

Public Health Infrastructure Grant (PHIG) Year 1 Workplan Analysis – Memo #5



Strategy A2.1: Accountability & Performance Management

This memo summarizes the analysis of 548 milestone activities that PHIG recipients categorized as 'Strengthen accountability and performance management, including accreditation.'

CDC's Public Health Infrastructure Grant (PHIG) aims to strengthen the public health workforce and infrastructure across the nation. The PHIG recipients comprise health departments from all 50 states, 26 counties, 23 cities, and 8 US territories/freely associated states. The **107 workplans** they submitted for Year 1 included **6,469 milestone activities** for two of the three PHIG strategies: A1) Workforce and A2) Foundational Capabilities.

Overall
Milestone
Analysis
Progress



■ Other/None
■ Recruit and Hire
■ Train
■ Accreditation
■ Total

Data Insights: Reviewing Needs & Building Capacity

- ❖ In preparation for accreditation, 60% of PHIG recipients will **identify gaps in existing strategies and policies** by reviewing the following: promising practices in accreditation, application materials, costing assessments, organizational readiness, training needs, performance metrics, and outcome metrics for quality improvement of the accreditation process and compliance with accreditation standards.
- ❖ 51% of PHIG recipients plan to **hire** positions or convene working groups of existing staff who specialize in performance management, quality improvement, grant management, and accreditation support.
- ❖ 43% of PHIG workplans include **training** activities such as developing training plans to support project and performance management, supporting staff certifications in foundational capabilities, establishing training contracts, and investing in training resources.
- ❖ Only 13% of PHIG workplans list **equity-focused strategies** or ways to improve community collaborations (e.g., engaging Tribal public health departments and leaders) for strategic planning.

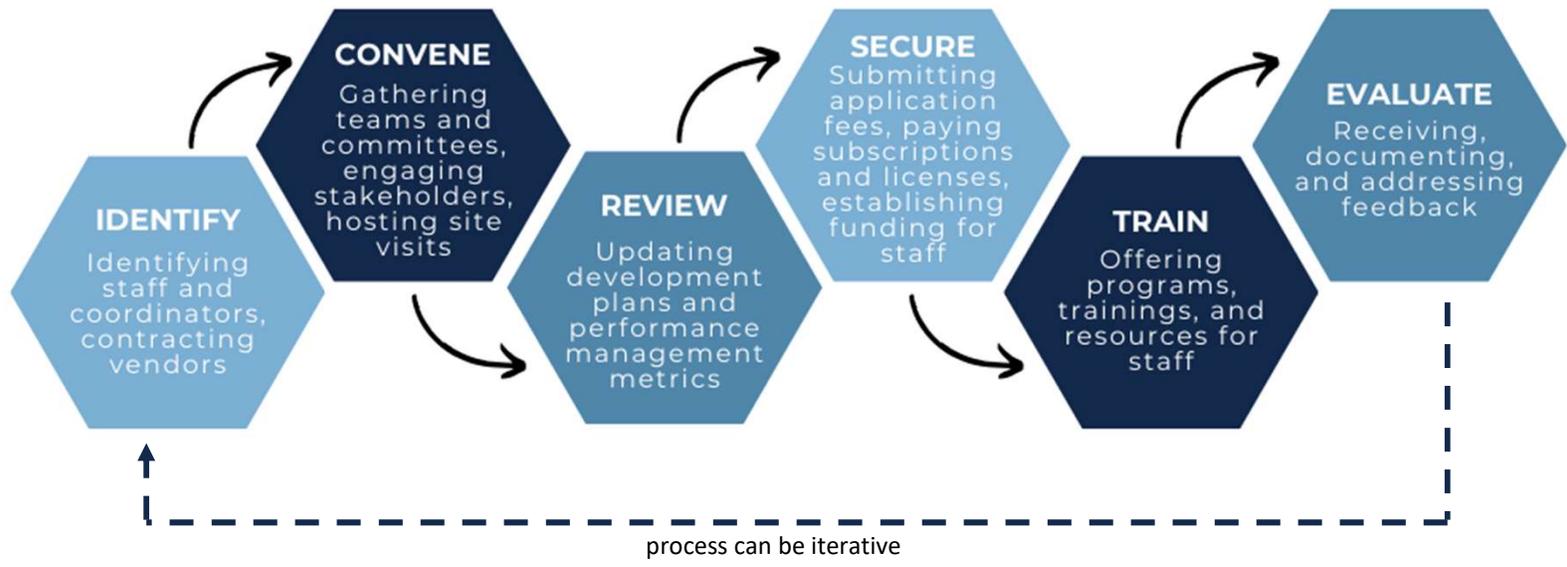
Possible topics of focus for Training & Technical Assistance (TTA)

- ❖ Analysis of PHIG recipients' plans for accountability and performance management indicates a need for a **directory of potential partners** and a **repository of resources** for health departments to communicate promising practices that can streamline the accreditation process.



The majority of the workplans described milestones related to accountability and performance management. (See the charts above for the proportion of workplans, by geographical level.) These **548 milestones** make up 8% of the 6,469 total milestone activities.

According to PHIG recipients' milestones, improving performance management involves these steps.



Most Relevant Codes & Quotes from PHIG milestones to summarize Strategy A2.1: Strengthen accountability and performance management, including accreditation.

Code	Operational Definition	Example Activities
Performance Management (n=92)	Activities to improve tracking and monitoring of organizational objectives.	<ul style="list-style-type: none"> Developing processes, structures, or systems to monitor indicators Identifying platforms, software, or databases to collect indicators Launching pilot programs to improve reporting Maintaining the system and strategic plans for performance improvement

Example Milestones

“Design and implement **robust performance management program** including quarterly reporting and proactive initiative management linked to **fiscal, performance, and equity metrics.**”

“Improve maintenance of performance management system to **monitor achievement of organizational objectives.**”

“The Director of Quality & Performance Excellence will procure and sustain a performance management platform to **gather and centralize key performance indicator data** to analyze quarterly producing visualizations on agency performance.”

PHNCI & PHAB's operational definitions for each Foundational Capability informed the team's codebook, but we inductively sorted activities from the data that may not align with the CDC's example milestones for each Activity Focus.

For more information about this grant:

<https://www.cdc.gov/infrastructure/phig/index.html>

Questions?

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