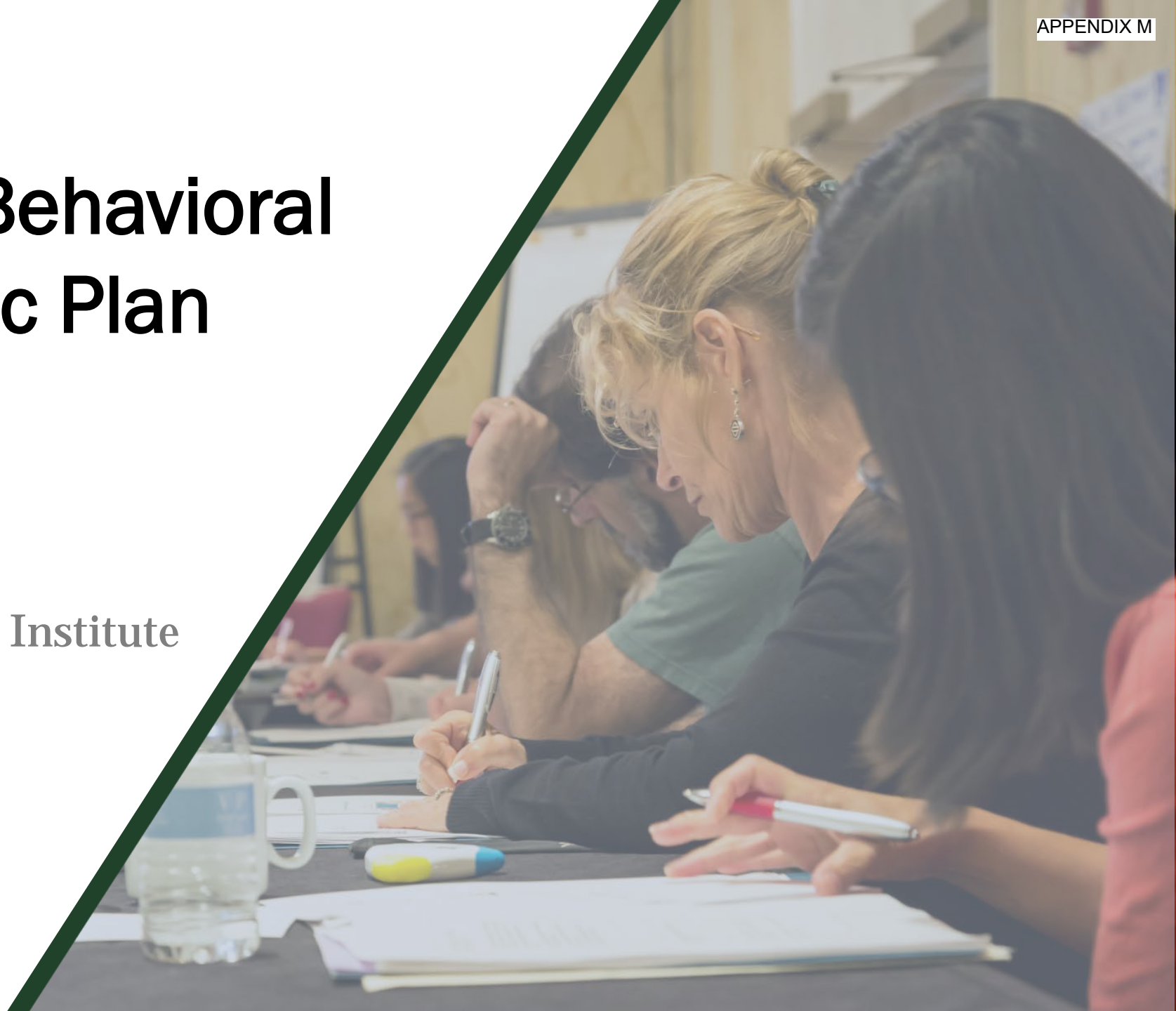


North Dakota Behavioral Health Strategic Plan

Quarter 1 2022 Update
April 5, 2022

Bevin Croft, MPP, PhD
Human Services Research Institute



Our approach

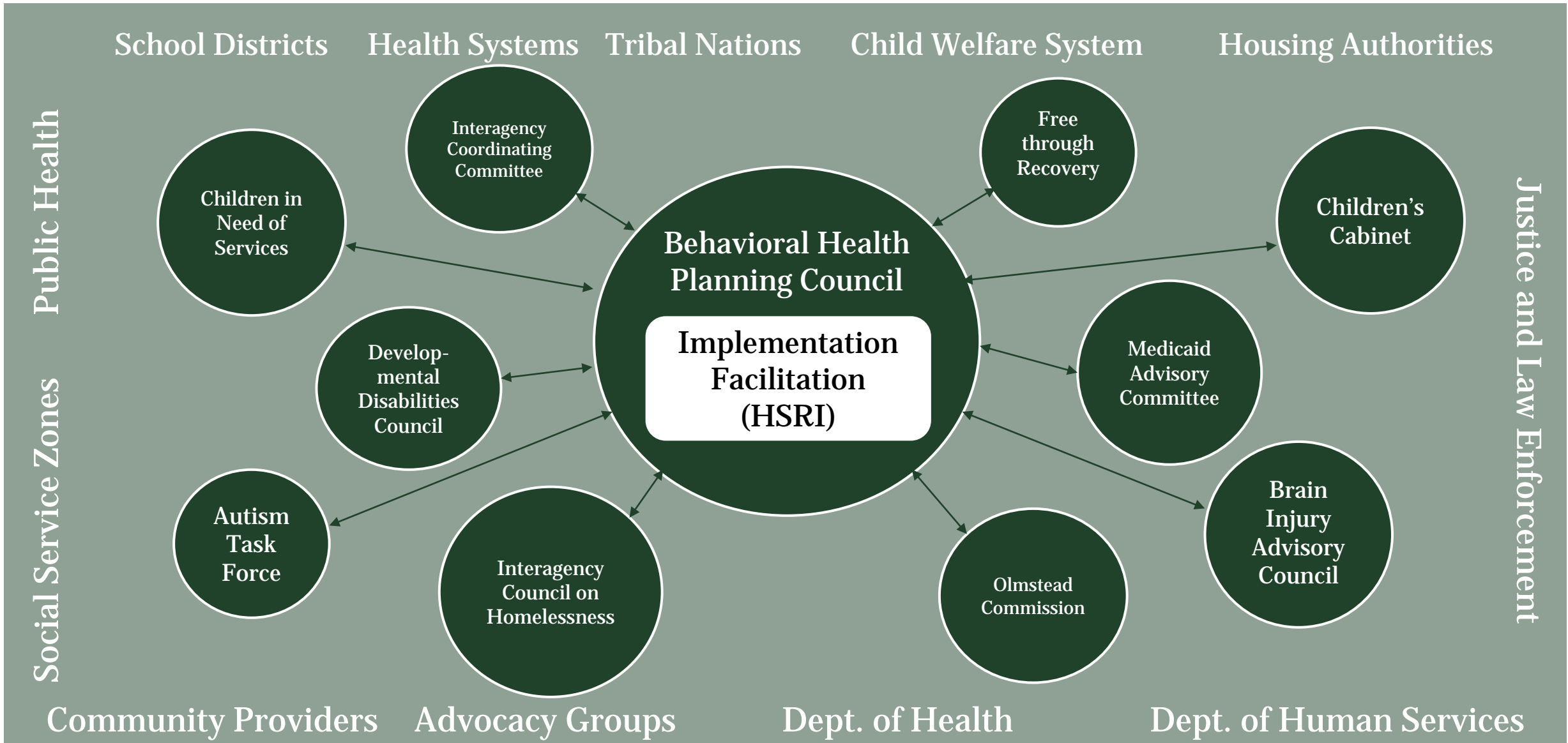
Support **coordinated, data-driven system improvement activities** through the implementation of the recommendations from the *Behavioral Health System Study*

Support the community to engage in **ongoing system monitoring, planning, and improvements** in the long-term

A public process: <https://www.hsri.org/nd-plan>



Strategic Planning Roles and Functions



Four Phases of Work





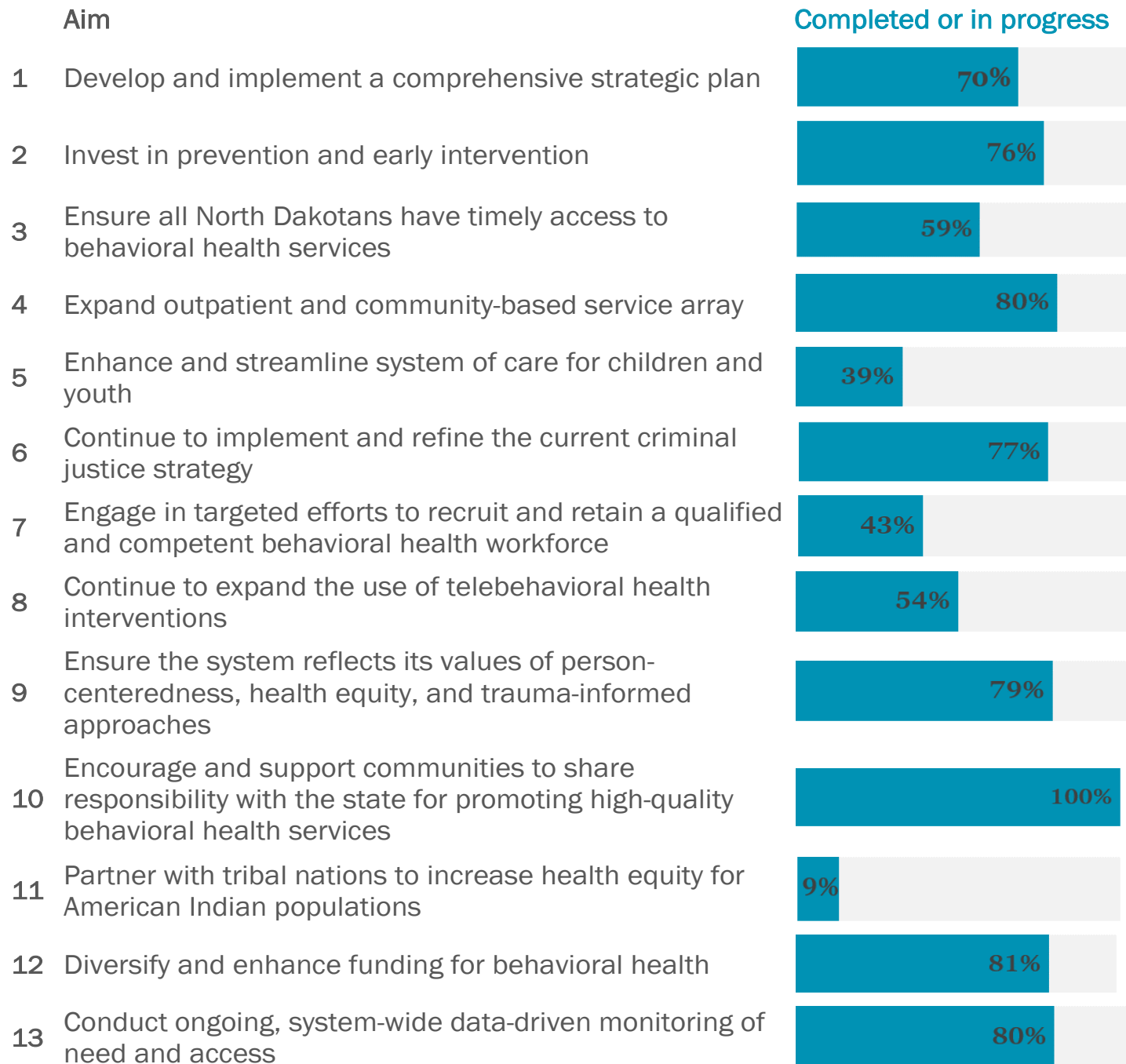
The Behavioral Health Planning Council's Vision Statement

With full regard for the value of each person, appropriate behavioral health services, encompassing the full continuum of care, are readily available at the right time, in the right place and manner, and by the right people, offering every North Dakotan their best opportunity to live a full, productive, healthy and happy life—free of stigma or shame, within caring and supportive communities.

The 13 Aims are based on the recommendations of the 2018 HSRI *Behavioral Health System Study*, principles of good and modern behavioral health systems, and the community's vision for system change.

1. Develop & implement a **comprehensive strategic plan**
2. Invest in **prevention and early intervention**
3. Ensure **timely access** to behavioral health services
4. Expand **outpatient and community-based services**
5. Enhance & streamline **system of care for children**
6. Continue **criminal justice** strategy
7. Recruit and retain a **qualified & competent workforce**
8. Expand **telebehavioral health**
9. Ensure values of **person-centeredness, cultural competence, and trauma-responsiveness**
10. Encourage and support **community involvement**
11. Partner with tribal nations to increase **health equity**
12. Diversify and enhance **funding**
13. Conduct ongoing, system-wide, **data-driven monitoring** of needs and access

Progress as of January 2022



Aim 7 Update – Behavioral Health Workforce

behavioral health workforce: all licensed and unlicensed staff providing prevention, early intervention, treatment, services, or supports to people with mental health conditions, substance use disorders, or brain injury

Aim 7 work group is focused on holding a Behavioral Health Workforce Summit

Behavioral Health Workforce Summit

● 2022

DHS is working in collaboration with University of North Dakota and Western Interstate Commission for Higher Education (WICHE) to:

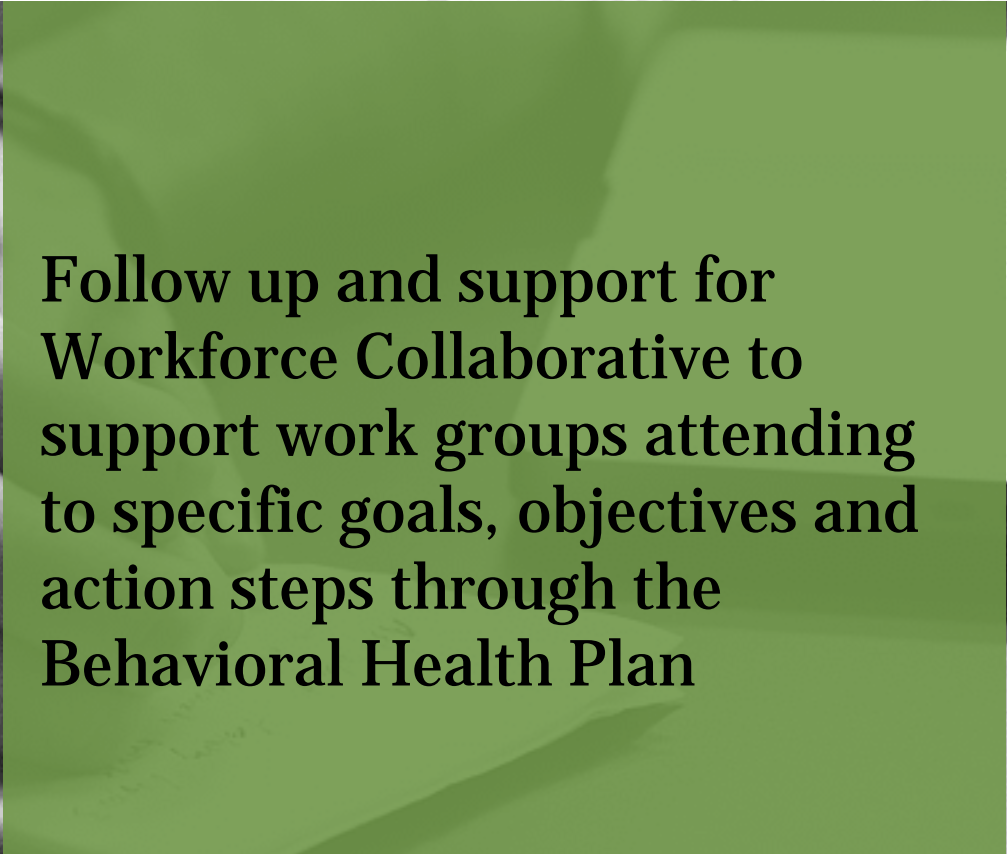
Gather, compile, and complete a Discovery Report on all behavioral health workforce initiatives that have been completed, are in progress, or pending. These stakeholders include, but are not limited to, government entities, universities, all behavioral health licensing boards, and private and public stakeholders.

Coordinate and facilitate a Behavioral Health Workforce Summit, utilizing the Discovery Report, HSRI Study, and the HSRI ND Behavioral Health Plan to guide the Summit. The purpose of the Summit is to present the Discovery Report findings, make recommendations, provide training on workforce best practices, facilitate discussion with stakeholders on the development of the Behavioral Health Workforce Strategic Plan and develop specific workgroups to facilitate workforce strategic plan.

Work with HSRI to develop goals, objectives and action steps to incorporate a detailed behavioral health workforce plan into the current ND behavioral health plan.



Moving Forward



**Follow up and support for
Workforce Collaborative to
support work groups attending
to specific goals, objectives and
action steps through the
Behavioral Health Plan**



Partnering with the Office of Health Equity

Establishing connections with the Department of Health Office of Health Equity to align and support work related to

- ✓ Aim 2 - culturally responsive suicide prevention activities
- ✓ Aim 9 – person-centered practices initiative
- ✓ Aim 11 – partnering with tribal nations to increase health equity



Next Steps

- **Publish Quarter 1 Dashboard later this month**
- **Amend and enhance plan based on collaborations with the DoH Office of Health Equity**
- **Incorporate Behavioral Health Workforce Strategic Plan into the Aim 7 Goals**
- **Incorporate new focus areas identified by BHPC**

Thank You.



www.hsri.org/nd-plan

Bevin Croft
bcroft@hsri.org
617-844-2536



Roles and Activities

Consensus Council

- Facilitates the work of the Behavioral Health Planning Council

HSRI

- Maintains Strategic Plan, dashboards, website
- Gathers information on progress toward goals and objectives
- Works with BHPC to amend and adjust the strategic plan

DHS Behavioral Health Division

- Ensures DHS leadership are aware and supportive of all activities
- Oversees HSRI's work

Lead staff

- Coordinate and engage in the activities described in each objective
- Report progress toward goals and objectives to HSRI

Additional Stakeholders, e.g. BIAC & NDBIN

- Engage with lead staff to support activities and align efforts



BHPC Role

The central entity that drives system improvement activities

- Advises all project activities, including processes, plan development, and communications with the public
- Approves the content in the strategic plan
- Meets quarterly with HSRI to review progress and determine next steps
- Executive Committee meets monthly with HSRI
- BHPC members serve as aim-specific liaisons

Process for developing the strategic plan



Goal generation

Using the 2018 recommendations and aims as a starting point, HSRI drafted 138 potential strategic goals for each aim and interviewed stakeholders throughout the state to ensure relevance



Public survey

Respondents asked to weigh in on the priority of each possible strategic goals
570 people took the survey with broad representation across the state
Top five highest priority goals were automatically included in the strategic plan



Goal selection and plan finalization

Each Behavioral Health Planning Council member nominated one goal based on whether it is: Actionable, Integral, Timely, and Values-driven
HSRI identified additional goals based on our understanding of systems transformation and to ensure all 13 aims are represented in the strategic plan
BHPC vetted and finalized 28 strategic goals



Strategic Plan Components

- **Aim – Broad, primary outcome**
- **Goal – One of 28 goals selected through the facilitation process**
- **Objective – Big measurable step to advance progress toward a goal**
- **Action Step – Specific action to advance progress toward an objective**
- **Lead Staff – Entity tasked with coordinating and reporting completion of an action step**
- **Completion Date – Target date for completion of an action step**
- **Indicator – Specific, measurable outcome that demonstrates completion of the action step**