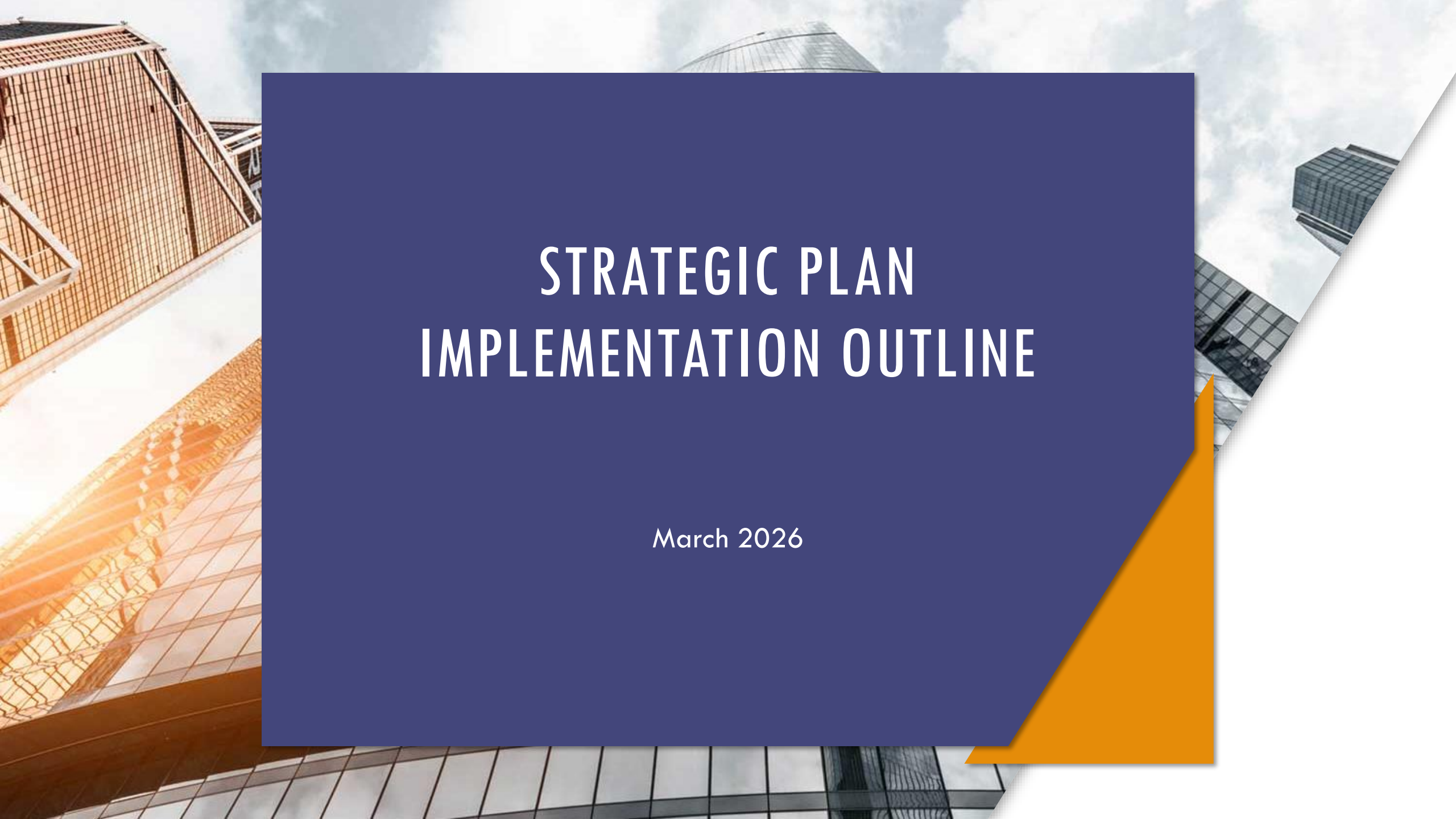




STRATEGIC PLAN IMPLEMENTATION OUTLINE

March 2026



AGENDA

- Introduction
- Strategic Plan Priorities
- Governance and Accountability
- Implementation Timeline
- Performance Monitoring and Reporting
- Communication and Engagement
- Conclusion

INTRODUCTION

As MPHD moves into its next strategic plan cycle, the department continues to ensure that the plan is accessible and socialized with staff, leadership, its governing body, and stakeholders.

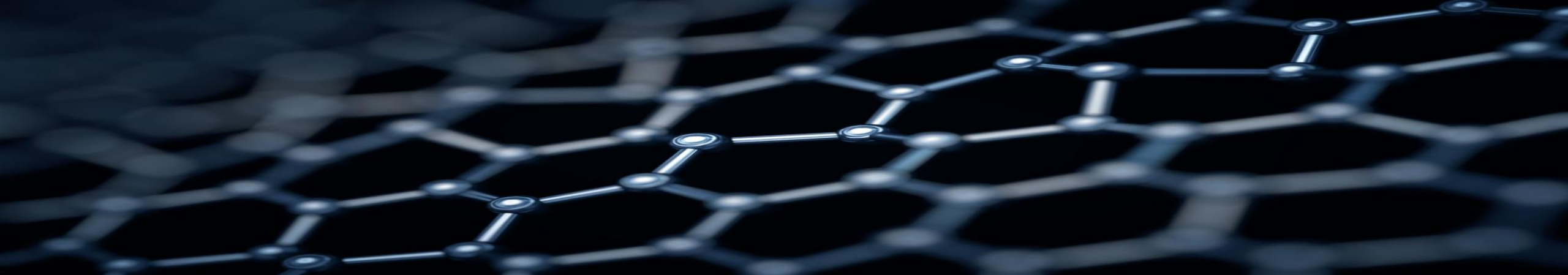
The department now has a new framework in place to help transform its strategic objectives into organized activities, trackable outcomes, and ongoing performance monitoring. The plan strengthens MPHD's ability to protect, improve, and sustain the health and well-being of residents across Nashville and Davidson County.

Executive leadership will steer implementation, with coordination taking place among various bureaus. Support will come from the department's Performance Management System (PMS) and Quality Improvement (QI) processes.

STRATEGIC PLAN PRIORITIES

- 1. Transparent and Accountable Leadership
- 2. Data-Driven Decision-Making
- 3. Public Health Services
- 4. Organizational Culture
- 5. Infrastructure and Operational Efficiency





Executive Oversight

- Director of Health
- Executive Leadership Team (ELT)

Strategic Coordination

- Chief Health Strategist
- ESPPE

Operational Implementation

- Bureau Directors
- Program Managers and Supervisors
- Cross-functional Program Teams

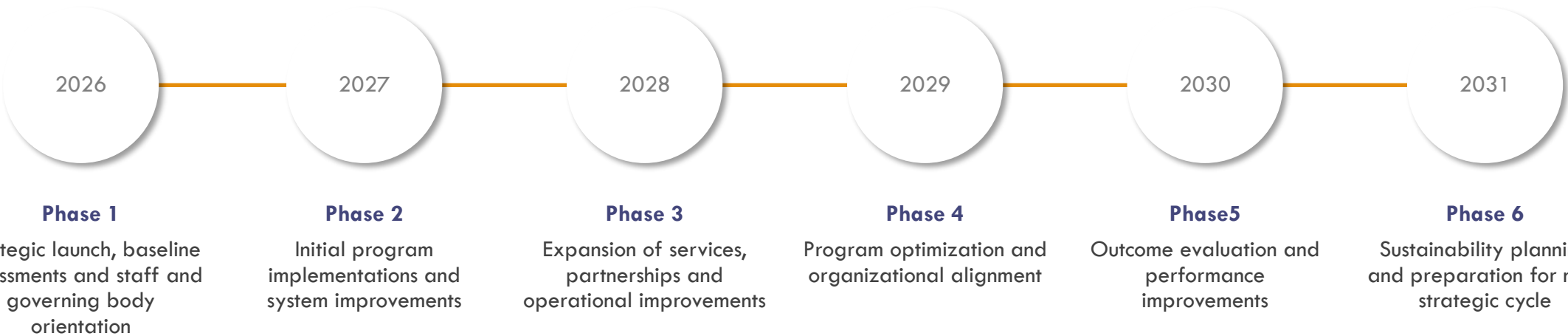
The Director of Health and ELT will provide strategic direction and oversight, while bureau leaders and program managers will lead implementation of goals and objectives within their respective areas. Front-line staff will contribute to implementation through program activities, quality improvement initiatives, and performance monitoring.

IMPLEMENTATION TIMELINE



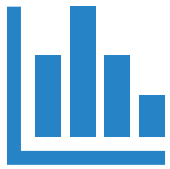
April 2026 – December 2031

Implementation will occur in phases to support planning, program rollout, evaluation, and sustainability.



PERFORMANCE MONITORING AND REPORTING

Strategic plan implementation will be integrated with MPHD's Performance Management System (PMS) and Quality Improvement (QI) plan.



Performance Monitoring

Strategic indicators tracked through PMS

- Bureau level progress reviews
- Integration of data dashboards and program metrics



Quality Improvement

Use of structured improvement methods (e.g., PDSA cycles)

- Identification of operational improvement opportunities
- Continuous learning across programs



Reporting Schedule

Quarterly progress updates to leadership

Annual strategic plan progress report

Regular updates to the Board of Health (BOH)

COMMUNICATION AND ENGAGEMENT

Successful implementation requires communication across the department and with external partners.

Key communication strategies include:

- Regular internal updates to staff and leadership
- Progress reporting to the Board of Health
- Strategic updates incorporated into department communications
- Collaboration with community partners and CHIP stakeholders



CONCLUSION

The MPHD Strategic Plan provides a clear framework for strengthening the department's organizational capacity while supporting broader community health goals. Through strong leadership, coordinated implementation, and continuous performance monitoring, the department will advance its mission of protecting and improving the health of all residents in Nashville and Davidson County.