

## Course Description

**Course Title:** Leadership Essentials for Health District Success

**Objectives:** At the completion of the training the participant will be able to

- Identify essential human resources functions at a local public health district in Ohio
  - Progressive Discipline procedures
  - Performance Appraisal implementation and procedures
  - Attendance Management
  - Layoff guidelines in Ohio
  - Workers Compensation guideline
  - Workforce Development policy
  - Terminating public employees
  - FMLA and FSLA resources
- Identify Performance Management implications for local public health in Ohio
- Identify Quality Improvement initiatives and resources
- Identify strategies to avoid theft in office
- Identify strategies for facility management and disaster planning
- Identify Ohio cost methodology requirements and implement cost planning
- Identify tools to build relationships with legislators
- Identify employee attitude, change, and team building strategies
- Identify funding sources for local public health

**Audience:** This course is intended for employees new to public health leadership at the local level.  
Prerequisites: Not required  
Level: Beginning leadership role

**Offerings:** This course is offered semi- annually. Upcoming classes can be found here:  
<http://aohc.net/aws/AOHC/pt/sp/education> or by calling 614.781.9556

### About the Instructors:

Erik Balster, MPH, REHS, RS is the Health Commissioner for Preble County Public Health. He has served public health in Ohio for over 10 years.

Laurie Dietsch, MPH, is the Accreditation Coordinator for Columbus Public Health. She has served public health in Ohio for 20 years.

Shelia L. Hiddleston, RN, MS is the Health Commissioner for the Delaware General Health District. She has served public health in Ohio for over twenty years.

Luke Jacobs, MPH, RS/REHS, is the Assistant Administrator, Division of Environmental Health for Columbus Public Health. He has served public health in Ohio for over 16 years.

Julianne Nesbit, RS, MPH, is the Health Commissioner for Clermont County General Health. She has served public health in Ohio for over 21 years

# Leadership Essentials for Health District Success

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Pete Nevada is an attorney at Clemans and Nelson; he is the Director of Research and Development

Aaron Ockerman is the Legislative Lobbyist for the Association of Ohio Health Commissioners.

Jason Orcena, DrPH, MA, is the Health Commissioner for the Union County Health Department. He has served public health in Ohio for over 20 years.

Charles Patterson, MBA, RS is the Health Commissioner for the Clark County Combined Health District. He has served public health in Ohio for over 20 years.

Dedra Parsons, PHR, SHRM-CP, is the Human Resource Officer for Zanesville – Muskingum County Health Department. She has served public health in Ohio for over 10 years.

Larry L. Sanford, Jr., is an attorney with the Ohio Bureau of Worker's Compensation. He has been with BWC for over 17 years.

## Public Health Accreditation Board

**Domain 2:** Investigate Health Problems and Environmental Public Health Hazards to Protect the Community

Standard 2.2: Contain/mitigate health problems and environmental public health hazards.

**Domain 5:** Develop Public Health Policies and Plans

Standard 5.1: Serve as a Primary and Expert Resource for Establishing and Maintaining Public Health Policies, Practices, and Capacity

Standard 5.4: Maintain an All Hazards Emergency Operations Plan

**Domain 6:** Enforce Public Health Laws

Standard 6.1: Review Existing Laws and Work with Governing Entities and Elected/Appointed Officials to Update as Needed

Standard 6.2: Educate Individuals and Organizations on the Meaning, Purpose, and Benefit of Public Health Laws and How to Comply

Standard 6.3: Conduct and Monitor Public Health Enforcement Activities and Coordinate Notification of Violations among Appropriate Agencies

**Domain 8:** Maintain a competent public health workforce

Standard 8.2: Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment.

**Domain 11:** Maintain Administrative and Management Capacity

Standard 11.1: Develop and Maintain an Operational Infrastructure to Support the Performance of Public Health Functions

Standard 11.2: Establish Effective Financial Management Systems

**Domain 12:** Maintain Capacity to Engage the Public Health Governing Entity

Standard 12.1: Maintain Current Operational Definitions and Statements of the Public Health Roles, Responsibilities and Authorities

## Council on Linkages Competencies

**Analytic/Assessment Skills: 1C13:** Identifies the resources to meet community health needs

**Policy Development/Program Planning Skills: 2B2:** Analyzes policy options for public health programs **2B4:**

Describes the implications of policy options **2B6:** Manages public health programs consistent with public health laws and regulations **2B9:** Develops mechanisms to monitor and evaluate programs for their effectiveness and quality **2B11:** Develops strategies for continuous quality improvement

**Communication Skills: 3C7:** Communicates the role of public health within the overall health system

**Community Dimensions of Practice Skills 5B10:** Promotes public health policies, programs, and resources

**5C3:** Establishes linkages with key Stakeholders **5C5:** Maintains partnerships with key stakeholders

**Financial Planning & Management Skills 7B1:** Interprets the interrelationships of local, state, and federal public health and health care systems for public health program management **7B4:** Implements the judicial and operational procedures of the governing body and/or administrative unit that oversees the operations of the public health organization **7B5:** Develops a programmatic budget **7B6:** Manages programs within current and forecasted budget constraints **7B8:** Evaluates program performance **7B9:** Uses evaluation results to improve performance **7B11:** Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts

**Leadership & Systems Thinking: 8B5:** Promotes individual, team and organizational learning opportunities **8B6:**

Establishes mentoring, peer advising, coaching or other personal development opportunities for the public health workforce **8B7:** Contributes to the measuring, reporting and continuous improvement of organizational performance

## Professional Development Priority

AOHC supports members through education, training, professional development, and mentoring.

- AOHC provides opportunities for conferences and trainings.
- AOHC organizes forums to increase opportunities for interactive learning and leadership development.
- AOHC nurtures a diverse public health workforce.
- AOHC provides a forum for the positive exchange of ideas and issues with its members.