

HSD's Work

Healthy Communities, Healthy Families

We **connect people with resources** and solutions during times of need so we can all live, learn, work, and take part in strong, healthy communities.



HSD's External Work Plan

Who we want
to impact

What we want
to achieve

How we know

What we think
will get us
there

How we will
measure
progress



Who we want to impact:

- 684,000 Seattle residents
- 111,000 adults ages 60+ (and 344K in King Co.)
- 90,000 youth ages 14-24



What we want to achieve:

RACIAL EQUITY



Preparing Youth for Success

All youth in Seattle successfully transition to adulthood



Supporting Affordability & Livability

All people living in Seattle can meet their basic needs



Addressing Homelessness

All people living in Seattle are housed



Promoting Public Health

All people living in Seattle experience moderate to optimum health conditions



Community Safety

All people living in Seattle are free from violence



Promoting Healthy Aging

All older adults experience stable health and are able to age in place

How we know (indicators of success):

People of color do not experience disparities

% of people living unsheltered

% returns to homelessness

% of people living in poverty

% of people paying more than 30% of income towards housing

% of older adults who report getting the social and emotional support
needed



What we think will get us there:

Strategies:

- Shelters and housing
- Substance abuse services

Activities:

- Rapid rehousing
- Chemical dependency counseling



Healthy Communities, Healthy Families

How we will measure progress: IMPACT!

BY ASKING THE QUESTION: Is anyone better off?

1. Investments (contracts): quantity, quality, impact.
2. Population data: Did the % of ppl of color experiencing disparities decrease?
3. Direct service: SYEP, UDP, VLFR, Upward Bound, ADS case management.



HSD's Internal Workplan

Who we want
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What we think
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HSD's Internal Work Plan

Who we want to impact:

- 312 employees who work for HSD
- All Seattle residents



What Do We Want to Achieve?

RACIAL EQUITY

Results

- HSD investments positively impact Seattle's population.

Stewardship

- HSD contracting practice is standard and compliant.

Employee Experience

- HSD is a great place to work.

Innovation

- HSD has a modern data infrastructure.



How Will We Know?

People of color do not experience disparities

Performance measures are met.

HSD does not receive audit findings.

Employees report HSD is a great place to work.

All employees can access the data they need.



In your units....

Who we want
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“What we want to achieve” might change if we realize success.

- e.g., if we get to a point where all employees can access the data they need, we might change our focus from creating a modern data infrastructure to acquiring new technology.



Failure is part of learning. That is okay.

- All of these activities are hypotheses. We hope they work, but they may not.
- The key is agility. The more quickly we learn something doesn't work, the more quickly we can move to something that does work.



The work plan represents our priorities.

- Not all of our work is captured in this plan.
- These are Department-wide activities and YOU are an important contributor.
- Division- and Unit-specific activities will be addition to – and alignment with – this plan.



Upcoming Events & Deadlines

2017:

- ✓ Aug 21-25: Coaching for Results
- Sep 30: MO Budget complete
- **Oct 15**: Division work plan due
- **Nov 1**: Unit work plans due
- Dec: Max Awards
- **Dec 11**: Individual work plans due
- **Dec 31**: Yearly evaluation drafts due*

2018:

- Jan 2018: Mayoral briefing
- Jan 2018: Yearly evaluations
- **Feb 2018: RBA training**
- Apr 2018: Budget season starts

