# Strategic Planning Overview

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Strategic Planning

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### Vision, Mission and Core Values

#### **Vision**

Stronger Families for a Stronger Georgia.

#### **Mission**

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

#### **Core Values**

- Provide access to resources that offer support and empower Georgians and their families.
- Deliver services professionally and treat all clients with dignity and respect.
   Manage business operations effectively and efficiently by aligning resources across the agency.
- Promote accountability, transparency and quality in all services we deliver and programs we administer.
- Develop our employees at all levels of the agency.



# Strategic Planning Framework

- State Strategic Plan
- Agency Strategic Plan
- Agency Performance Reports



## Overview of Strategic Planning Process

- State Strategic Plan
  - Five year plan (OCGA 45-12-175)
  - Articulates state vision and strategic agenda
  - Primary goal is improved fiscal responsibility
  - Used to evaluate agency budget requests and legislative proposals
  - Outlines Governor's goals for six policy areas



#### Educated

Developing life-,college-, and work ready students

#### Mobile

Transporting people and products in a 21<sup>st</sup> century Georgia

#### Growing

Creating jobs and growing businesses

#### Healthy

Accessible care and active lifestyles

#### Safe

Protecting the public's safety and security

#### Responsible and Efficient Government

Fiscally sound, principled, conservative



#### Educated: Developing life-, college-, and work-ready students

- Increase number of students reading at grade level by the completion of 3rd Grade a strategic benchmark for lifelong learning
- Increase the percentage of students who complete a college education
- Improve and expand science, technology, engineering and mathematics (STEM) education
- Identify and implement innovative strategies that increase teacher effectiveness and student achievement
- Increase the percentage of high school graduates that are college and career ready
- Empower citizens with public school options and local flexibility for the purpose of improving student achievement



#### Mobile: Transporting people and products in a 21st century Georgia

- Improve the movement of people and goods across and within the state
- Expand Georgia's role as a major logistics hub for global commerce
- Leverage public-private partnerships and improve intergovernmental cooperation for successful infrastructure development



#### **Growing: Creating jobs and growing businesses**

- Implement strategic tax and regulatory reforms that make Georgia more competitive
- Promote small business growth and entrepreneurship
- Maximize access to capital for startups and growing businesses
- Conserve and enhance natural resources, with an emphasis on increasing state water supplies and security



#### Healthy: Accessible care and active lifestyles

- Reduce childhood obesity in Georgia
- Increase access to health services throughout the state
- Increase consumer choice and personal responsibility in health care
- Improve access to treatment and community options for those with disabilities



#### Safe: Protecting the public's safety and security

- Implement alternative sentencing options to improve offender rehabilitation
- Promote successful offender re-entry and compliance
- Reduce injury and loss of life on Georgia's roads
- Promote safe communities and stable families where children thrive



# Responsible and Efficient Government: Fiscally sound, principled, conservative

- Maintain Georgia's AAA bond rating
- Increase availability of state services through innovative technology solutions
- Build and maintain a quality state government workforce
- Focus state resources on essential services and employ enterprise solutions
- Enlist community support and public-private partnerships to leverage available resources



# Georgia Strategic Planning Framework

State Strategic Plan

State Indicators and Strategies

The planning framework supports achievement of the Governor's strategic goals through alignment, measurement and evaluation.

**Agency Strategic Plans** Agencies: develop agency plans to achieve state and agency strategic goals, (includes resource plannig for IT, staffing and facilities)

#### **Agency Performance Reports**

<u>Agencies:</u> monitor and report on plan,mission critical projects and performacne indicators

#### **Evaluate**

COO, CFO and OPB: evaluate plans and monitor progress on state goals



## Framework Example – Healthy Goal 1

Governor's State Strategic Plan

Accessible care and lifestyles Goal M1: Reduce childhood obesity in Georgia

#### Performance Indictors:

#### Annual

- 1. Percent of children who are overweight or obese
- 2. Prevalence of Type II diabetes in children under 18

#### Quarterly

- 1. Percent of students meeting standards for physical activity
- 2. Percent of students attending PE classes daily

### and Strategies

**State Indicators** 

#### **Agency Strategic Plans**

Agencies: develop agency plans to achieve state and agency strategic goals, (includes resource planning for IT, staffing and facilities)

#### **Agency Performance Reports**

Agencies: monitor and report on plan, mission critical projects and performacne indicators

#1 DCH S1 - Reducing Childhood Obesity (Lowering BMI score in Medicaid and CHIP Children to less than 25) in children in Medicaid and PCK.

#2 DPH S4, S9 - Strengthen the SHPE program by increasing the number of partners providing obesity reduction related services (S9) and establishing early care and learning recognition programs (S4)

#3 DPH S5, S6 - Increase access and opportunities for physical activity for all school age children and support fitness testing.

#4 DPH S7 - Support School involvement in the Healthier US Schools Challenge and the Alliance for a Healthier Generation's Health School Program.

#5 DPH S8 - Advocate for additional reimbursement opportunities for education/counseling.

> Agency heads report progress regularly to CFO, COO Agency performance reports submitted biannually to OPB

#### **Evaluate**

COO, CFO and OPB: evaluate plans and monitor progress on state goals

OPB evaluates agency plan alignment with state plan OPB prepares executive scorecard for CFO, COO COO and CFO strategize with agencies to keep initiatives on track



## **Agency Strategic Plan**

- Four-year plan
- Mandated in OCGA 45-12-73
- Aligns with the state strategic plan
- Goals and strategies to improve services and outcomes
- Updated annually
- Communicates DHS' direction to stakeholders



## Program Level Objectives FY 2013-FY 2016

State Goals	DHS Agency Goals	Division of Aging Services	Division of Child Support Services	Division of Family and Children Services
Best Managed / Responsible and Efficient Government: Fiscally sound, Principled, Conservative	and efficiently.	Maintain zero number of financial audit findings directly attributable to DAS operations by 2016.	Increase total child support collections by 8% from \$708M to \$765 by SFY2016.     Increase the percentage of current support paid from 60% to 62% by SFY2016.     Increase the # of cases paying on arrears from 78% to 80% by SFY2016.	Review and revise, as necessary, at least 30% of all county contracts by June 2015 to ensure they reflect performance-based contracting principles.     Achieve substantial compliance with the Kenny A Consent Decree by improving outcome attainment from 61% to 88% by Dec 31, 2014.     Increase the number of Food Stamp clients derived by community partners via COMPASS by increasing the number of COMPASS Community Partners from 2 to 50 by Dec 31, 2016.
Educated: Developing life, college, and work-ready students	Ensure children receive appropriate educational services to increase their likelihood for success as adults.			Improve educational well-being of children in care, custody or oversight of DFCS from 69% to 95% by June 30, 2016.
Healthy: Accessible care and active lifestyles	Promote self- sufficiency and independence for families and individuals.	Increase Money Follows the Person (MFP) transitions from nursing facilities to the community from 125 to 375(cumulative, over 3 years) by June 30, 2016     Reduce food insecurity among clients by 2016 (Currently base lining data)	Initiate a Problem Solving Court model (PSC) in various judicial circuits throughout the state. Increase the number of active PSCs from 6 to 24 by SFY 2016     PSC seeks to remove the underlying issues that cause non-custodial parents to become chronic non-payers of child support. Increase the % of payments by the NCPs in the PSC (from enrollment to graduation) by 50% by SFY2016     The PSC model will provide an alternative to incarceration. Increase the NCPs employed (from enrollment to graduation) in the PSC by 50% by SFY2016.	<ol> <li>Increase the use of trauma-informed care services for children and adolescents in foster care from 5% to 95% by 2016.</li> <li>Improve physical health needs of children in foster care from % to % by June 15, 2015</li> </ol>
Safe: Protecting the public's safety and security	Protect wilnerable Georgians from harm.	increase the % of APS Investigation initial client contacts within 10 days from 90% to 95% by 2016.     Increase the % of APS investigation closures within 30 business days from 85% to 90% by 2016.     Increase the percentage of initial elder abuse client contacts made within 10 days of receiving a report from 90 percent to 93 percent by June 30, 2013.     Increase the percentage of elder abuse investigations completed within 30 days from 85 percent to 90 percent by June 30, 2013.		Increase CFSR Safety 1 Outcome (Children are, first and foremost, protected from abuse and neglect) from 75% to 95% by June 30, 2015.     Increase CFSR Safety 2 outcome (Children are safely maintained in their homes whenever possible and appropriate) from 53% to 95% by June 30, 2015.



## **Enterprise Level Objectives FY 2013-FY 2016**

State Goals	DHS Agency Goals	Office of Budget Administration	Office of Contracts, Vendor Management and Procurement	Office of Facilities and Support Services	Office of Financial Services	Office of General Counsel
Efficient Government:	manage business operations effectively and efficiently.	1. To increase the percent of amendment templates that are submitted to OBA by division and office budget staff in a timely and standardized format from 90% to 100% by June 2013.  2. To increase the percent of OBA staff receiving cross-functional training to improve flexibility in coverage and improve process operations for the varied fiscal management activities from 33% to 100% by June .  3. To increase utilization of OBA consultation and technical support services provided to Departmental Support offices from 90% to 100% by June 2016.	To develop and implement a vendor management unit within DHS by December 2015 for the evaluation and monitoring of risks resulting from and/or inherent in the services contractually provided by vendors.	fleet by 3% (from 189 to 183) by June 2016. 2. Increase the co-location of DHS services across the state by 4% (from 155 to 162) by June 2016.	,	reduce legal liability by focusing on
life, college, and work- ready students	Ensure children receive appropriate educational services to increase their likelihood for success as adults.					
lifestyles	Promote self- sufficiency and independence for families and individuals.					
<b>Safe:</b> Protecting the public's safety and security	Protect wilnerable Georgians from harm.			Reduce motor vehicle accidents involving DHS vehicles by 11% (from 107 to 95) by June 2016.		



## **Enterprise Level Objectives FY 2013-FY 2016**

State Goals	DHS Agency Goals	Office of Human Resources and Management Development	Office of Information Technology	Office of Inspector General	Office of Legislative Affairs and Communications	Office of Medical Director
Best Managed / Responsible and Efficient Government: Fiscally sound, Principled, Conservative	manage business	1. Increase the percentage of employees who have completed performance plans in ePerformance within 45 days of the beginning of their performance period from 2% in FY 2012 to 100% by August 15, 2014.  2. Increase the percentage of employees who have completed performance evaluations in ePerformance within 60 days of the end of the performance period from .04% for FY2012 to 100% by September 30, 2015.  3. Increase the percentage of new, first time supervisors who complete training within 45 days of appointment/promotion from 26% in FY2012 to 100% by the end of FY2015.	1. Increase Citizen Self service for Eligibility Applications from < 20% to >60% by 6/30/2016. 2. Implement Document management System across DHS thus increasing efficiencies, reducing paper copies and reduce time to determine eligibility from X days to Y days by 6/30/2016. 3. Implement Data Warehouse solutions statewide for Child Support to increase child support collections from x to y by 12/31/2014.	Current collections of outstanding Food Stamp balances will be increased from 29% to 39% by FY2016.     Increase GCIC audits of DFCS offices from 10% to 100% by FY2016.     Reduce the number of refuted citations that must be deleted/revised due to Surveyor error from 52% to 37% by 2016.     To reduce dependency on HFRD's resources and database from 100% to 0% by June 2016.	Manage and maintain the public perception of the Department of Human Services through open and transparent communication with the public, Georgia Legislature and media by June 30, 2014.	Reduce Total Service Cost (TSC) per child by 10% YOY for next 4 yrs by implementing a Statewide Integrated Healthcare Management System for Foster care children.  1. Health Service Cost 2. Field Service Cost 3. Placement Service Cost 4. Other Cost
Educated: Developing life, college, and work-ready students	Ensure children receive appropriate educational services to increase their likelihood for success as adults.					
Healthy: Accessible care and active lifestyles	Promote self- sufficiency and independence for families and individuals.					Establish baseline and improve identification and treatment of Autism and Developmental Disorders in foster care children.
Safe: Protecting the public's safety and security	Protect vulnerable Georgians from harm.				Increase public awareness of child safety measures through the implementation of statewide public education campaigns by June 30, 2016.	Standardize, Implement and Improve Clinical Best practices for treatment of mental health issues across the state. Establish baseline and improve the following:     a. Psychotropic medication usage b. Suicidal Ideation/Behavior c.Trauma     Reduce Child Deaths and Serious Injuries of Foster Care Children by 20%     a. Foster Parent Safety Kit



Agency Goal(s)	Strategy	Describe the agency strategy/initiative	Measurable Objective(s)	Anticipated Benefit(s)	Strategy Contact	Agency Budget Programs Impacted	Cost Estimate	Basis of Cost Estimate	Annual Maintenance/Ongoing Cost
to the community.	S1 - Support and protect individuals choosing community living over institutional-based actives and protecting the rights and safety of vulnerable adults living in the community.	, ,	the community from 125 to 375(cumulative, over 3 years) by June 30, 2016  M2 - Increase the percentage of initial elder abuse client contacts made within 10 days of receiving a report from 90 percent to 93 percent by June 30, 2013  M3 - Increase the percentage of elder abuse investigations completed within 30 days from 85 percent to 90 percent by June 30,	Improved safety of elderly Georgians     Improved dient outcomes     Additional revenue/cost savings	Arvine Brown Division of Aging Services, Program Integrity, 404 657-5278, arbrown@dhr.state.ga.us	Elder Community Living Services	0		No
· ·	S1 - Exit the Kenny A. Consent Decree by end of SFY15.	The Kenny A. Consent Decree is the settlement of a dass action lawsuit filled by Childrens Rights Inc. (CRI) on behalf of children in the custody of Fulton and DeKalb counties. Kenny A established 31 outcomes and over 150 relevant standards related to safety of foster children, permanency and well-being. By meeting the mandates of the decree, the lives of class children and their families will greatly improve. Additionally, greater emphasis is placed on resources, visitation, quantitative and qualitative measurement, staff efficiency and practice standards - all designed to produce the best possible outcomes for children in foster care.	M1 - Achieve substantial compliance with the Kenny A. Consent Decree by improving outcome attainment from 61% to 88% by Dec 31, 2014	Improved or enhanced services     Improved operations or efficiency     Improved dient outcomes     Additional revenue/cost savings     Improved employee     morale/more qualified workers	Carol Hall, Kenny A. Director II 404-657-1127; cehall 1@dhr.state.ga.us	Child Welfare Services	\$1,577,401	Vendor payments to GSU and the two federal monitors; payments to CRI; dedicated internal staff including project staff and data collectors; travel and training expenses.	Yes
G3 - Replace SUCCESS system.	S1 - Integrated Eligibility System (IES)	SUCCESS is a mainframe based system that is used to determine Eligibility for Medicaid, TANF and Food Stamps (SNAP). The system is long outdated and is in dire need for a replacement.	M1 - Replace SUCCESS system as part of the project by December 31, 2015	Improved or enhanced services     Improved operations or efficiency     Improved dient outcomes     Improved employee     morale/more qualified workers	Venkat R Krishnan, Chief Information Officer 404-556-8198 vrkrishnan@dhr.state.ga.us	Departmental Administration     Federal Eligibility Benefit Services	\$40,000,000	Design, Development, Implementation, Training	Yes



Agency Goal(s)	Funds Source(s)	Start Date	Critical Deadline	Explanation	Key non agency partners	Key agency partners	Staffing Implications	Staffing Comments	IT Dependencies
G1- Increase Money Follows the Person (MFP) transitions from nursing facilities to the community.	0 , 0	Prior Year	FY 2016 (Year 3)	Yes, FFY 2016	Local Governments (i.e. city or county)     Non-governmental or non-profit organizations (NGOs)	419 - Department of Community Health	None		Re-design business processes (i.e., re- engineer or automate processes)     Expand the use of data for decision making and information sharing (e.g. data warehouses)
G2 - Achieve substantial compliance with the Kenny A. Consent Decree.	Other funding source (e.g. federal funds or grant)	Prior Year	,	Yes. Performance is measured every six months against compliance standards by two court-appointed monitors.  Measurement will continue until substantial compliance achieved.		243 - Office of Planning and Budget	None		Re-design business processes (i.e., re- engineer or automate processes) Improve customer access to online service Expand the use of data for decision making and information sharing (e.g. data warehouses)
G3 - Replace SUCCESS system.	State funding enhancement (includes capital outlay requests)     Other funding source (e.g. federal funds or grant)	FY 2013 (Year 0)		The new system has two deadlines associated with the 90/10 funding: the new MAGI rules must be implemented by October 15, 2013 and the remainder of SUCCESS must be transitioned by December 31, 2015 to leverage the 90/10 funding by CMS, the federal agency.	Federal agencies     Private sector	419 - Department of Community Health 405 - Department of Public Health 980 - Georgia Technology Authority 243 - Office of Planning and Budget	1 0 1	May be able to re-balance DFCS workforce toward child welfare staff	Re-design business processes (i.e., re- engineer or automate processes) Improve customer access to online service Improve workforce mobility (i.e. remote access to agency applications) Expand the use of data for decision making and information sharing (e.g. data warehouses) Establish or expand connectivity (LAN,WAN, Telecom to improve data flow) Improve agency business continuity or disaster recovery



Agency Goal(s)	Strategy	Describe the agency strategy/initiative	Measurable Objective(s)	Anticipated Benefit(s)	Strategy Contact	Agency Budget Programs Impacted	Cost Estimate	Basis of Cost Estimate	Annual Maintenance/Ongoing Cost
G4 - Increase citizen self-service capabilities.		the demand for government services	M1 - Increase Citizen Self Service for Eligibility Applications from <20% to >60% by June 30, 2016	Improved or enhanced services     Improved operations or efficiency     Improved dient outcomes     Improved employee morale/more qualified workers	Venkat R Krishnan, Chief Information Officer 404-556-8198 vrkrishnan@dhr.state.ga.us	Departmental Administration     Federal Eligibility Benefit Services	\$1,200,000	Design, Development, Implementation, Training	Yes
GS - Initiate a Problem Solving Court (PSC) model in judicial circuits throughout the state.	self sufficiency through the expansion of Problem Solving/Parent Accountability Court	circuits throughout the state. Utilize the PSC model to assist with removing underlying issues that cause Non-	M1 - Initiate a Problem Solving Court (PSC) in various judicial circuits throughout the state. Increase the number of active PSCs from 6 to 24 by SFY 2016	Improved or enhanced services     Improved operations or efficiency     Improved dient outcomes	Tanguler Gray Johnson, State Operations Director 404-657-3861 tsgray@dhr.state.ga.us	Child Support Services	\$883,255	Personnel cost for a PSC Coordinator is \$49,069.76/yr (with benefits); Cost for an additional 18 PSC Coordinators totals \$883,255.68/yr	Yes



Agency Goal(s)	Funds Source(s)	Start Date	Critical Deadline	Explanation	Key non agency partners	Key agency partners	Staffing Implications	Staffing Comments	IT Dependencies
G4 - Increase citizen self-service capabilities.	Base budget     Other funding source (e.g. federal funds or grant)	Prior Year	FY 2013 (Year 0)	Since this project is integrated with the IES project there are associated deadlines. The new system has two deadlines associated with the 90/10 funding: the new MAGI rules must be implemented by October 15, 2013 and the remainder of SUCCESS must be transitioned by December 31, 2015 to leverage the 90/10 funding by CMS, the federal agency.	Federal agencies	419 - Department of Community Health 980 - Georgia Technology Authority 243 - Office of Planning and Budget	Re-structures program or positions	May be able to re-balance DFCS workforce toward child welfare staff	Improve customer access to online service  Expand the use of data for decision making and information sharing (e.g. data warehouses)  Establish or expand connectivity (LAN,WAN, Telecom to improve data flow)  Improve agency business continuity or disaster recovery
GS - Initiate a Problem Solving Court (PSC) model in judicial circuits throughout the state.	Base budget	Prior Year			Local Governments (i.e. city or county)     Non-governmental or non-profit organizations (NGOs)     Private sector	441 - Department of Behavioral Health and Developmental Disabilities 440 - Department of Labor	Re-structures program or positions	Coordinator positions to fill current staff vacancies	None. Strategy is not IT dependent.



## **Agency Performance Reports**

- Submitted twice per year December and June
- Provide status of
  - Strategic priorities
  - Mission critical projects
  - Performance indicators



### Safe Georgia Strategic Priorities First Quarter Report

Policy Area	State Goal	Agency	Goal	Strategy	Measurable Objective(s)	Governor's Strategic Priority (YES/NO)	Q1 STATUS (GREEN, YELLOW, RED)
Safe			G2 - Achieve substantial compliance with the Kenny A. Consent Decree.	end of SFY15.	M1 - Achieve substantial compliance with the Kenny A. Consent Decree by improving outcome attainment from 61% to 88% by Dec 31, 2014	YES	
Safe		Human Services	throughout the state.	the expansion of Problem Solving/Parent Accountability Court	Problem Solving Court (PSC) in various judicial circuits throughout the state. Increase the	YES	



### Safe Georgia Strategic Priorities First Quarter Report

Policy Area	Q1 Status Description (Quarterly Activities)	Enterprise Support Agency Assistance Needed (Identify ESA)	Q1 Measures (Reference Column G)	Note
Safe	Held 8 bi-monthly meetings; designed and delivered statewide trainings to 500+ staff to educate on Kenny A; focused on 3 outcome measures; developed Corrective Action Plans to improve performance; developed process for weekly due date notifications; researched data & corrected an incorrect baseline set in 2006 - changed the baseline from an unattainable 65% to 34%.		61% as of June 2012	Progress is reported in June and December via official monitoring report.
Safe	Hired 3 PSC Coordinators. There are 6 pending courts, three of which have hired a coordinator and three that are in the interview process.	N/A	9 active courts and 6 pending implementation. 38% of goal has been achieved. 63% of existing goa will be achieved after next 6 implementations.	I



### Healthy Georgia Strategic Priorities First Quarter Report

Policy Area	State Goal	Agency	Goal	Strategy	Measurable Objective(s)	Governor's Strategic Priority (YES/NO)	Q1 STATUS (GREEN, YELLOW, RED)
Healthy	Improve access to treatment and community options for those with disabilities	427 - Department of Human Services		individuals in their homes and	M1 - Increase Money Follows the Person (MFP) transitions from nursing facilities to the community from 125 to 375(cumulative, over 3 years) by June 30, 2016  M2 - Increase the percentage of initial elder abuse client contacts made within 10 days of receiving a report from 90 percent to 93 percent by June 30, 2013  M3 - Increase the percentage of elder abuse investigations completed within 30 days from 85 percent to 90 percent by June 30, 2013	YES	



### **Healthy Georgia Strategic Priorities First Quarter Report**

Policy Area	Q1 Status Description (Quarterly Activities)	Enterprise Support Agency Assistance Needed (Identify ESA)	Q1 Measures (Reference Column G)	Notes
Healthy	Transitions occurring statewide more efficiently than last year. A recently transitioned client will be speaking at a national conference in Washington, DC on behalf of the benefits of the program.  Awareness of elder abuse, neglect and exploitation is increasing statewide due to marketing and outreach and reports to Adult Protective Services are increasing as well. Total cases taken for investigation for from July 1 - September 10 is 3,187. Total cases with investigations completed from July 1 - August 30 is 2,209.	N/A	43 people were transitioned back into the community (July-Aug.) 91.5% of initial elder abuse clients were contacted within 10 days. 79.4% of investigations started in July and August were completed in 30 days.	There is a lag time for data to be entered into the system; therefore, complete September data is not yet available. Because September data is not included, the percentage of completed investigations is lower than baseline.



### **Georgia Strategic Priorities Tracking Report- Quarterly**

Policy Area	State Goal No.	State Goal Description	Performance Indicator	Reporting Frequency	Reporting Agency	Source	Comments	Q1 - FY13
Safe:	S4		Number of children placed in foster care (No. of children under the age of 18)		427 - Department of Human Services			7,773



### **QUESTIONS?**

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