



# PHD TRUE NORTH

San Francisco Health Commission

December 3, 2019



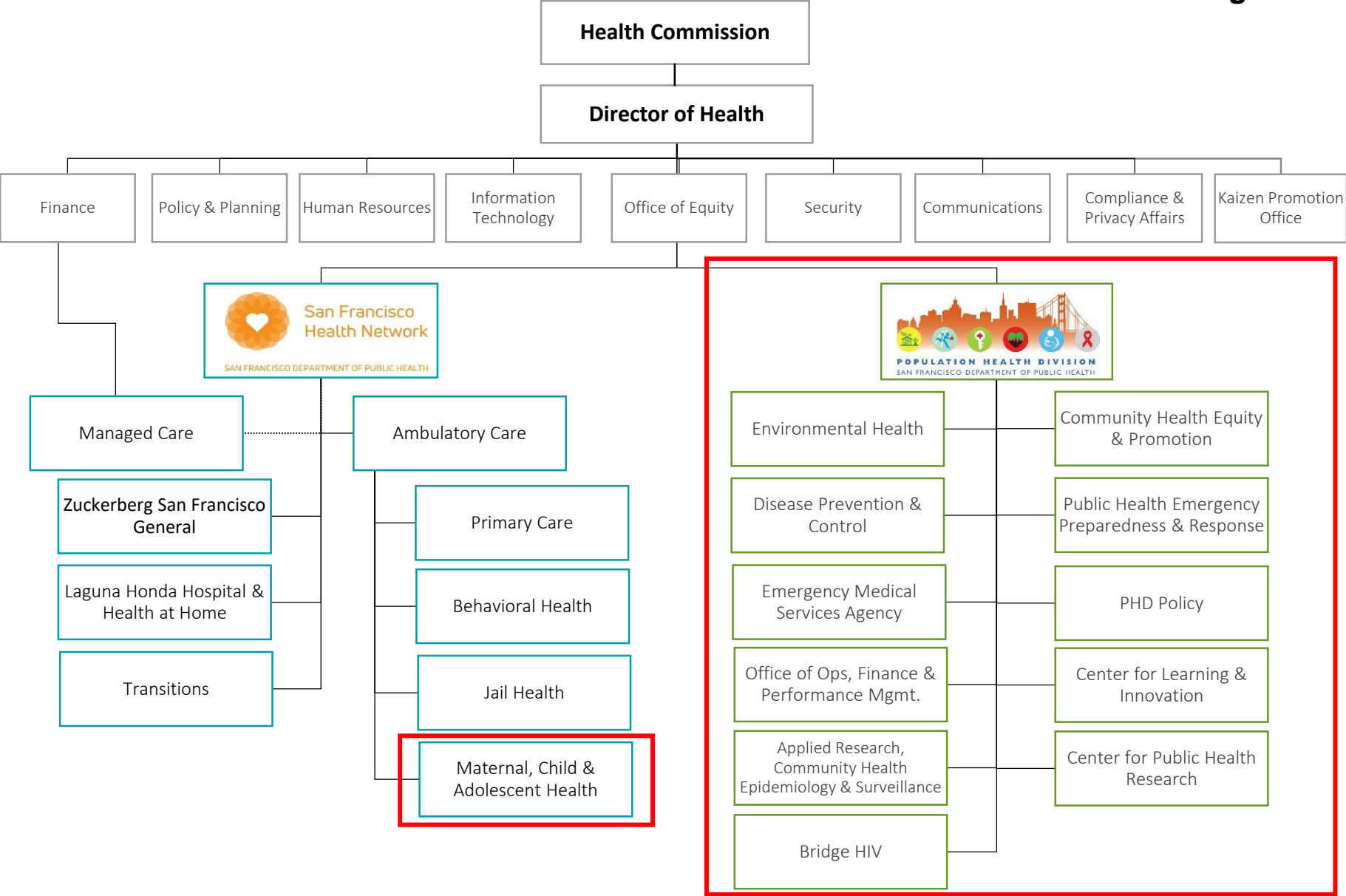
Tomás J. Aragón, M.D., Dr.P.H.  
Health Officer and Director  
Population Health Division



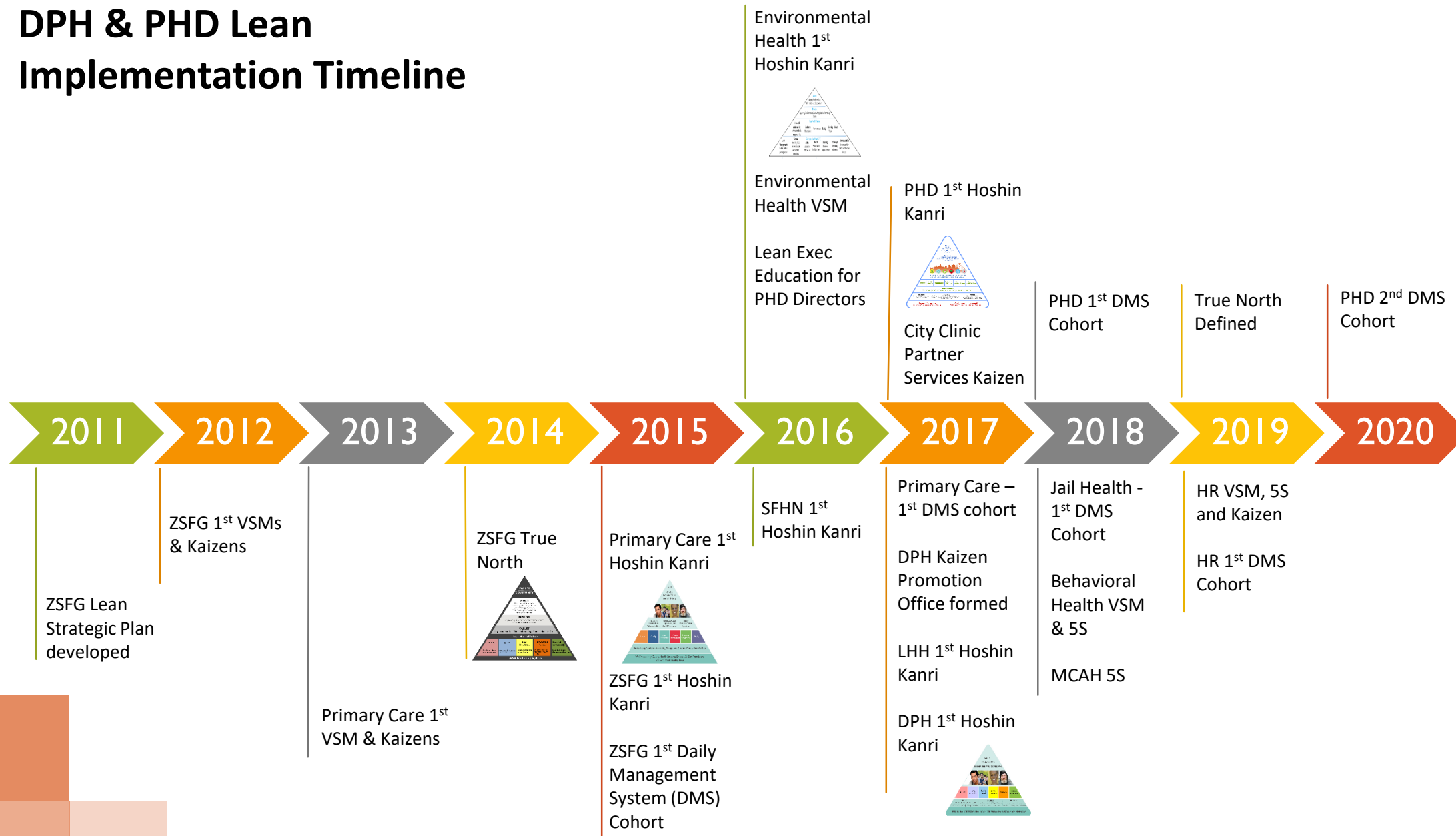
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# Department of Public Health Organizational Chart



# DPH & PHD Lean Implementation Timeline



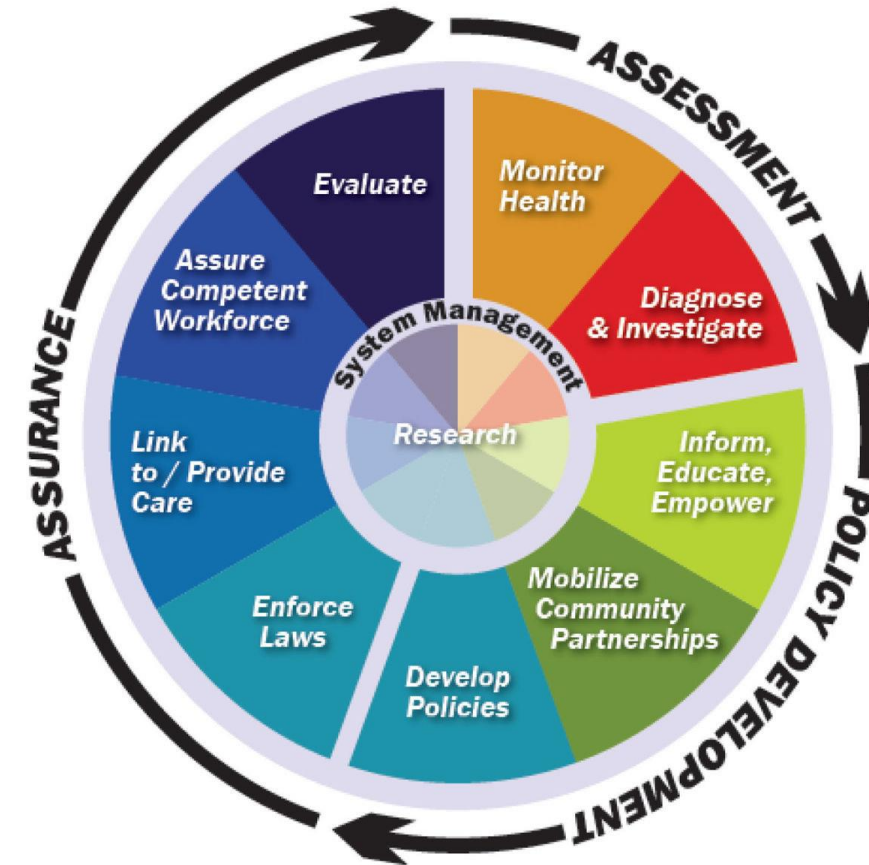
# Public Health Accreditation 12 Domains: Includes The Ten Essential Services of PH

Categorized into

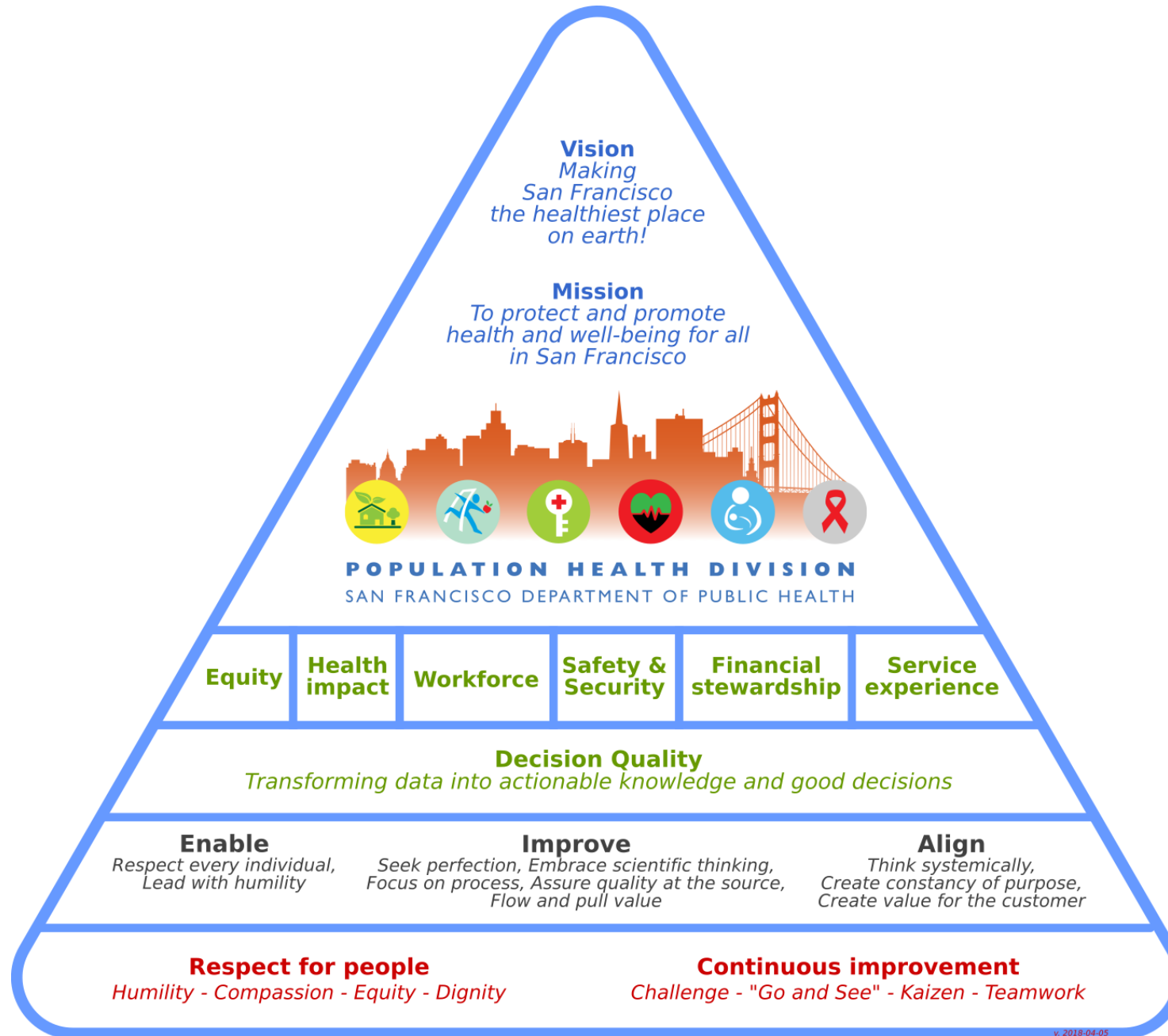
1. Assessment
2. Policy development
3. Assurance

Domains include

- Administration
- Governance



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Impact

Results (outcomes)

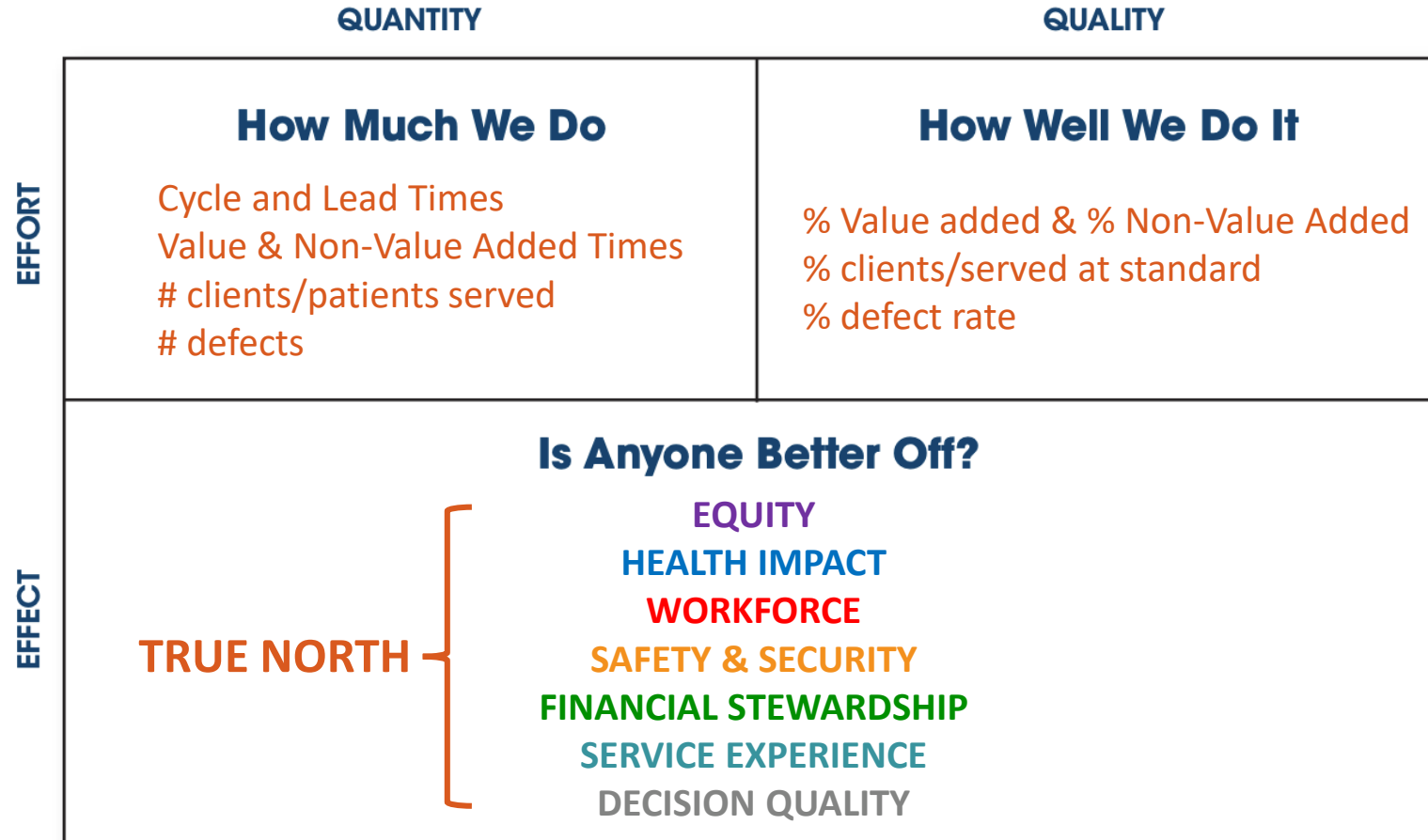
Community,  
clients, patients,  
and staff

**TRUE NORTH  
GOALS/METRICS  
(balanced scorecard)**

Shingo Principles  
(transform systems)

PHD values  
(transform culture)











# Integrating Lean and Results Based Accountability



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# PHD True North Goals/Metrics



True North	 <b>Equity</b>	 <b>Workforce</b>	 <b>Service Experience</b>
 <b>Population Health Division True North 2019</b>	 <b>Combating institutional racism through organizational change</b>	 <b>Create an environment that respects, values, and invests in all our people</b>	 <b>Provide the best experience for the people we serve</b>
<b>PHD Metrics 2019 (DRAFT)</b>	 <b>Increase staff rating organizational commitment to racial equity as culture shift or higher (4-6)</b>	 <b>Increase % PHD staff who would recommend PHD as a place to work</b>	 <b>Increase % programs collecting service experience and improving services based on what is learned</b>

# PHD True North Goals/Metrics



True North	 <b>Financial Stewardship</b>	 <b>Safety &amp; Security</b>	 <b>Decision Quality</b>
 <b>Population Health Division True North 2019</b>	 <i>Ensure transparent and accountable stewardship of resources</i>	 <i>Ensure safe environment for our clients, patients and staff</i>	 <i>Transform data into actionable knowledge and good decisions</i>
<b>PHD Metrics 2019 (DRAFT)</b>	<ul style="list-style-type: none"> <li> Decrease expenditures and increase revenues</li> <li> Priority-setting and resource allocation (PRSA) methods</li> </ul>	<ul style="list-style-type: none"> <li> Decrease # of safety incidents at PHD</li> </ul>	<ul style="list-style-type: none"> <li> Increase % of decision competent staff (awareness, knowledge, or proficiency in using decision quality criteria)</li> </ul>

# Health Impact's Six Focus Areas



**Health Impact**

Improve the health of the people we serve



Mother, Child & Adolescent Health



Social, Emotional & Behavioral Health



Food Security, Healthy Eating & Physical Activity



Safe & Healthy Living Environments



Preventing Infection & Preserving Health


















Black/African American Health



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# PHD True North Goals/Metrics



True North	 <b>Health Impact</b>		
 <b>Health Impact Focus Areas 2019</b>	 <b>Safe &amp; Healthy Living Environments</b>	 <b>Preventing Infection &amp; Preserving Health</b>	 <b>Mother, Child &amp; Adolescent Health</b>
	<i>Ensure safe and healthy environments where people live, work, play and learn</i>	<i>Preventing Infection and Preserving Health: HIV and other Communicable Diseases</i>	<i>Every child born and grow up healthy</i>
<b>PHD Metrics 2019</b>	<ul style="list-style-type: none"> <li> Increase the number of children's households reached for lead hazard home investigations</li> <li> Decrease the number of traffic related deaths</li> </ul>	<ul style="list-style-type: none"> <li> Decrease in number of HIV diagnoses</li> <li> Increase the percentage of people living with HIV who are virally suppressed</li> <li> Increase the percentage of Black/African-American PWIDs who are treated for HCV in low-threshold settings</li> <li> Increase the number of San Franciscan PWID who are treated for HCV in low-threshold settings</li> <li> Zero congenital syphilis cases in San Francisco</li> </ul>	<ul style="list-style-type: none"> <li> Decrease the % preterm birth in B/AA &amp; Pacific Islanders</li> <li> Decrease the # of child neglect/abuse cases</li> <li> Decrease % of children with cavities</li> </ul>

# PHD True North Goals/Metrics



True North	 <b>Health Impact</b>		
 <b>Health Impact Focus Areas</b> 2019	 <b>Black/African American Health</b>	 <b>Social, Emotional &amp; Behavioral Health</b>	 <b>Food Security, Healthy Eating &amp; Physical Activity</b>
	<i>Eliminating disparities in all aspects of heart health for Black/African Americans</i>	<i>From cradle through career, San Francisco residents are socially connected, emotionally healthy, and thriving without substance use disorders or in recovery</i>	<i>All San Franciscans have at all times enough nutritious, culturally acceptable foods for an active, healthy life</i>
<b>PHD Metrics 2019</b>	<ul style="list-style-type: none"> <li> Increase cardiac survivor rates in Black/African American patients</li> <li> Increases ejection fraction in Black/African American patients post-event who arrive by ambulance and car</li> </ul>	<ul style="list-style-type: none"> <li> Decrease the # of deaths from opiates and stimulants in San Francisco from X to Y.</li> <li> Decrease the % of San Francisco high school students who responded yes to "ever use marijuana".</li> <li> Decrease % of high school students vaping e-cigs</li> </ul>	<ul style="list-style-type: none"> <li> Increase the % of low-income San Francisco residents who are food secure</li> <li> Increase % of low-income pregnant women in San Francisco participating in WIC who are food secure</li> <li> Decrease the number of ounces of SSB sold in SF</li> <li> Decrease percent of middle school students who drank at least one SSB yesterday</li> </ul>

# Selected Health Impact Examples



**Getting to ZERO HIV infections, ZERO HIV-related deaths, and ZERO HIV stigma**

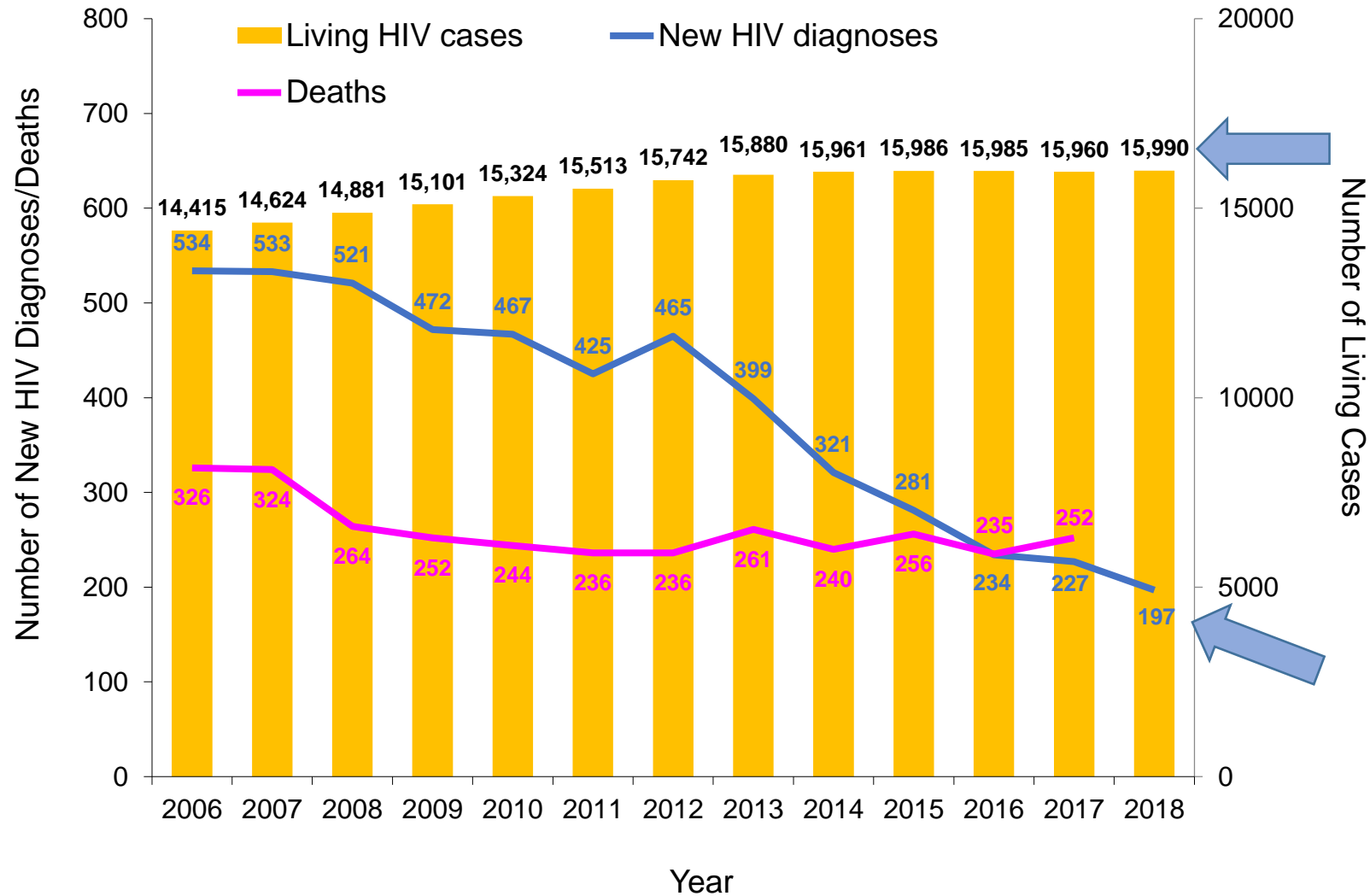


**E-cigarette and Vaping-Associated Lung Injury (EVALI) Epidemic: Profits, Politics, Policy, and Public Health**



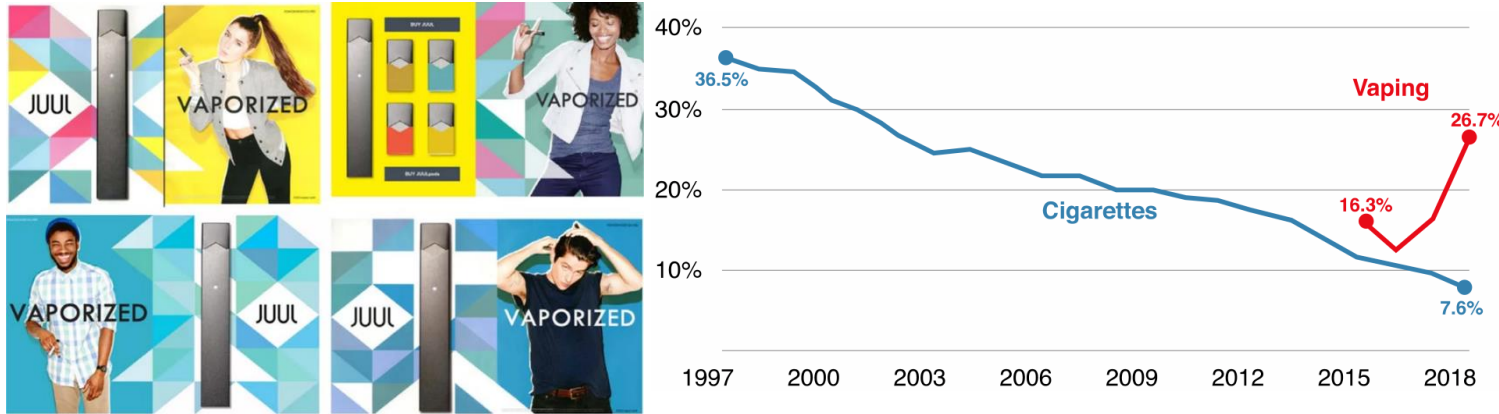
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# HIV diagnoses, deaths, and prevalence, 2006-2018



- Overall 94% of PLWH are aware of their HIV status
- New diagnoses **decreased 13%** between 2017-2018
- No children were diagnosed since 2005
- Nearly 16,000 living HIV cases
- Aging epidemic: 67% of PLWH > 50 years; 30% > 60 years

# E-cigarette and vaping-associated lung injury (EVALI) epidemic: Profits, politics, policy, and public health



**VOTE NO**  
 Stop JUUL & Big Tobacco  
**PROP C**

**SAN FRANCISCO MARIN MEDICINE**  
 JOURNAL OF THE SAN FRANCISCO MARIN MEDICAL SOCIETY

**PUBLIC HEALTH FRONTIERS**

**LOCAL LEADERSHIP FOR THE LONG HAUL**

- The Vaping Wars
- Wildfire Smoke and Human Health
- Sugary Beverages Battles
- Hunger and Food Insecurity
- Help for Homeless Mortality
- African American Health
- Reproductive Health Restrictions
- Vaccination as a Medical and Public Health Imperative

Interview with New SF Director of Public Health Dr. Grant Colfax

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THANK YOU!

QUESTIONS?



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