

Priority	Goal(s)	Tasks	Competencies
1. Federal Landscape Category: Essential Services to Protect, Improve and Sustain Health	<i>By June 30, 2026, provide regular and ongoing leadership to the county and MPHD in response to funding and strategic changes to public health occurring at the federal and state levels.</i>	1. Lead the county and MPHD in navigating the changes to public health funding. 2. Provide monthly and regular updates to the BOH, Mayor's Office, staff and others, as necessary. 3. Attend BCHC and other public health organizations' update meetings. 4. Meet with and obtain regular updates from TDH including the Commissioner of Health and other staff. 5. Meet with top public health officials across the country to ensure up to date awareness of the direction the administration is going so MPHD can be better positioned. 6. Meet with governmental officials at the local, state and federal	Domain 3: Communication Skills Domain 5: Community Partnership Skills Domain 6: Public Health Sciences Skills Domain 7: Management and Finance Skills Domain 8: Leadership and Systems Thinking Skills

		<p>levels to monitor developments.</p> <p>7. Identify and pursue alternate funding options and streams by collaborating with local, state and federal partners.</p>	
<p>2. Community Violence</p> <p>Category: Community Health Strategist</p>	<p><i>By June 30, 2026, collaborate and develop a community violence reduction plan in collaboration with the Mayor's office and community stakeholders.</i></p>	<p>1. Work with the Mayor's Office to convene a community/ stakeholders' group and a facilitator to develop a plan for Nashville.</p> <p>2. Build on existing efforts to develop the needed infrastructure to implement the plan.</p> <p>3. Meet with elected officials and community groups regularly to ensure participation and buy-in.</p> <p>4. Ensure current efforts on Community Violence around use of community safety funds are distributed on time and evaluated for effectiveness. And</p>	<p>Domain 1: Data Analytics and Assessment Skills</p> <p>Domain 2: Policy Development and Program Planning Skills</p> <p>Domain 3: Communication Skills</p> <p>Domain 4: Health Equity Skills</p> <p>Domain 5: Community Partnership Skills</p> <p>Domain 6: Public Health Sciences Skills</p> <p>Domain 8: Leadership and Systems Thinking Skills</p>

		support community organizations so they can be even more effective.	
<p>3. Opioid Overdose and Substance Use</p> <p>Category: Community Health Strategist</p>	<p><i>By June 30, 2026, develop a plan for using Opioid Settlement funds to build resilience and the infrastructures needed to combat substance use/opioid overdose in Nashville, in collaboration with community stakeholders. Develop and launch RFP process for dispersing funds no later than January 2026.</i></p>	<p>1. Work to develop and/or update plan for how Opioids Settlement funds will be used.</p> <p>2. Use an RFP process to disburse funds to build resilience in the following area, including but not limited to: Prevention, Harm Reduction, Care Navigation, Treatment, Recovery and Public Safety.</p>	<p>Domain 1: Data Analytics and Assessment Skills</p> <p>Domain 2: Policy Development and Program Planning Skills</p> <p>Domain 3: Communication Skills</p> <p>Domain 4: Health Equity Skills</p> <p>Domain 5: Community Partnership Skills</p> <p>Domain 6: Public Health Sciences Skills</p> <p>Domain 8: Leadership and Systems Thinking Skills</p>

Priority	Goals	Tasks	Competencies
<p>4. Re-Accreditation</p> <p>Category: Essential Services to Protect, Improve and Sustain Health</p>	<p><i>By June 30, 2026, implement re-accreditation process by completing the required plans (CHA.CHIP, Quality Improvement, Strategic Plan, etc.) and 60% of required documentation.</i></p>	<ol style="list-style-type: none"> 1. Complete Strategic Plan 2. Complete CHA/CHIP 3. Complete QI Plan and QI projects 4. Complete Workforce Development Plan 5. Document collection 6. Final Submission 	<p>Domain 1: Data Analytics and Assessment Skills</p> <p>Domain 2: Policy Development and Program Planning Skills</p> <p>Domain 3: Communication Skills</p> <p>Domain 4: Health Equity Skills</p> <p>Domain 5: Community Partnership Skills</p> <p>Domain 6: Public Health Sciences Skills</p> <p>Domain 7: Management and Finance Skills</p> <p>Domain 8: Leadership and Systems Thinking Skills</p>
<p>5. Capital projects:</p> <ul style="list-style-type: none"> • Woodbine replacement • MACC replacement <p>Category: Organizational Performance</p>	<p><i>By June 30, 2026, assess selection replacement locations working in collaboration with General Services, Finance, Procurement, Mayor's office and other stakeholders. Provide minimum monthly updates to BoH on progress.</i></p>	<ol style="list-style-type: none"> 1. Finalize space needs for both projects 2. Work with General Services and the Mayor's Office to identify and purchase sites or existing buildings for the projects. 3. Work with General Services and the Mayor's Office to secure funding for the capital projects. 	<p>Domain 3: Communication Skills</p> <p>Domain 4: Health Equity Skills</p> <p>Domain 5: Community Partnership Skills</p> <p>Domain 7: Management and Finance Skills</p> <p>Domain 8: Leadership and Systems Thinking Skills</p>

<p>6. TB, HIV, STD and Chronic Diseases Prevention Programs</p> <p>Category: Essential Services to Protect, Improve and Sustain Health</p>	<p><i>By June 30, 2026, review data, develop strategies and adjust tactics to change the trajectories for the increases in cases of new HIV infections, TB and STIs that we are currently experiencing.</i></p> <p><i>By June 30, 2026, review the prevailing chronic diseases in the county as part of the Strategic Planning process. And work with community organizations and partners to implement strategies and programs that improve the health of residents.</i></p>	<ol style="list-style-type: none"> 1. Review and analyze data. 2. Review literature and identify best practices 3. Use data to prioritize and identify interventions for addressing these issues in Nashville. 	<p>Domain 1: Data Analytics and Assessment Skills</p> <p>Domain 2: Policy Development and Program Planning Skills</p> <p>Domain 3: Communication Skills</p> <p>Domain 4: Health Equity Skills</p> <p>Domain 5: Community Partnership Skills</p> <p>Domain 6: Public Health Sciences Skills</p> <p>Domain 7: Management and Finance Skills</p> <p>Domain 8: Leadership and Systems Thinking Skills</p>
<p>7. Organizational Culture and Leadership Development</p>	<p><i>By June 30, 2026, develop leadership talent and lead effective workplace culture, as evidenced by change management projects, culture and team building activities and % of ELT completing leadership development programs. Meet and build trust with a minimum of 10 community organizations. Conduct a minimum of 5 team building exercises across teams to build trust and collaboration.</i></p>		<p>Domain 8: Leadership and Systems Thinking Skills</p>