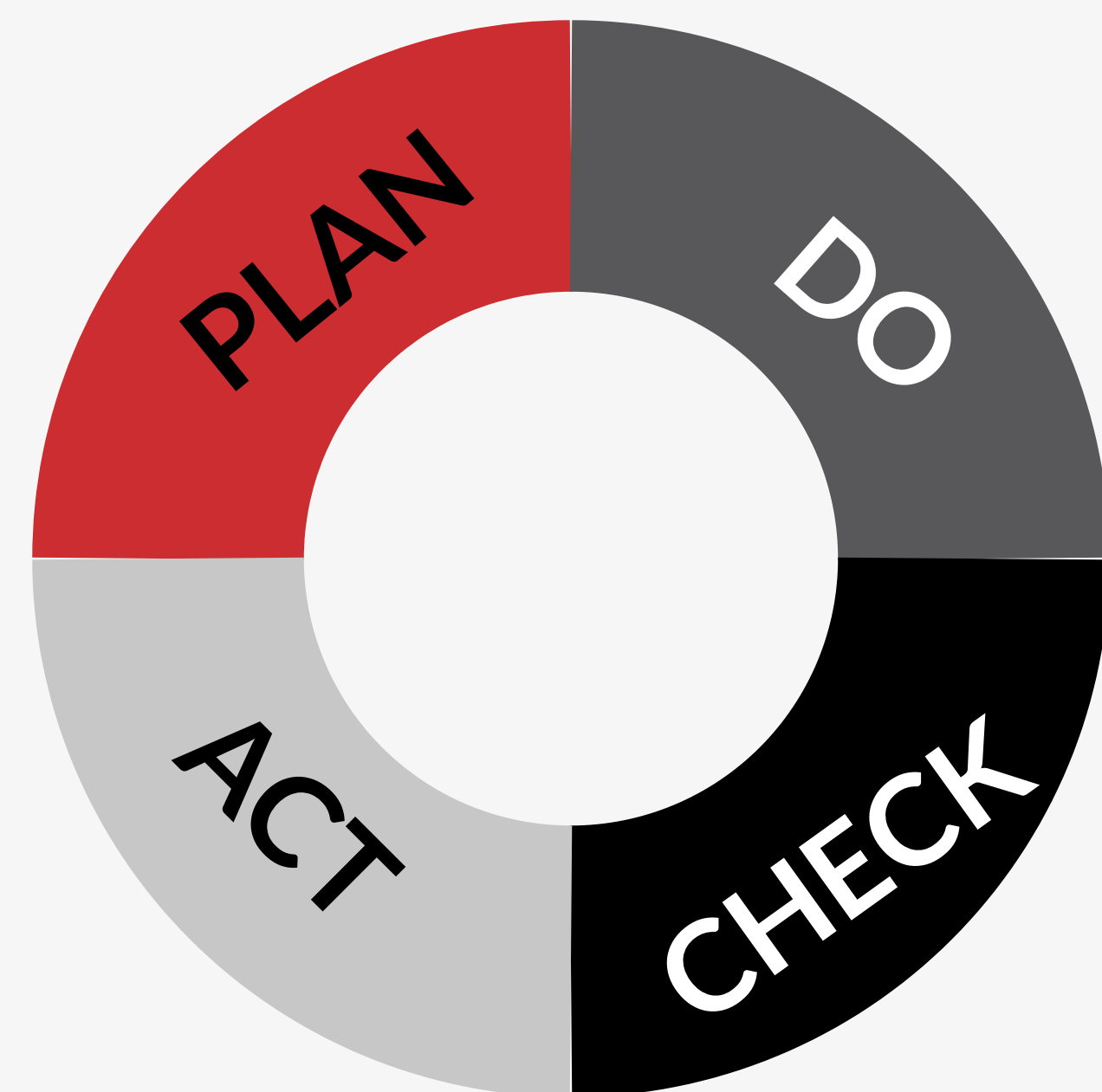
Maternal, Infant, Child Health

- A Teen Health Center was established in Houston County in partnership with the local FQHC.

Workforce Development

- NCHD contracted with Mercer University to provide leadership training to 24 employees throughout the District.
- Two NCHD employees are attending the University of Georgia Leadership Training.
- Provided Lean Six Sigma Yellow Belt Training to NCHD staff.

NCHD adopted a Quality Improvement plan in 2014 based on the Plan-Do-Check-Act Cycle. This plan promotes continuous quality improvement projects to be initiated and completed at all levels of the agency.



The "Big" Projects

- Operation Taking Responsibility & Informing Men (TRIM)
- Environmental Health Complaint Reporting
- STD Partner Services
- ADA Accessibility and Compliance
- Contract Procedure and Policy
- Board of Health Meeting - District Staff Participation
- Infection Control and Readiness Survey
- Bibb County Health Department Patient Wait Time

The "Just Did It" Projects

In an effort to further engage staff in all levels of the organization, we implemented a "Just Did It" category of quality improvement projects. In FY 2018, there were 19 small-quick win projects submitted for recognition. Below is an example of the projects submitted.

- Clerical section added to employee intranet
- Updated bomb threat procedures
- Cleaning of clinic and laboratory areas and organization of resources
- Safety binder revised
- Shelter-in-place procedures (SIP) updated
- County Health Department QI suggestion box
- Workplace safety plans updated
- EPI referral form revision

At the end of 2017, NCHD and each of its 13 county health departments received national accreditation through the Public Health Accreditation Board (PHAB). Accreditation is granted for five years, during which, NCHD works with PHAB to maintain high-quality service. The national accreditation program works to improve and protect the health of the public by advancing and ultimately transforming the quality and performance of public health departments. NCHD is one of fewer than 200 health departments, and one of four in Georgia, that have achieved accreditation through PHAB since the organization launched in 2011.

The PHAB Committee noted three measures for improvement and provided guidance to the NCHD team to specifically address those areas. The identified standards are listed below along with the action plan to improve performance.



Implemented culturally competent initiatives to increase access to healthcare services for those who may experience barriers to care due to cultural, language, or literacy differences.

- A QI project has been initiated to assess ADA compliance and access to care for individuals with functional/access needs, identify opportunities for improvement, and implement new processes, programs and/or resources to improve access to healthcare and services.



Implemented systematic process for assessing customer satisfaction with health department services.

- NCHD currently administers customer satisfaction surveys to clinical, environmental, and WIC customers; however, there is no systematic method for surveying customer satisfaction for population-based programs district-wide. NCHD is exploring the option of administering an annual customer stakeholder satisfaction survey that would be made available to all external partners district-wide.



Actions taken by the governing entity tracked and reviewed.

- NCHD is working to establish a process for tracking and reviewing topics discussed and actions taken by all 13 boards of health.

Staff Recognition

NCHD is able to accomplish it's mission and vision because of the outstanding work our staff are able to do.

Georgia Public Health Association Awards

- Anita Barkin: Lillian D. Wald Public Health Nursing Award
- Amber Erickson: Janet Stancliff Epidemiology Award
- Yvonne Fuller: Administration Outstanding Service Award
- Beverlyn Ming: Jules S. Terry Memorial Award
- Miranda Helms: Advancing National Public Health Accreditation



Award Winning Programs

- The Roberta-Crawford County Chamber of Commerce recognized the Crawford County Health Department as the 2017 Group of the Year.
- NCHD Emergency Preparedness Program and Region F Healthcare Coalition were awarded the Advocacy Award at Navicent Health's 27th Annual Trauma Symposium for the Stop the Bleed campaign.
- NCHD's Felton Homes WIC Office was recognized as the office with the most residents served and the Jasper County WIC Office earned a participation award for the month of October for meeting their state goal.



NCHD Shining Stars

- Cause for Applause - Catherine Dennis, RN
- Customer Service - Patsy Pollett, RN
- Honorable Mentions - Marcie Sink, Teresa Brown, Chris Sikes, and Sheryl Outler

Increase in Marketing

In FY 2018, NCHD increased its efforts in marketing our services in the following areas.

- Facebook Ads, Geotargeted Ads, News media retargeted ads, MSM Dating App Ads, and Traditional Advertisements: Billboards, TV, Radio, Newspaper, Public Transit, Diner Placemat

Hancock Health Improvement Partnership

July 2017, NCHD received the Two Georgia's Initiative grant from Healthcare Georgia Foundation in the amount of \$70,500.

- This grant supported establishing a cross-sectorial partnership in Hancock County, GA; known as the Hancock Health Improvement Partnership (HHIP)
- June 13, 2018, NCHD was notified that the application for the Two Georgias Initiative Phase II grant funding had been accepted; with NCHD being awarded \$100,000 to be used for the implementation of HHIP activities.



New Clinic Programs

- In FY18, our clinic team introduced new services for those that are non-insulin dependent type 2 diabetics and patients who wish to take control of their blood pressure and live a healthy, active life.
- Consumer access to Pre-Exposure Prophylaxis was increased with the addition of this service to the Baldwin, Houston, and Macon-Bibb County Health Departments. Clients visiting the other 10 county health departments were able to access this care through a telemedicine platform connecting them to the 3 health departments offering the service.

206

Patients Served

Infrastructure Improvements

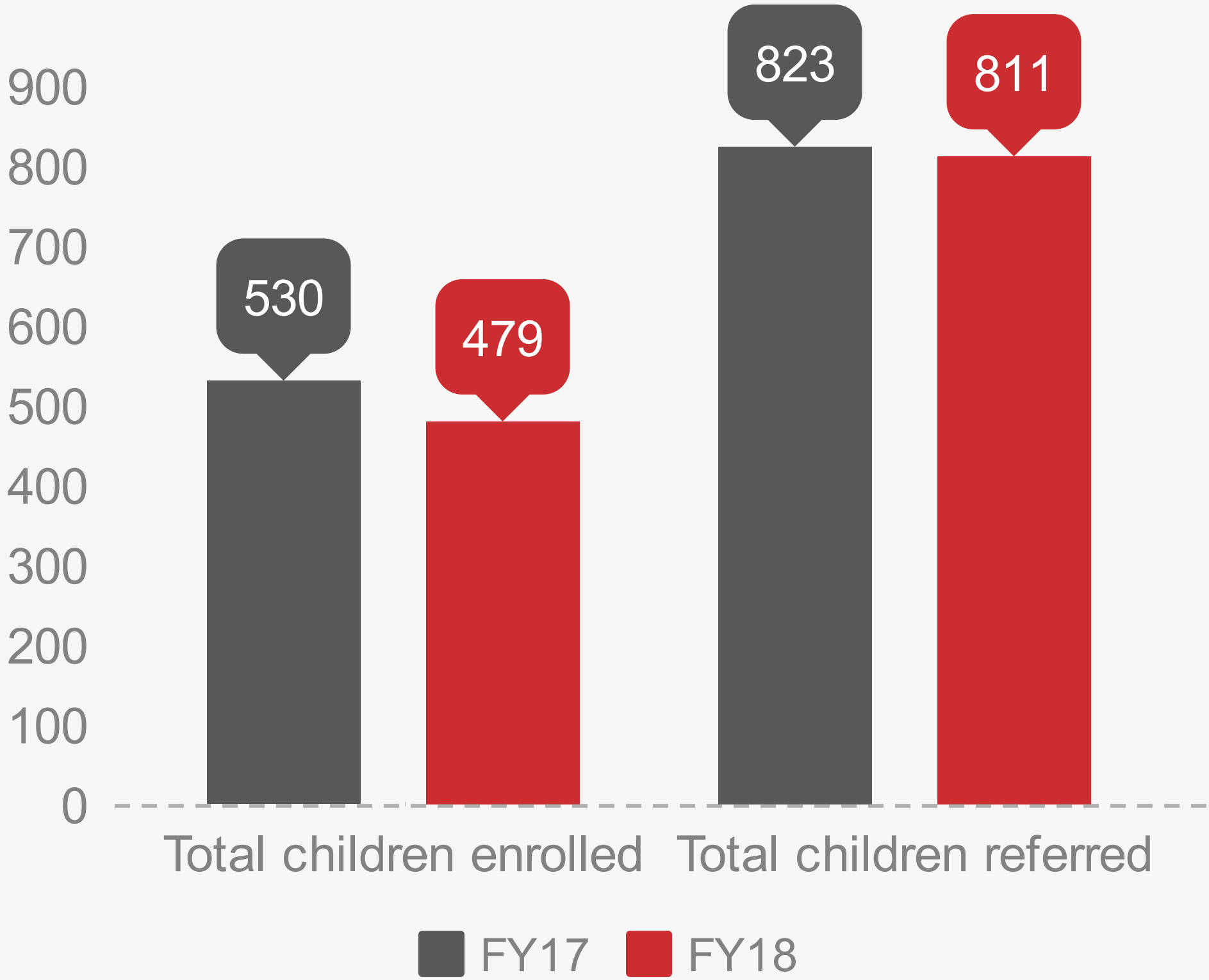
In an effort to provide quality services to our communities, NCHD has committed time and resources to developing and improving our infrastructure. The following buildings were renovated and/or updated in FY18: District Office, Wilkinson HD, Twiggs HD, and WIC clinic in Bibb County. The following areas received money and will see continued improvements in FY19: HOPE Center, Peach HD, and Hancock HD. Plans have been developed for 5 additional clinics to be updated in the next 3-5 years.

Child Health

Babies Can’t Wait (BCW)

Georgia’s early intervention program for infants and toddlers offers services to infants and toddlers with developmental disabilities and to their families. As a federally mandated program under the Individuals with Disabilities Education Act (IDEA), BCW coordinates developmental, educational, and community supports within natural environments for children under three and their families. BCW had a slight decrease in enrollment from FY17 to FY18 but our BCW team is working hard to increase enrollment and recruit providers.

IFSP Enrollment and Children Served

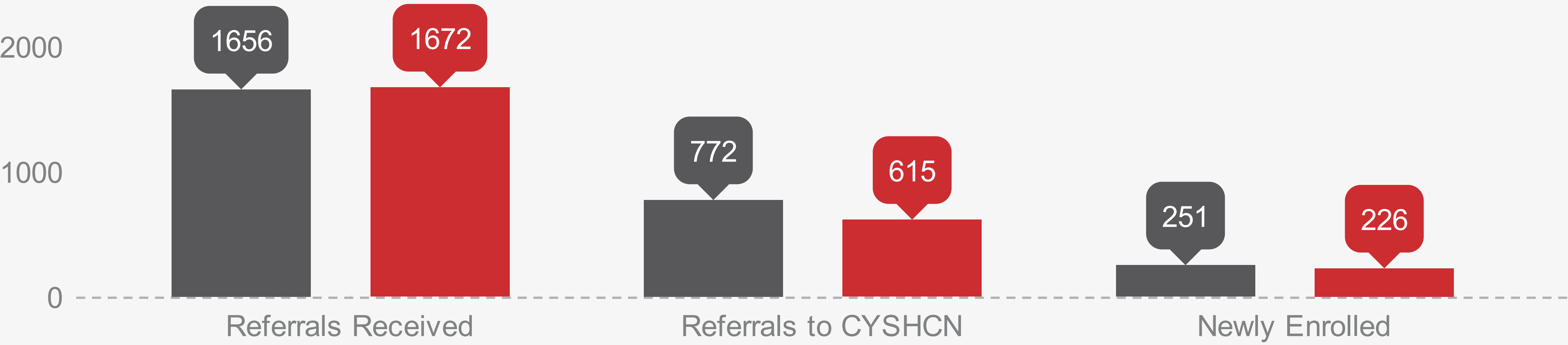


IFSP = Individualized Service Plan

Children 1st

Children 1st acts as the “single point of entry” for health referrals for children up to age five. The Children 1st team carefully reviews each referral, identifies which screenings the child requires, and sets appointments for qualified therapists and care coordinators to meet with the child and his or her family. Once the child has been screened, the Children 1st team identifies any developmental, medical and/or socio-environmental conditions that may put him or her at risk for poor health or developmental outcomes. Children are then connected with the public health programs that best meet their needs.

Number of Children Referred to Children 1st



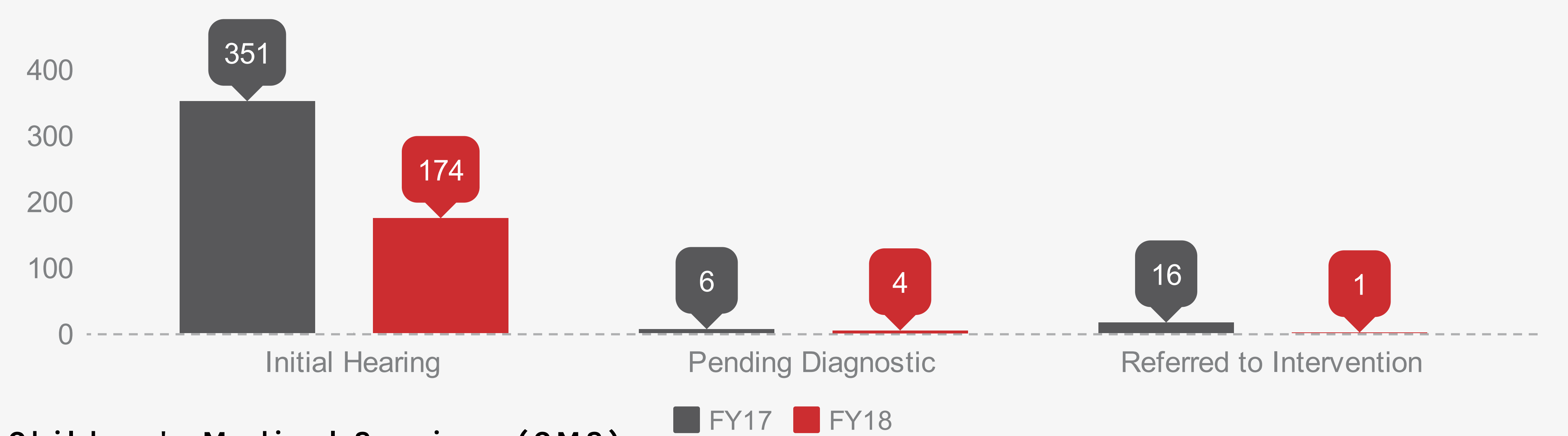
CYSHCN = Children and Youth with Special Health Care Needs

FY17 FY18

Early Hearing Detection and Intervention (EHDI)

The Early Hearing Detection and Intervention Program is a state-wide program for kids aged 0-5 providing hearing screenings to newborns and connecting children with hearing deficiencies to appropriate care. The EHDI program provides hearing screenings to newborns, and helps connect children with hearing deficiencies with appropriate care. EHDI ensures that all newborns are screened for hearing loss, referred to have a diagnostic audiologic evaluation before 3 months, and receive appropriate early intervention before 6 months.

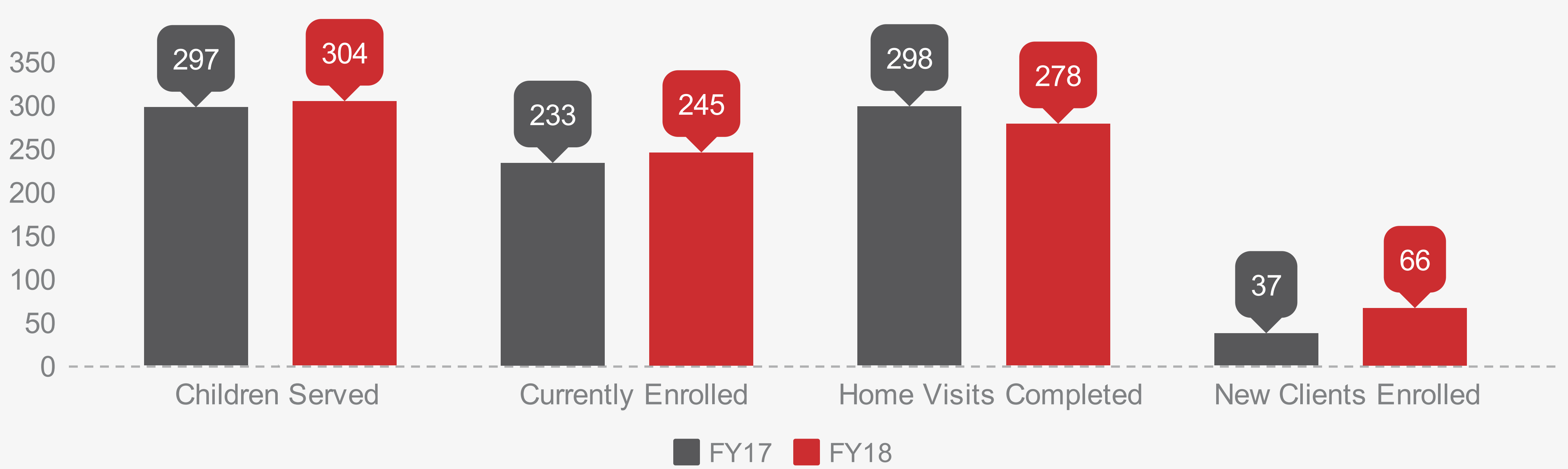
Number of Children Referred to EHDI



Children's Medical Services (CMS)

CMS directly provides and coordinates medical/healthcare services to children with eligible chronic medical diagnosis who meet financial eligibility for ages birth to 21. The program assists with or pays for medical evaluations, inpatient/outpatient hospitalizations, diagnostic testing, durable medical equipment and supplies, hearing aids/eyeglasses related to eligible medical conditions. CMS also provides telehealth services for Genetic Conditions and Sickle Cell.

Number of Children Referred to CMS



Clinical and Nursing Programs

First Steps

First Steps provides universal support services for all expectant parents and for all families with children ages birth to five in the North Central Health District. First Steps provides families with parenting information and on topics relevant to parent and child health and safety, to parenting children birth to 5 years of age, referrals, and a guide and containing information on community resources appropriate for expectant parents and children birth to five and their families.



2,198

Families Served



Nurse Family Partnership

Nurse-Family Partnership (NFP) is a voluntary program for Houston County women who are expecting their first baby. The program receives referrals from First Steps and is available at no cost to first-time mothers that are less than 28 weeks pregnant, meet the program's income requirements and are residents of Houston County. NFP uses an evidence-based home visiting model which arranges for home visits from registered nurses to families enrolled in the program. The program has been associated with improvements in maternal health, child health and economic security

147 *Face to Face Visits*
with first-time
parenting women



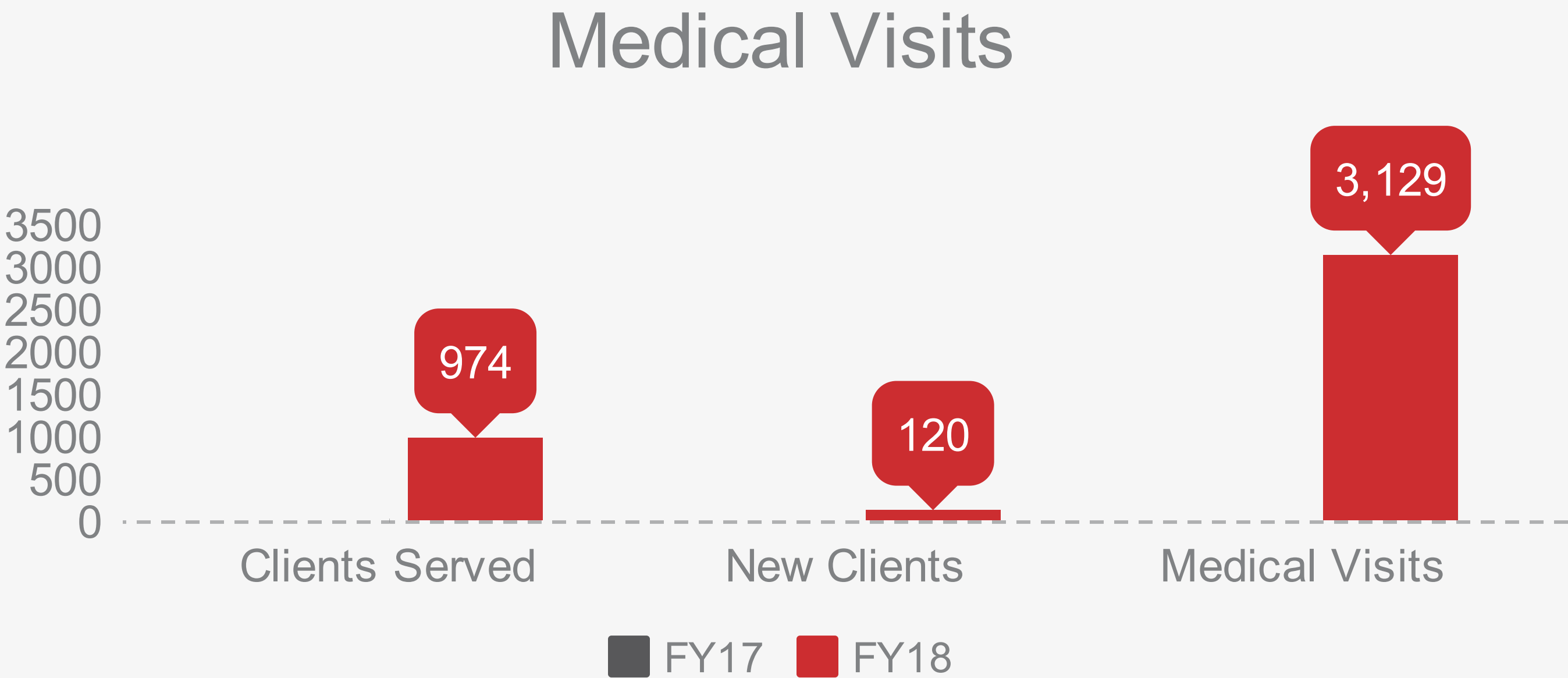
95

families enrolled



HOPE Center

The HOPE Center is a comprehensive, Ryan White-supported health clinic for individuals living with HIV/AIDS. We are dedicated to meet your medical needs and assist you in managing your well-being.

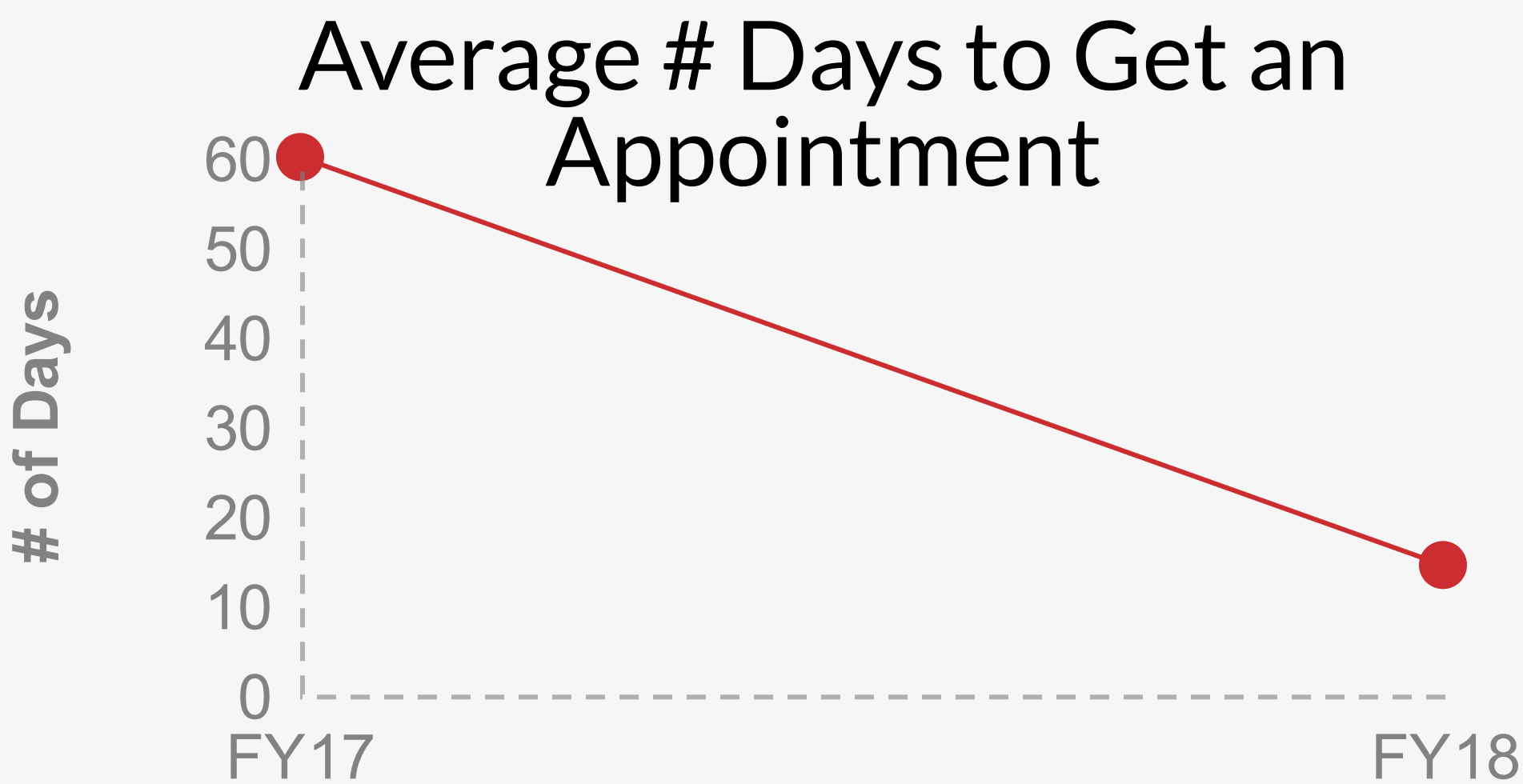


Holistic Care

- The HOPE Center now provides transportation assistance and peer navigators to focus on retention, engagement, and adherence.
- Telehealth Services are now being provided in Washington County and plans are being made for expansion of this service to other county health departments.
- Mental health counseling are not being provided onsite and a substance recovery support group is facilitated at the center.
- Oral Health services have been added through a partnership with Houston County Health Department.
- The Housing Options for People with AIDS (HOPWA) grant is now managed by the HOPE Center and for the first time housing has been co-located with medical services through a partnership with EOC.
- A 3-year AIDS United Grant to treat adherence and retention in care through peer driven motivational interviewing was received.
- A new in-house pharmacy, administration, and conference center is in development and scheduled to open in Spring 2019.

97%

of clients seen are on treatment.



84%

of clients seen are virally suppressed.

Immunizations

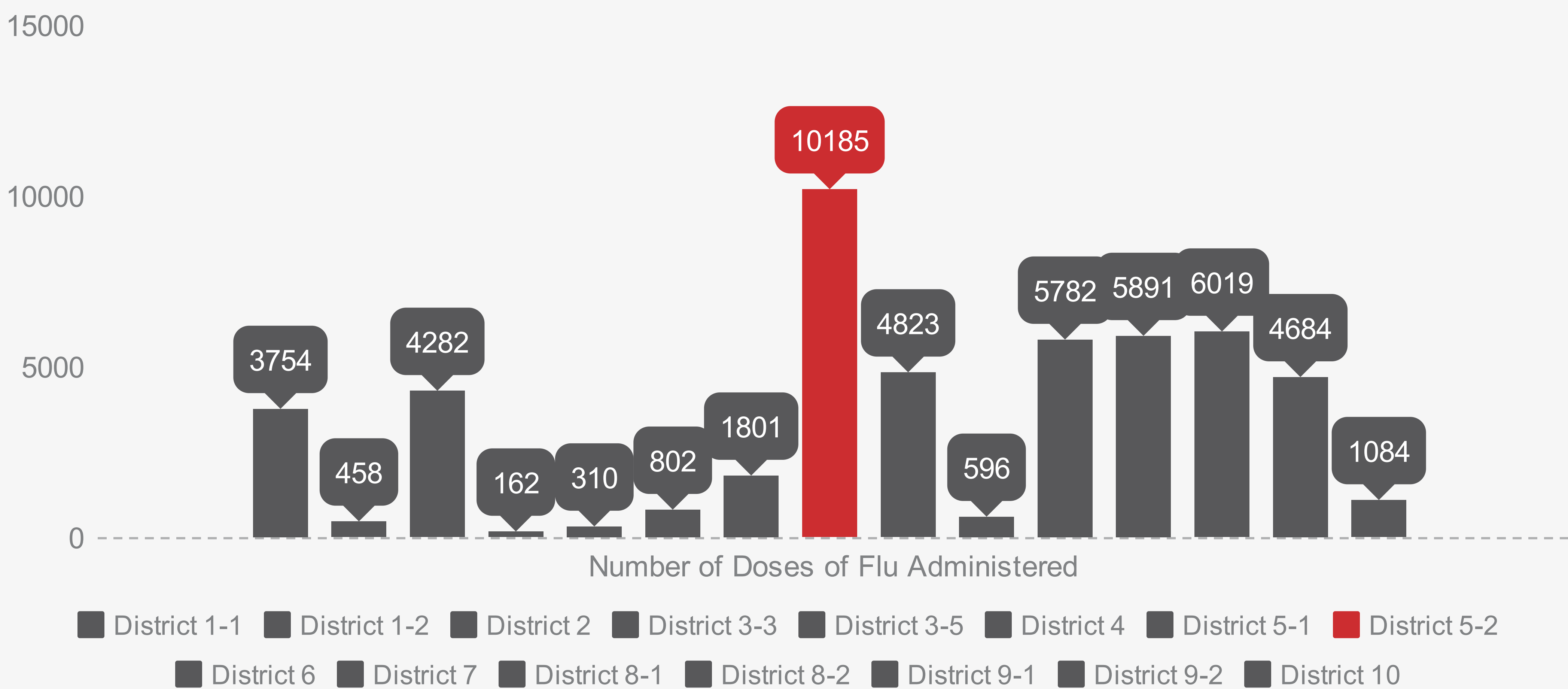
The Immunization program in NCHD provides an array of vaccines to protect our citizens from serious and potentially life-threatening diseases.

Total Number of
Immunizations given
throughout NCHD

43,953
Immunizations Given

NCHD county clinics partner with our local school districts, private schools, and daycare agencies to provide onsite Influenza vaccinations to children and staff. Of the 18 health districts in GA, NCHD has remained the top district in providing these services across the state of GA.

Total Doses of School Based Influenza Vaccine Given 2017-2018



Houston and Macon-Bibb County Health Departments offer **Travel Clinics** that provide immunizations to those that are traveling abroad.

552

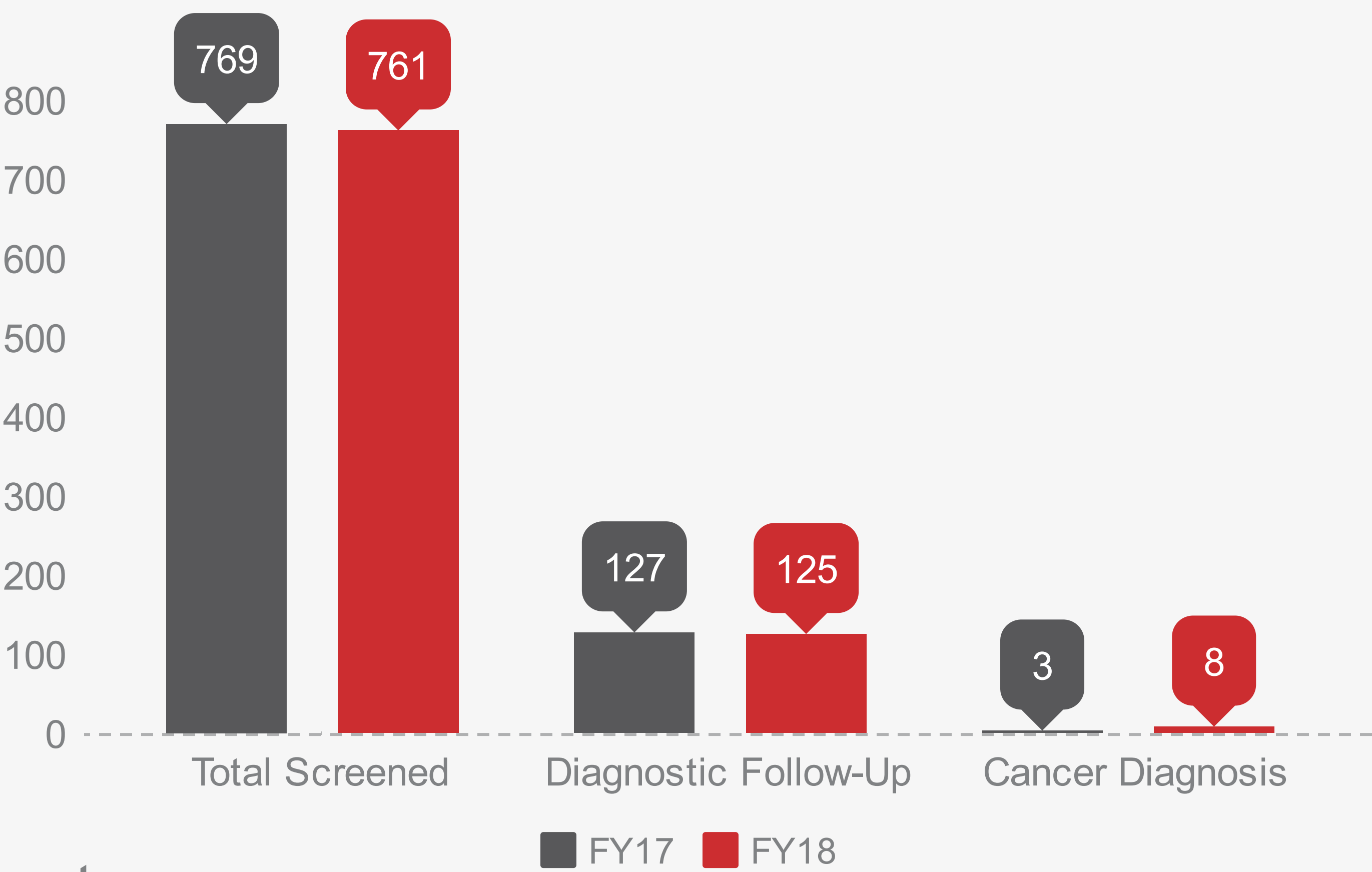
Travel Immunizations given
in Houston and Bibb
County Travel Clinics

Women's Health

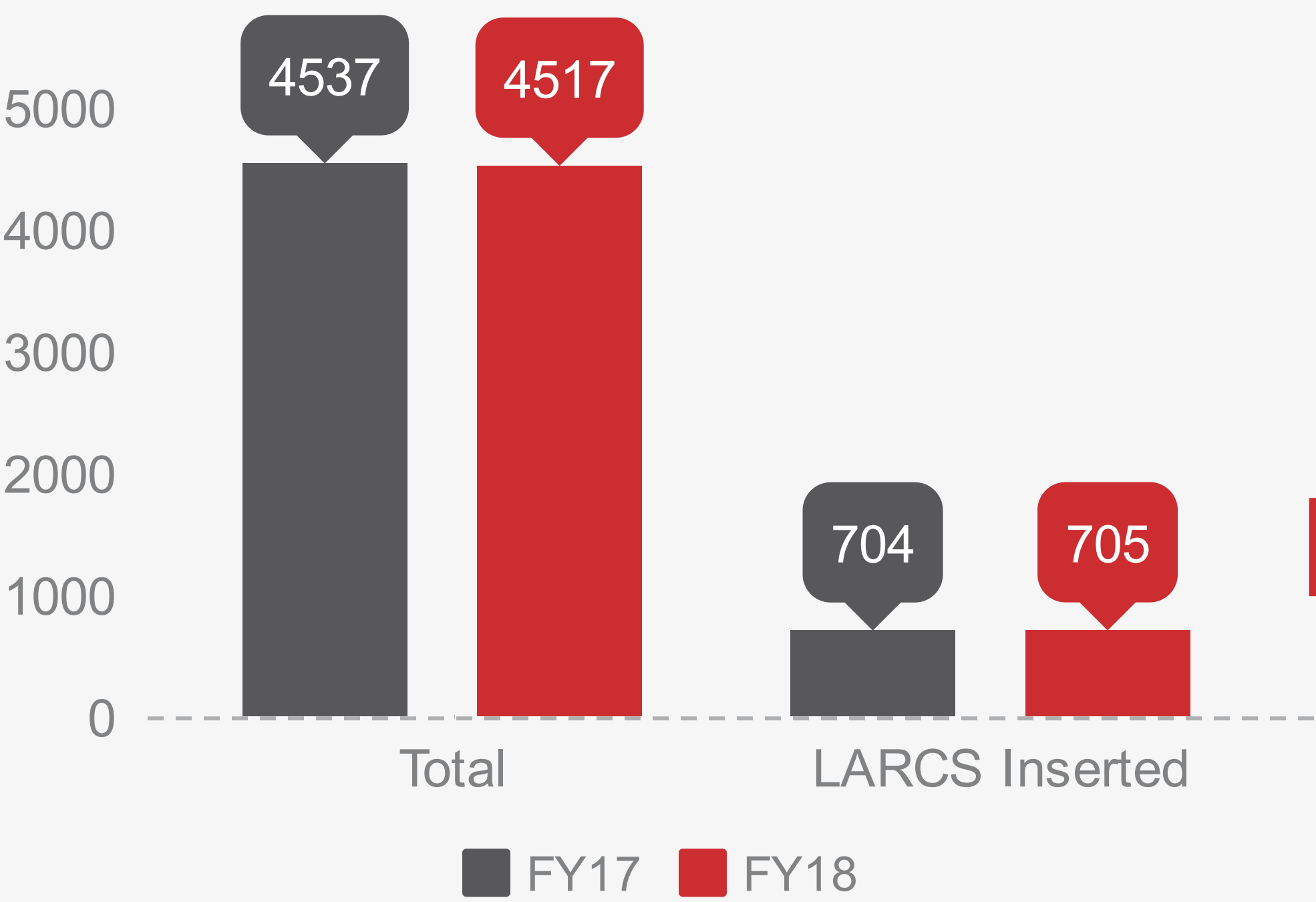
Breast and Cervical Cancer
Prevention Program (BCCP)

BCCP is a statewide breast and cervical cancer early detection program that is offered by more than 200 public health clinics and selected nonprofit agencies to low income, uninsured women.

Number of Women Served by BCCP



Number of FP Patients



Family Planning (FP)

Our family planning program provides affordable, expert, and confidential care to women of all ages.

Ranked 2nd in terms of number of LARCS provided to women of child bearing years of 18 Health Districts

Prenatal Services

In May 2016, Houston County Health Department introduced a new service to offer low cost prenatal services to women. These services include ultrasounds, pregnancy well-checks, fetal heart tones, blood tests and other labs, and provide prenatal education. Since it's introduction, the clinic has seen 151 patients over a 31 month period.

14%

14% of clinic participants are 19 and under.

42% of participants are within the age group of 20-29, 32% between 30-35, and 12% are over 35 years old.

99%

99% of the clinic patients have national origins outside of the U.S., with 93% being of Hispanic descent.

Emergency Preparedness

The NCHD Emergency Preparedness (EP) Program works to coordinate and provide support to the counties by addressing the public health and medical needs of residents, incident victims and response workers in disasters or potential disasters.

Hurricane Irma Response

- Coordinated monitoring, situational awareness and response to Hurricane Irma Coastal Evacuation for the North Central Health District’s Medical Support to shelters over a period of 9 days, assisted with the same for the Region F Healthcare Coalition’s coordination and response to medical facility placement, demobilization, and documentation for FEMA reimbursement.
- Worked with State SNS program to coordinate request for mass prophylaxis after influenza outbreak during shelter response.

Training

- Provided CHEART 101, SNS Dispensing Training, and worked with State Nursing to coordinate statewide Nurse Shelter training.
- Worked with DBHDD and the Georgia ADA’s Office of Emergency Preparedness to present the Get Ready Tool Kit Train the Trainer for Individuals with Disabilities and Older Adults.
- Completed 10 of 13 county courthouse trainings and installations of MRC sponsored Stop the Bleed cabinets.
- Presented at the Annual Statewide Planning Conference and Georgia Public Health Association meeting.

Exercise and Event Response

- Coordinated 9 Chempack Sustainments and 2 Winter Weather events.
- Coordinated and Evaluated Regional Surge Test required for Region F Healthcare Coalition by HHS ASPR.
- Monitored Diversion Status and Bed Counts for area hospitals during flu season.



Hurricane Irma District Response Team



Stop the Bleed Campaign in Twiggs County



EP Training and Exercise Meeting

Body Art

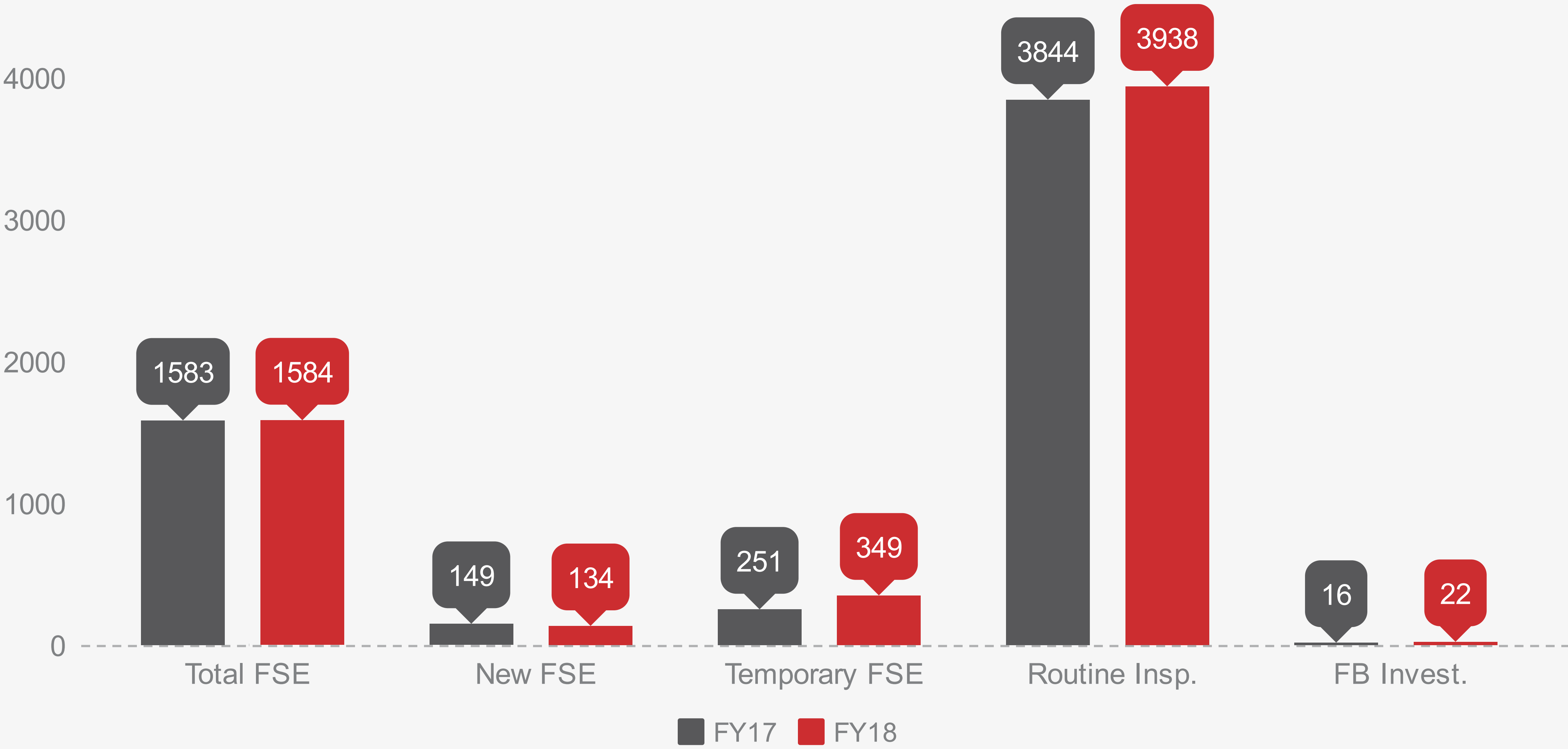
The goal of the Body Art program is to create a safe environment for the artists as well as the patrons, to ensure safe industry practices, and to prevent the transmission of disease. Health risks associated with body art include infection, hepatitis B and C, MRSA (methicillin-resistant Staphylococcus aureus), and other blood-borne pathogens. The regulatory framework for this program is established by each individual county Board of Health.

18
Permitted Facilities

Food Service

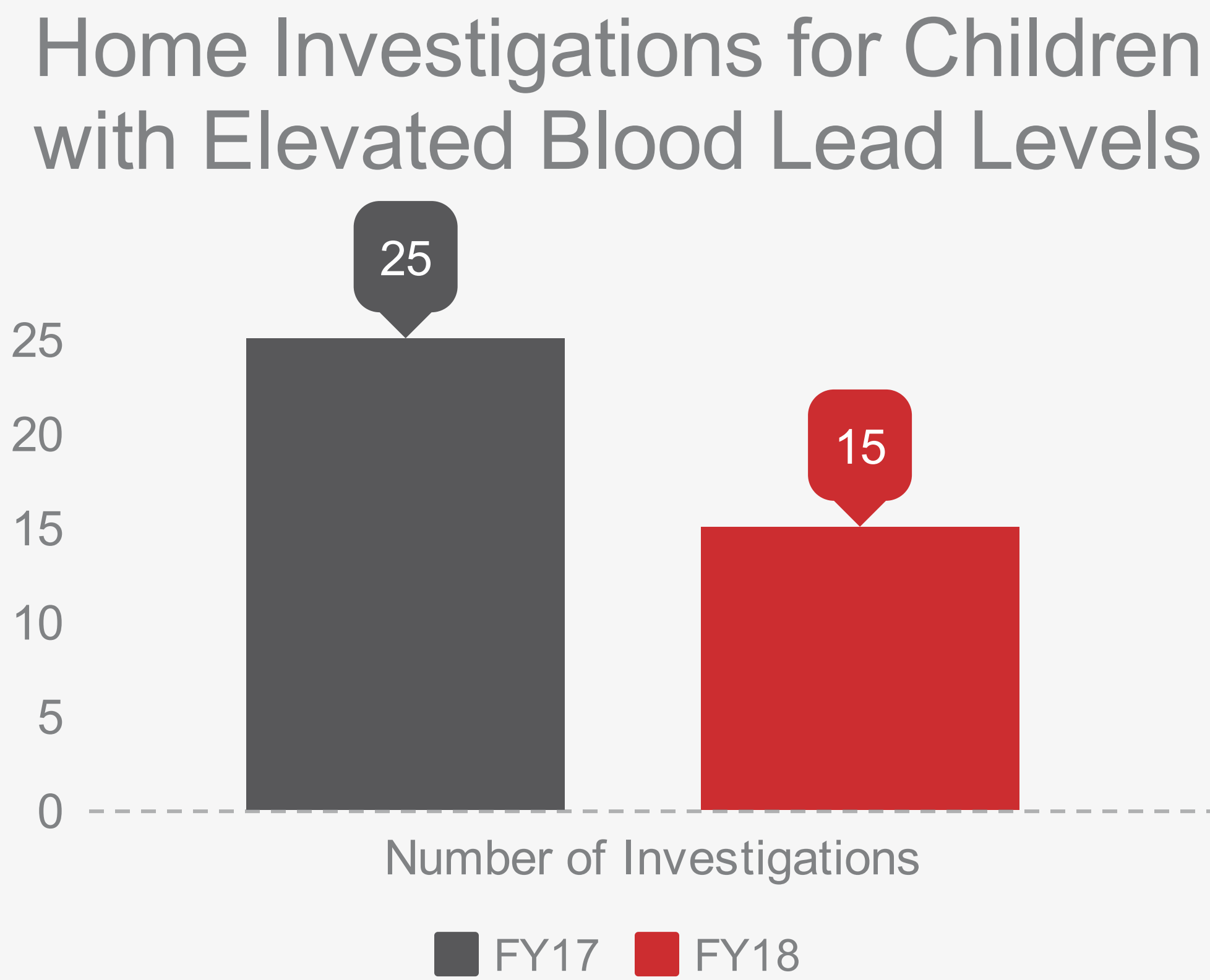
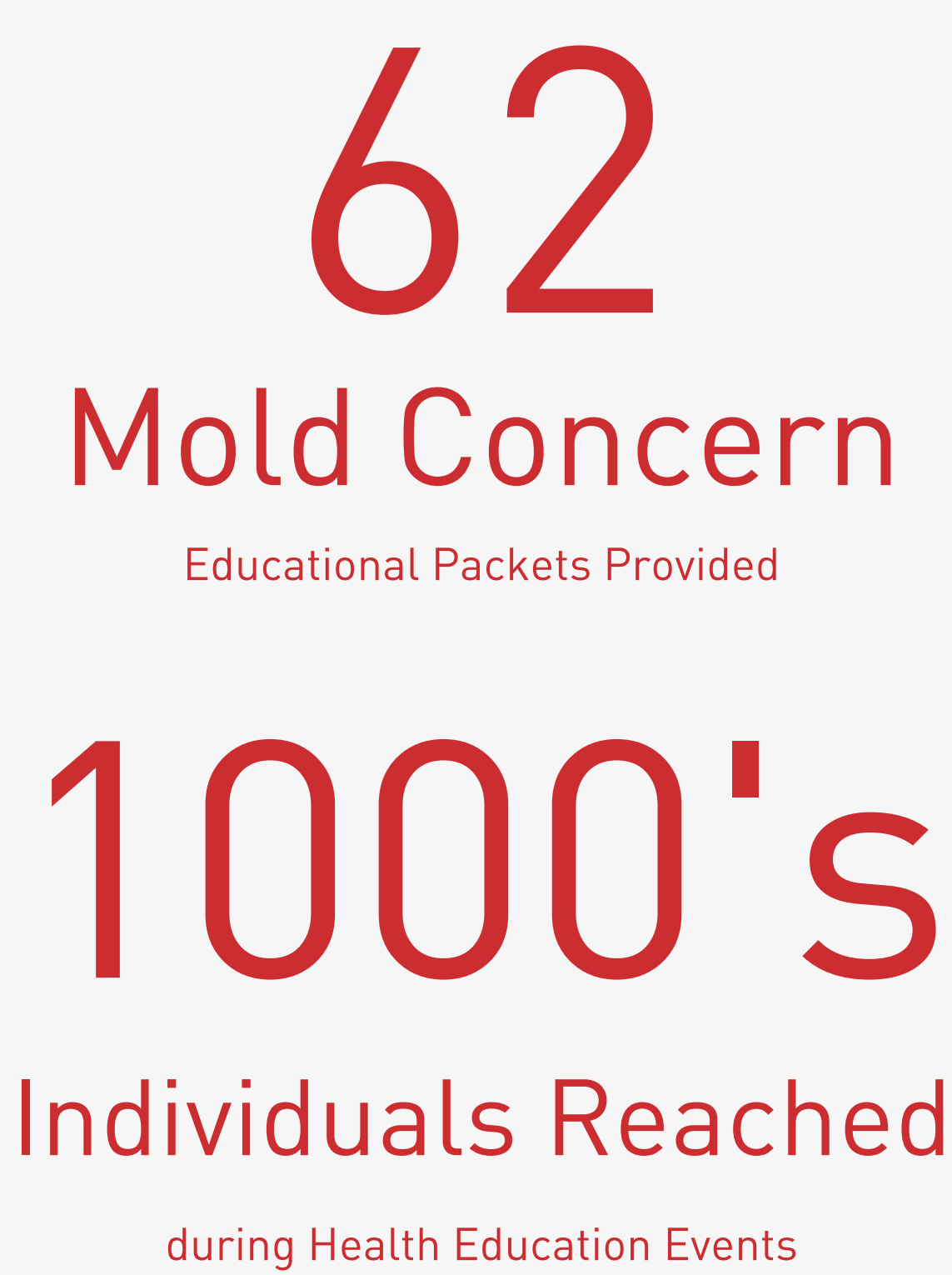
The goal of the food service program is to reduce the risk of food-borne illness associated with the improper storage, preparation and cooking of food through education and routine inspection. The EH Section permits facilities and conducts food service inspections at a minimum of twice annually with most counties achieving three and four unannounced inspections each year. The EH Section also provides education, investigates complaints, and assists the Epidemiology Section with Food-borne Illness Investigations.

Number of Food Service Establishments and Inspections

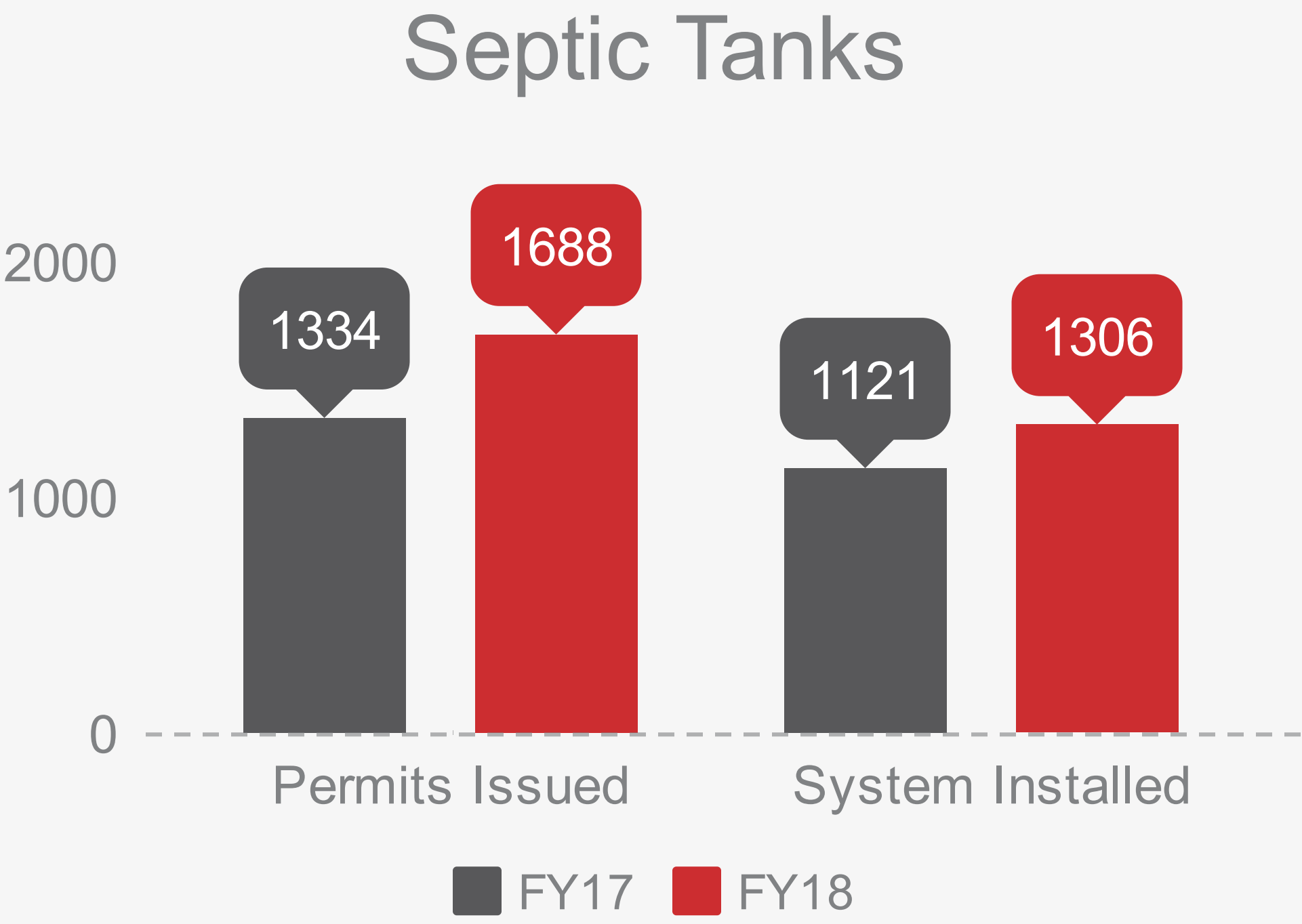
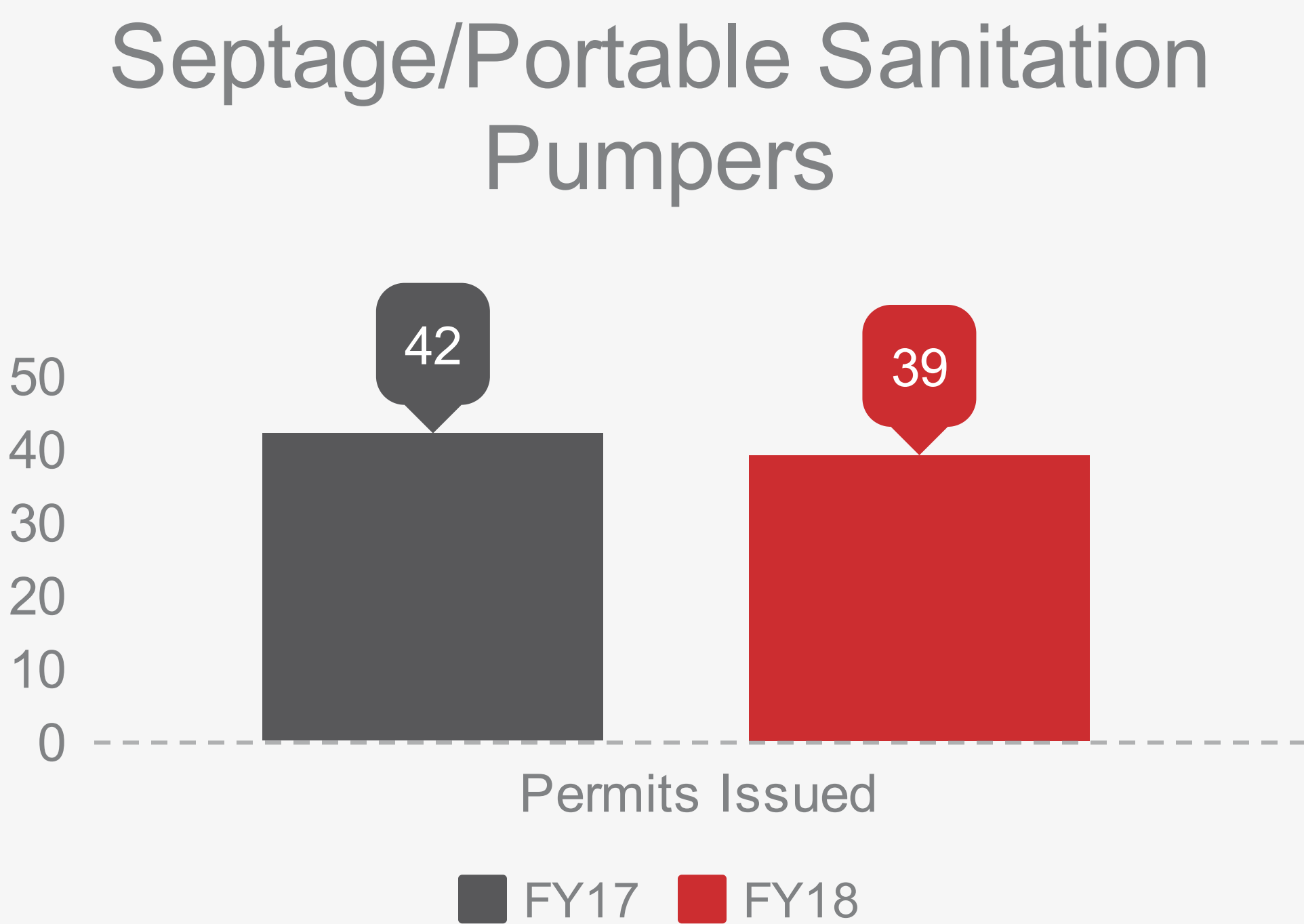


Healthy Homes

The mission of the Healthy Homes and Childhood Lead Poisoning Prevention program is to help eliminate childhood lead poisoning in the North Central Health District and in Georgia as proposed in the Healthy People 2020 objectives. We also serve to educate the public regarding mold, environmental triggers for asthma, and chemical hazards related to the environment.



Land Use

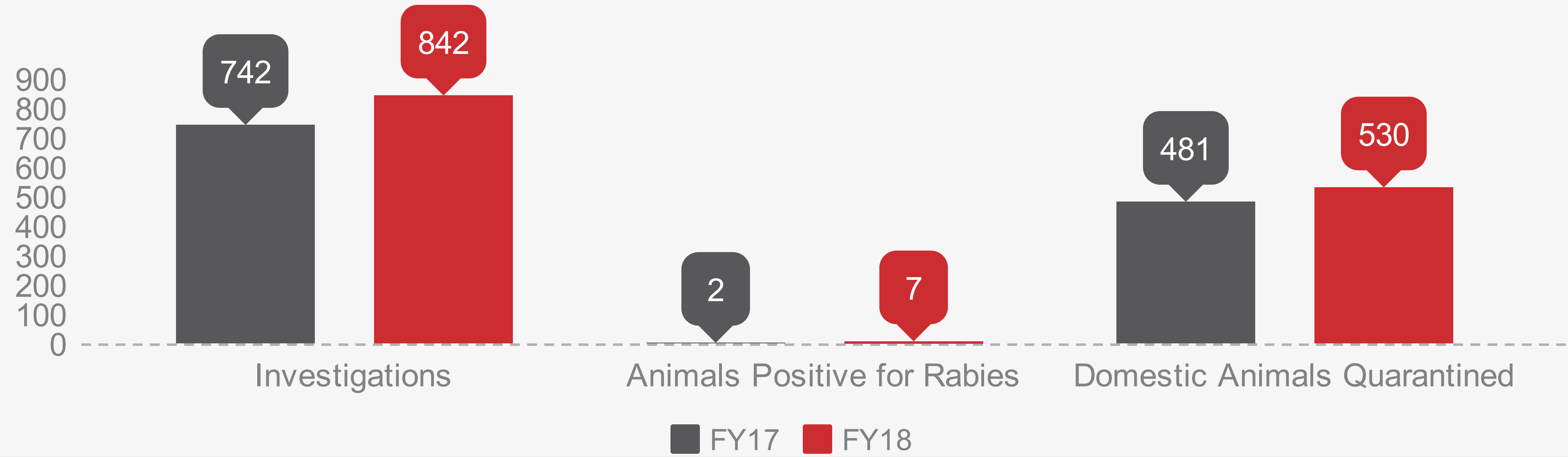


The goal of the Land Use Program is to reduce and prevent the existence of many diseases such as dysentery, infectious hepatitis, typhoid and paratyphoid, and various types of gastrointestinal problems that may be transmitted from one person to another through fecal contamination associated with untreated human sewage. Through regulation and inspections of onsite wastewater and installations as well as septic tank pumpers and portable sanitation companies these illnesses can be prevented.

Rabies Control

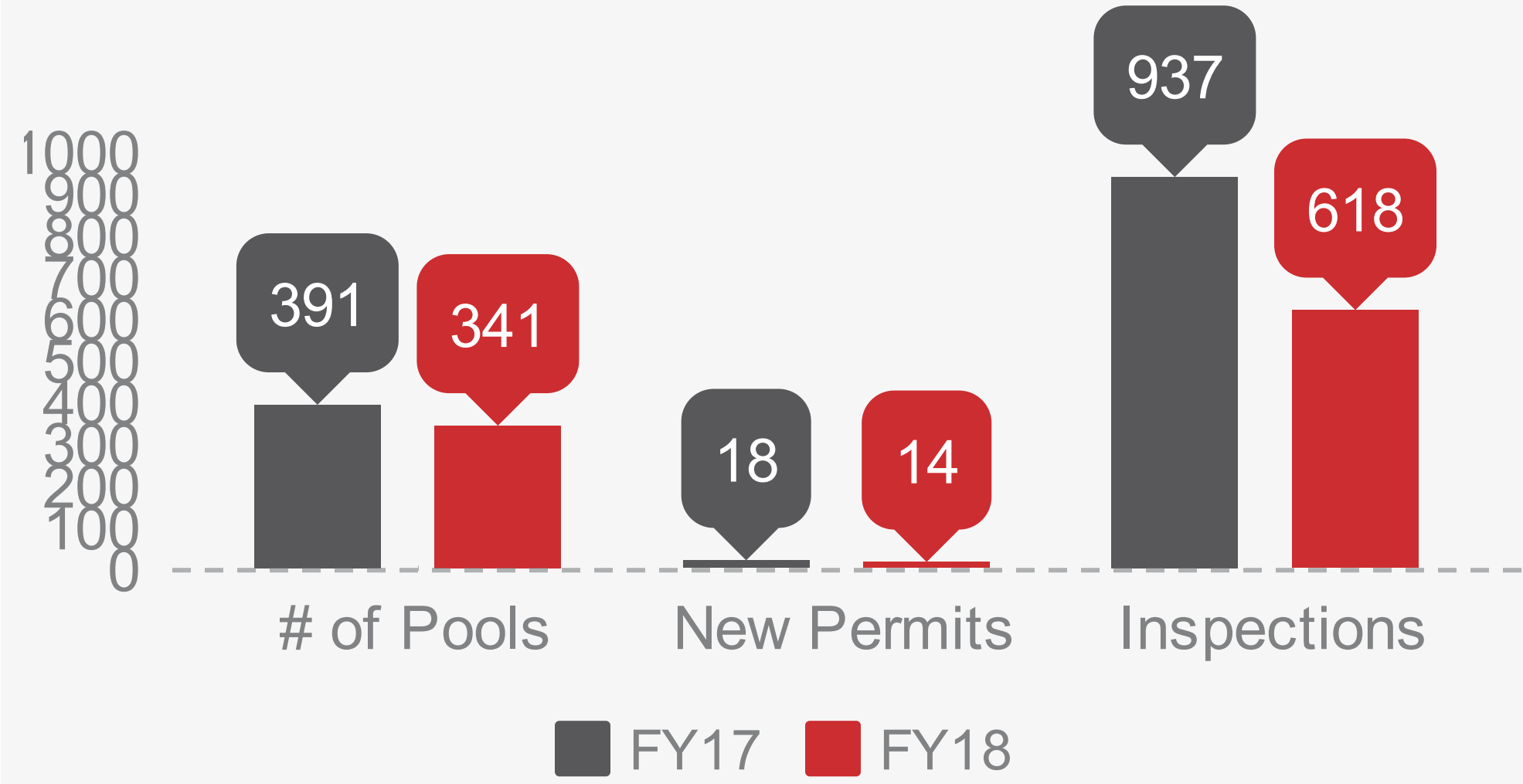
The goal of the Rabies Control Program is to minimize the spread of the rabies virus in the human population. The EH Section conducts investigations and provides technical assistance to private physicians, veterinarians, hospital emergency rooms, and local animal control shelters.

Rabies Control Investigations



Swimming Pool

Pool Program

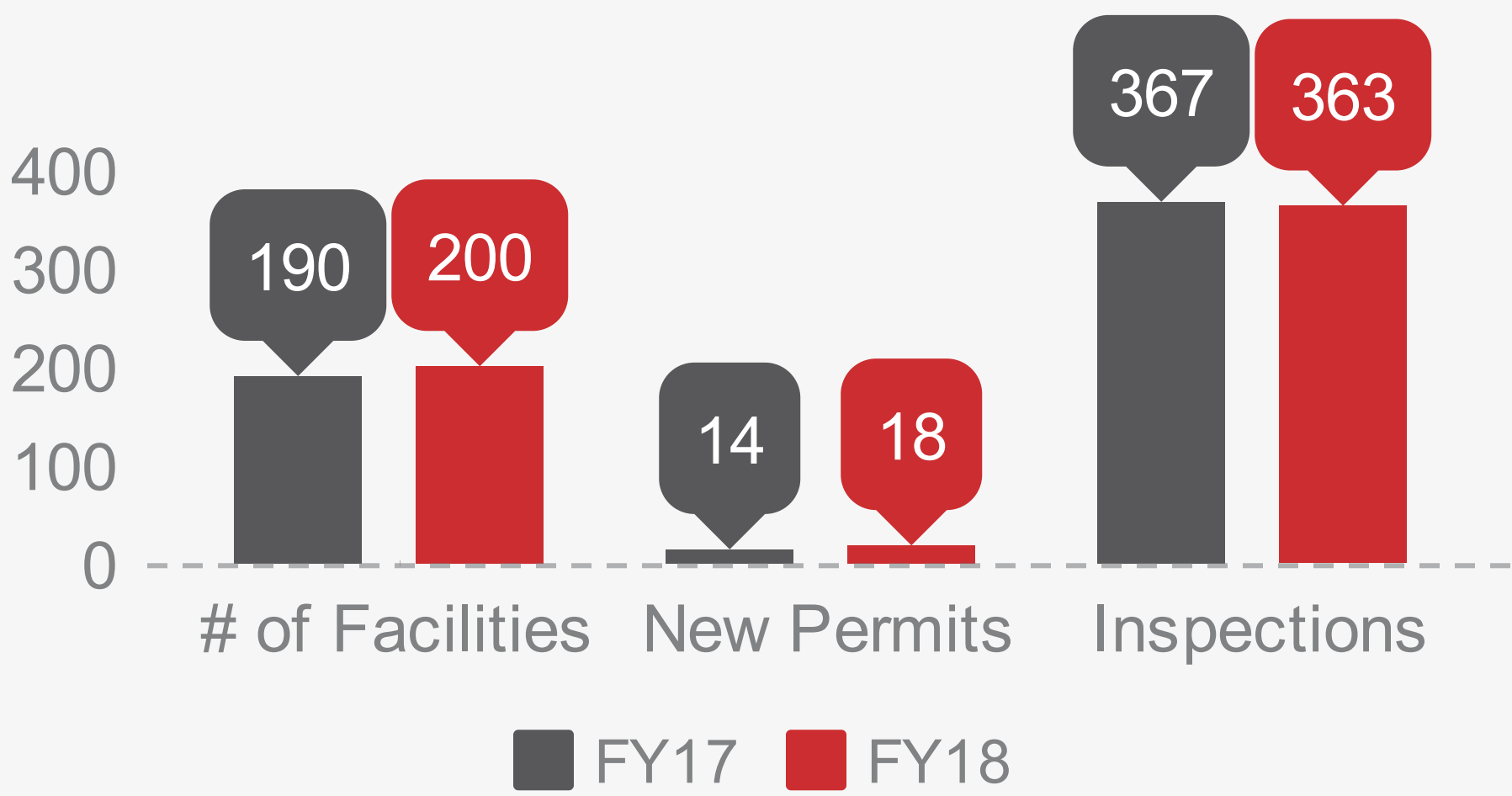


The goal of the Swimming Pool Program is to minimize illnesses and injuries associated with contaminated or hazardous conditions in or around swimming pools. The EH Section permits and inspects facilities, provides education, investigates complaints, and assists the Epidemiology Section with Water-borne Illness Investigations.

Tourist Accommodation

The goal of the Tourist Accommodation Program is to minimize illnesses and injuries associated with unsanitary or hazardous conditions in Georgia’s tourist accommodations. The EH Section permits facilities, conducts routine inspections, investigates complaints, provides education, and assures compliance with regulatory policies.

Tourist Accommodation



The Epidemiology and Assessment Programs carry out a number of activities to identify diseases and describe health conditions, assess the health of NCHD residents, and develop recommendations to control diseases and improve the overall health status in the state. These include:

- Conduct active, passive, and syndromic surveillance to detect diseases and adverse health conditions,
- Investigate reports of acute diseases and outbreaks,
- Recommend appropriate prevention measures, treatment, and control,
- Monitor and investigate reports of unusual health conditions,
- Conduct data analyses and disseminate information from surveillance systems,
- Provide guidance for healthcare professionals, facilities, and other agencies and organizations regarding disease prevention and control,
- Respond to disease-related inquiries from residents, healthcare providers, and others.

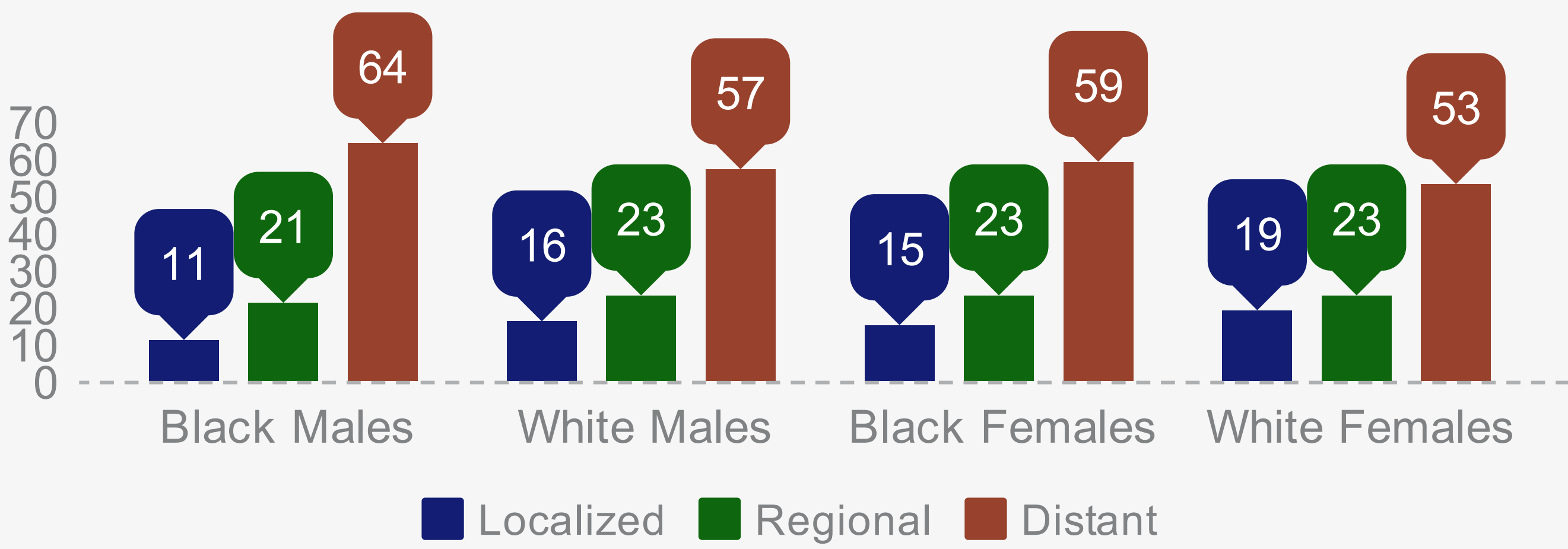
Comprehensive Cancer Registry

The Georgia Comprehensive Cancer Registry (GCR) is a statewide population-based cancer registry collecting all cancer cases diagnosed among Georgia residents. The availability of this data at the state level allows health researchers to analyze geographic, racial and other differences that provide clues that point to risk factors. This data also helps in determining where early detection, educational or other programs should be directed.

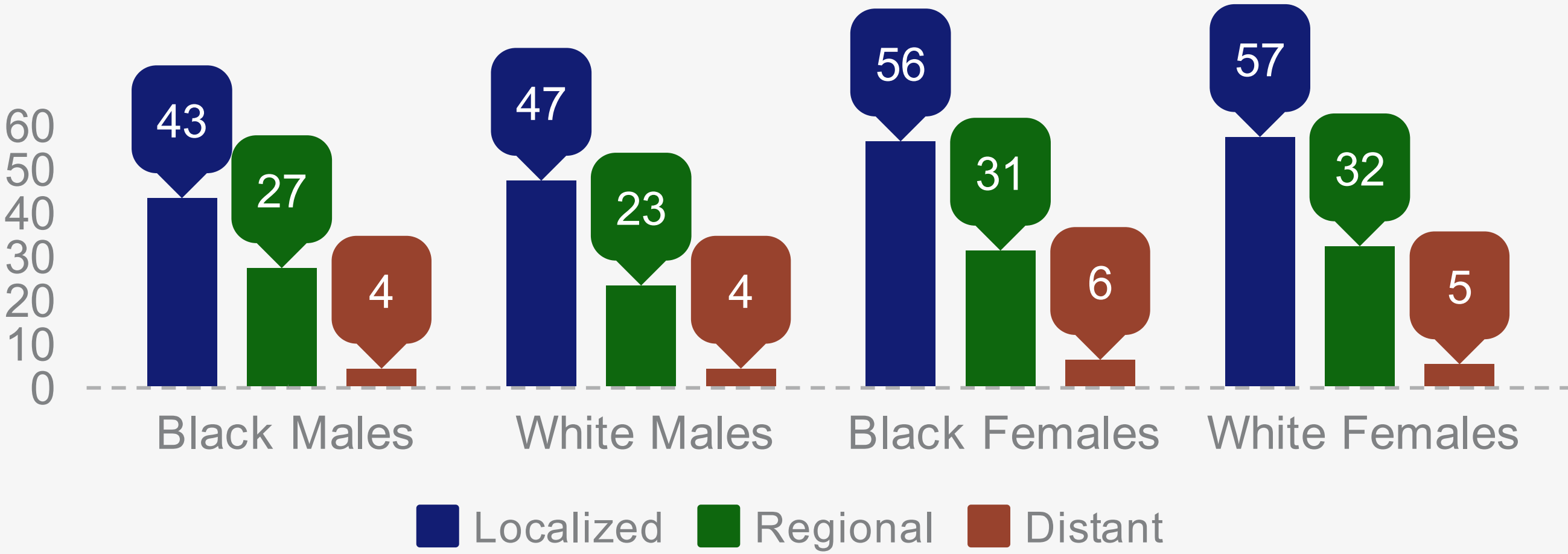
Lung Cancer

2nd Leading Cause of Death from 2013-2017

% of Lung Cancer by Stage



% Survival for Lung Cancer by Stage



In 65-74 years old there were over 7,000 deaths and in 75+ years old there were over 15,000 deaths. For the 45-54 years old group, lung cancer was third leading cause of death with over 1500.

General Notifiable Disease Surveillance

1,830

Diseases Reported

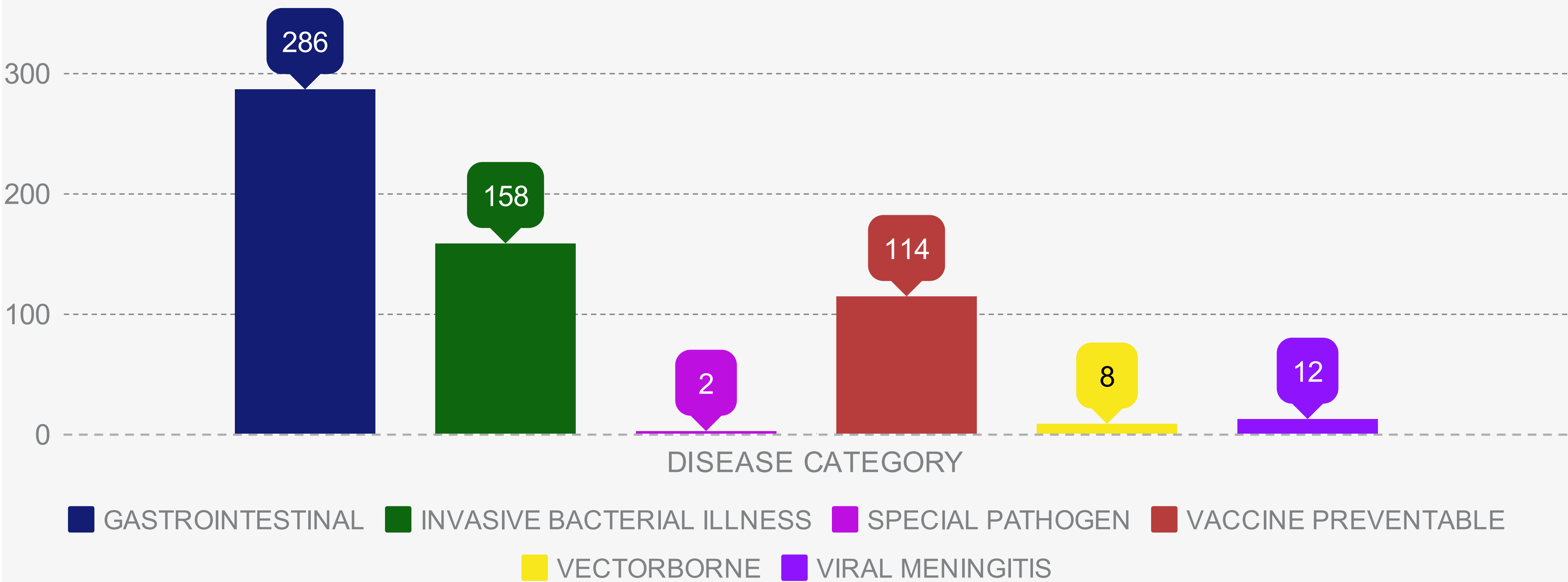
For each disease reported the epidemiology program conducted provider and patient interviews to track the source, prevent or reduce the spread, and provide medical referrals.

The Epidemiology Program investigated 23 Outbreaks in FY18. These outbreaks ranged from Norovirus and respiratory illness in long term care facilities to assisting in the response of National and local Salmonella clusters.

23

Outbreaks

Confirmed Notifiable Diseases Investigated



*Only confirmed, probable or suspect disease reports are included in the chart above

HIV Prevention and Surveillance

The HIV Prevention Program aims to reduce the spread of HIV by identifying newly diagnosed HIV positive clients and those that have been previously diagnosed or identified as lost to care and link them to medical care and other supportive services.

79

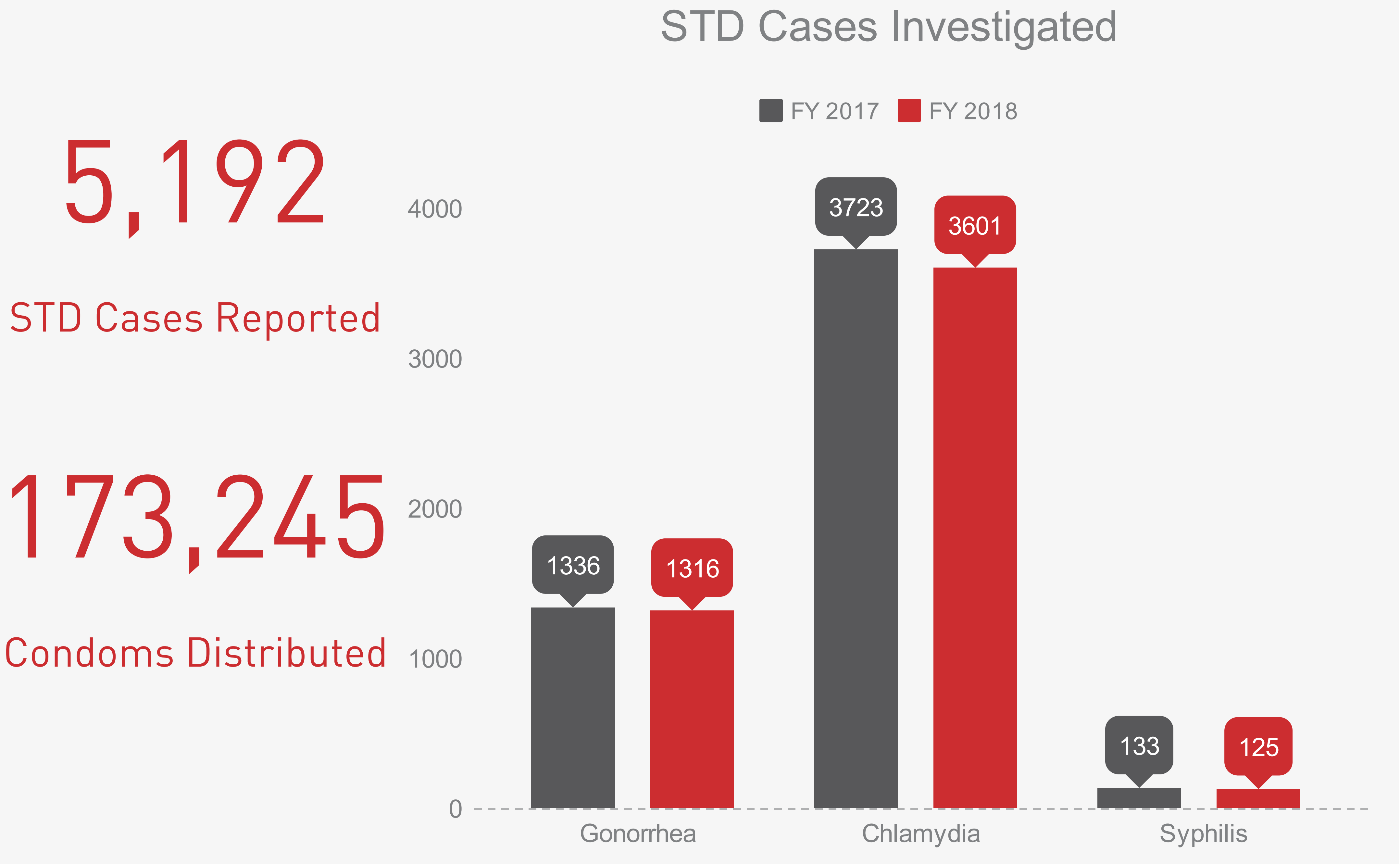
HIV Patients

Provided Linkage Support Services

In an effort to further prevent the spread of HIV, the HIV Prevention program will be working with our clinical, health education, and marketing programs to increase our services to include Pre-Exposure Prophylaxis (PrEP) for HIV

Sexually Transmitted Diseases (STD) Surveillance

Surveillance of STD provides data critical to targeting the delivery of HIV prevention, care, and treatment. The Infectious Disease Program is responsible for contact tracing, partner notification, counseling, health education, case management, referral services, and collaboration with healthcare providers.



Tuberculosis Surveillance

The Tuberculosis Program has the legal responsibility for all Tuberculosis (TB) clients in middle Georgia regardless of who provides the direct services. TB services are available to all who fall within the service criteria without regard to the client's ability to pay. This is accomplished by identifying and treating persons who have active TB disease, finding, screening and treating contacts, and screening high-risk populations.

12 Active TB Patients Completed DOT in FY18

Academic Health Department Partnership

The North Central Health District, in collaboration with Mercer University, College of Health Professions, Public Health Program, established a liaison-based academic health department in November 2012.

A few of the projects completed by this partnership in FY18 are:

- Training provided for NCHD staff on Social Determinants of Health and Public Health 3.0
- Mercer faculty served NCHD as the liaison between the district and FLASH program to ensure a smooth implementation of the curriculum and outcomes testing that occurred in the Fall 2017
- Mercer students provided support to various district programs through internships and volunteer experiences.

Adolescent Health and Youth Development (AHYD)

The AYHD Program addresses health and youth development issues for at-risk youth, ages 10-19, in various counties in the District. A comprehensive youth development system educates and empowers teenagers with information and skills to make intelligent decisions in the areas of: Teen Sexuality, Obesity, Alcohol and Substance Abuse, and Tobacco Use.

Expanding
Services

Previously, all programs were only offered in Macon-Bibb County.

AYHD Staff have partnered with other district staff and programs to expand program education curriculum and initiatives throughout the North Central Health Districts 13 counties.

>100 Youth educated
through 6 Adolescent
Sexual Health Workshops

75 Youth educated
through 3 Sexual Education
Curriculums implemented in
Summer 2018



Local Activities

The Houston and Macon-Bibb County Health Departments provide health education services to the communities they serve.

Houston County

75 *Teens and Families Served*
at back to school event called Party at Peavy.



3 *Teen Maze Events*
for 8th grade students participated with several community partners.



Macon-Bibb County (MBC)

197 *Families were provided 295 car seats*
through a grant opportunity provided to MBC by Graco.



1,942 *Elementary students and their families participated in a walk to school event.*
MBC worked with 8 elementary schools to encourage walking to school for Walk to School Day on October 4, 2017.



Nutrition Services

District Dietitian

NCHD employs a Registered Dietitian that provides nutrition counseling to patients from County Health Departments, the HOPE Center, and Child Health Programs. These sessions provide individualized education and dietary management for conditions including hypertension, diabetes, pregnancy, HIV, and obesity. Additionally, the dietitian provides outreach education to community residents by offering nutrition classes, cooking demonstrations and participating in health fairs.

431 *Individuals Served*
through community based programming since January 2018.

140 *Patients Served*
through clinic based appointments since December 2017.



Special Supplemental Nutrition Program for Women, Infants and Children (WIC)

WIC was established as a permanent program in 1974 to safeguard the health of low-income women, infants, and children up to age 5 who are at nutritional risk. The mission of WIC is to improve the health of low-income women, infants, and children up to age five years who are at a nutritional risk by providing nutritious foods to supplement diets, information on healthy eating and referrals to health care.

15,540
Individuals Served by WIC

Bridging Gaps in Health Inequities

Previously WIC Clinics were only open during normal business hours.

WIC staff have worked to increase access to their nutrition services by opening a WIC clinic on the first Saturday of each month.

WIC Continued

Breastfeeding

A major goal of the WIC Program is to improve the nutritional status of infants; therefore, WIC mothers are encouraged to breastfeed their infants, unless medically contraindicated. Pregnant women and new WIC mothers are provided breastfeeding educational materials and support through counseling and guidance. NCHD has worked to improve staff competencies and increase services for breastfeeding through the following activities:

- The District obtained a designated breastfeeding expert with the credentials of an International Board-Certified Lactation Consultant
- There are six designated breastfeeding spaces within the District that meet the U.S. Health and Human Services business case basic model for breastfeeding
- Three Peer Counselors obtained the certified lactation counselor certification
- Four Peer Counselors and the Peer Counselor supervisor attended the Loving Support Through Peer Counseling: A Journey Together training
- Participated in two health fairs and a community baby shower

63%

Infants initiated Breastfeeding

670

Women enrolled in breastfeeding peer counselor program.

124

Breast Pumps Issued through a program providing pumps to women in need.



WIC Continued

Farmers’ Market Nutrition Program (FMNP)

The WIC FMNP was established by to provide fresh, unprepared, locally grown fruits and vegetables to WIC participants, and to expand the awareness, use of, and sales at farmers’ markets

2,248

Individuals Participated

Head Start-A Recipe for a Healthy Life

NCHD's WIC program is one of three health districts in Georgia that has been chosen to be a part of a USDA funded pilot project with the Georgia Head Start Association to increase WIC enrollment for children between the ages of 1 and 5. WIC Head Start - A Recipe for a Healthy Life specifically addresses the retention of children one to five years of age.

27 Head Start Centers
are now serving children WIC services in collaboration with the NCHD WIC program.

245 Children Enrolled in WIC

From a Head Start Learning Center



Strong 4 Life

As part of the Strong 4 Life, nutritionists use motivational interviewing and open-ended questions to talk with families about healthy habits for children. From these conversations, families are encouraged to develop realistic and time sensitive goals on their own. Strong 4 Life has a designated Champion who goes out to monitor the Nutritionists. The Nutritionists are given feedback after the monitoring sessions. From this, they continue to improve their skills at motivational interviewing and asking permission.

36 Observations Completed
by Strong 4 Life Champions.



District Program

NCHD's Oral Health program works with schools and the community to provide dental services and information to those in need.

420

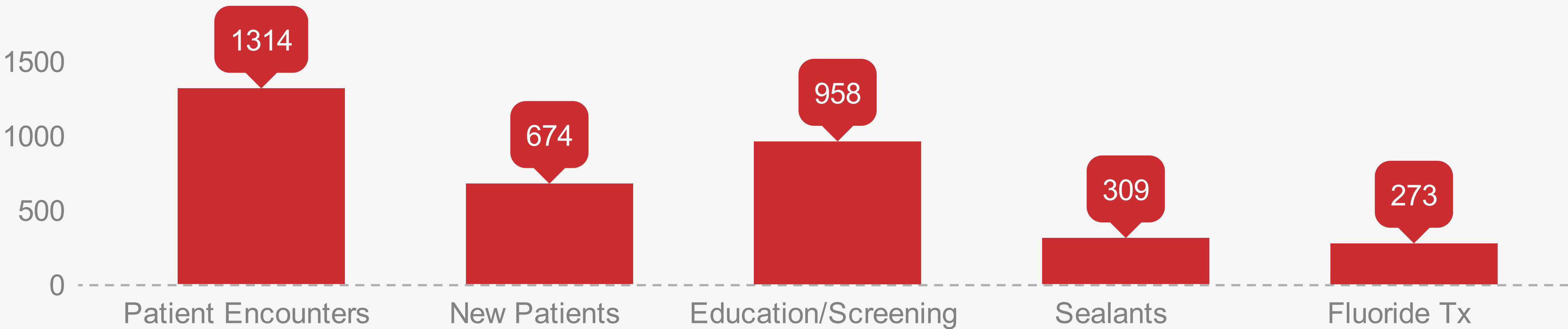
Children were provided services that consisted of a dental examination and fluoride treatment in Head Start Programs in 9 of our district counties.

Local Clinics

Houston County Health Department Dental Clinic

The Houston County dental clinic was launched in September following the hiring of Dr. Tarem Hendricks, dental hygienists and support staff. Services are offered to adults and children and demand has been high. HOPE Center clients are being transported to the Houston clinic for dental care which removes a barrier to care for those clients.

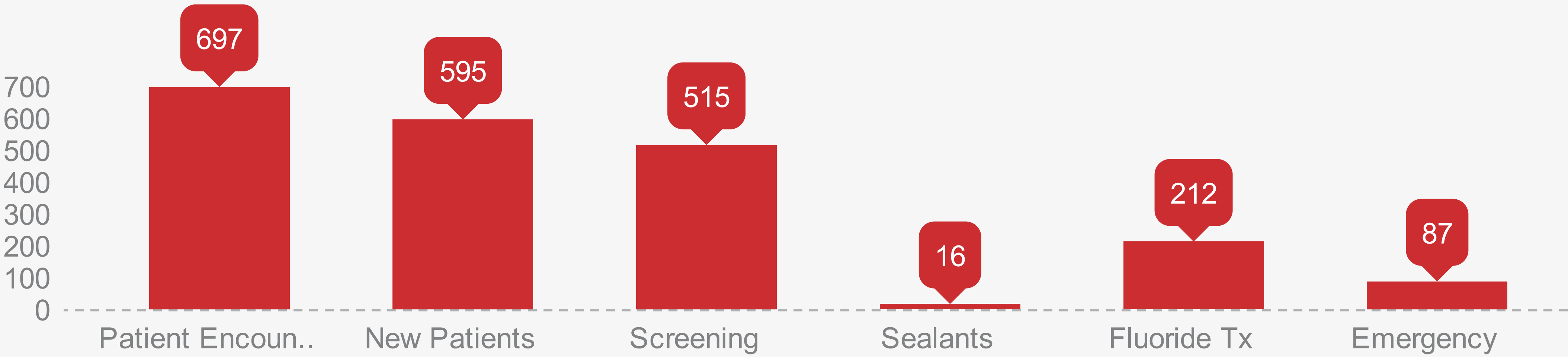
Houston County Dental Clinic # Served



Macon-Bibb County Health Department Dental Clinic

The Macon-Bibb dental clinic provided services to children during the fall but experienced service disruption when the dentist resigned in January 2018. Dr. Buckner joined the Macon-Bibb Health Department in May and expects to be fully staffed and providing services to adults and children by August 1, 2018.

Macon-Bibb County Dental Clinic # Served



Looking Forward

The first year of accreditation has been an exciting time for the North Central Health District (NCHD). Going forward into 2019 we plan on focusing on three key areas: increased transparency, standardized policies and procedures, and quality improvement. We are hopeful that by improving our performance in these areas we will improve the quality of care that we provide to middle Georgia.

Transparency is a focus area for several reasons. One, it is a listed benefit of accreditation. Two, it allows employees and customers to understand the hows and whys of different policies and procedures. Transparency thereby permits those directly involved in the process to provide informed feedback on how the current process is performing and how it can be improved. Thirdly, transparency increases employee engagement and job satisfaction. We are hopeful that transparency will help us reduce the NCHD staff turnover rate of 25%. Losing a quarter of our staff each year places our health department at a distinct disadvantage in our ability to implement positive change. Some programs require years to fully train new employees and suffer a great loss when an employee departs.

The first area we are pushing transparency in is raises and promotions. In general, we are standardizing many of our procedures (for example how contracts and surveys are administered). However, the most important area involves employee pay. Our priority target is underpaid employees. If the financial resources are available, we are moving these salaries closer to the market average. We are utilizing the salary administration changes implemented by the Department of Public Health at the state level. Our new compensation methodology allows NCHD to standardize pay practices across the board. It also encourages alignment of pay to the employee's duties and responsibilities. The comparison ratio methodology computes the employee's pay relative to the market average. It then takes into account the employee's education level and length of service. Our goal is to have all 308 of our employees within 80 to 120% of the market average by the close of federal fiscal year 2019.

Our final goal for the upcoming year is quality improvement. How can we do our jobs better? How can our services be improved? Currently, we are in the process of integrating quality improvement into our work culture. Employees are being empowered to share ideas on areas of deficiency and thoughts on methods of improvement. We have also asked our community partners for their input into how NCHD can provide better service. We have implemented several suggestions and already a gradual shift in our workplace culture has begun.



contact us: nchd52.org