



First Nations Health Authority
Health through wellness

Health and Wellness Planning Overview

Fall Caucus
November 2018



Presentation Overview

- Story of Toolkit development journey and what we heard along the way
- Health and wellness planning transformation
- Overview of the draft Health and Wellness Planning Toolkit
- Implementation next steps



First Nations Health Authority
Health through wellness



First Nations Health
Directors Association
Sharing experience for community wellness

Toolkit development journey

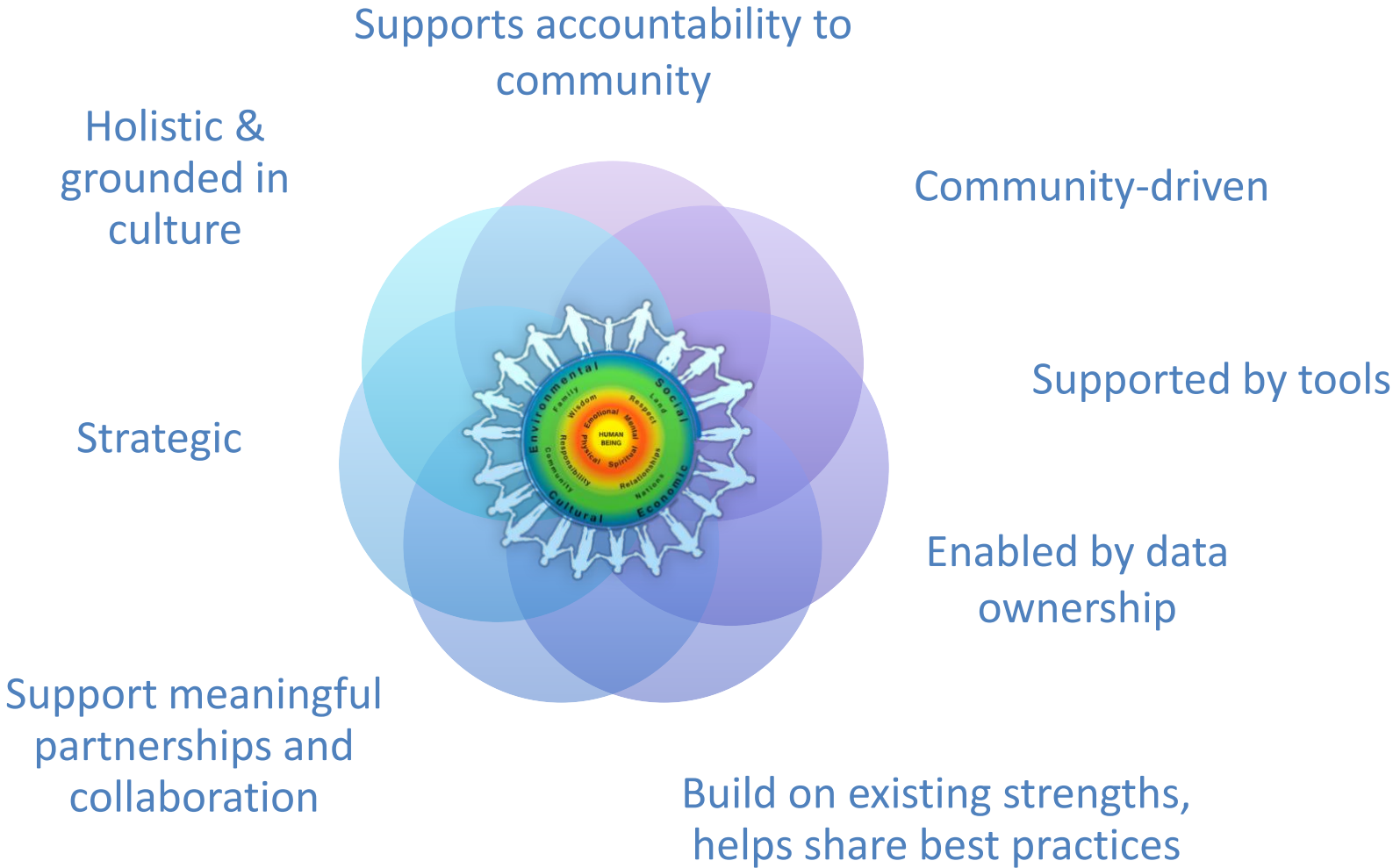


Guided by engagement feedback, such as:

- Building Blocks for Transformation discussions (2013)
- FNHDA engagement sessions (2014)
- Pre-Quality Forum (2017)
- Regional and Sub-Regional caucuses (2017-18)
- FNHDA Board and Planning and Reporting Committee (ongoing)



Planning feedback: What we have heard (since 2012)





Thank you!

- Those who gave planning input at various sessions since 2012
- Members of FNHDA & FNHDA Board Planning and Reporting Committee
- Those who shared their planning stories within the Toolkit



We raise our hands to you.



Planning transformation: what's changing

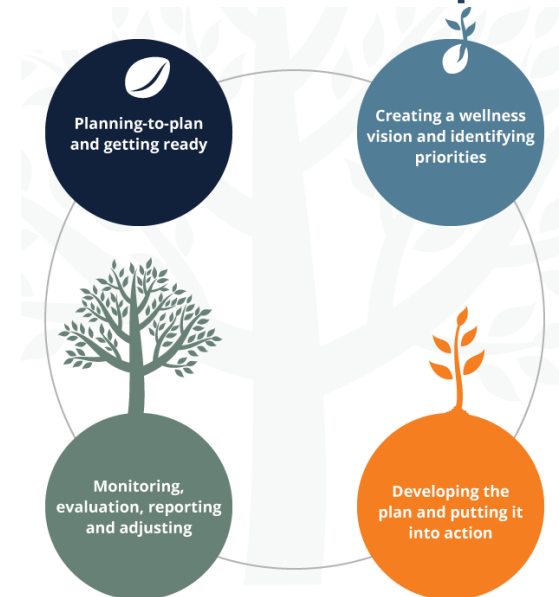
Plan:

- Health and wellness focused
- Community-driven
- Program-level planning details not required



Planning Process:

- Supported by new Toolkit
- Aligned with reporting and evaluation cycles
- FNHA as resource partner





Planning Toolkit purpose:

- ✓ Support development of Health and Wellness Plans
- ✓ Enable collaboration, coordination and quality of services
- ✓ Introduce Planning, Reporting and Evaluation Standards
- ✓ Share Plan Template and planning tools and ideas



Toolkit can support community or Nation level planning



Planning Toolkit contents

Health and Wellness Planning Foundations (p. 5-53)

Introduces Perspective on Wellness, Directives and Planning Standards



Section 1: What is a Health and Wellness Plan?



Section 2: Health and Wellness Planning Overview



Section 3: Planning, Reporting and Evaluation Standards

Health and Wellness Plan Template (p. 54-77)

Outlines content of the Plan and tips to build each section



Section 4: Sample Health and Wellness Plan Content

Health and Wellness Plan Tools (p. 77-156)

Suite of planning tools, templates and other resources



Section 5: Tools and Templates

Section 6: Resources

First Nations stories throughout Toolkit



Health and Wellness Plan Content- What to include in your plan

Section	Description
1. Introduction	<ul style="list-style-type: none"> Provides overview of the purpose and scope of a Health and Wellness Plan.
2. Health & Wellness Vision	<ul style="list-style-type: none"> Describes a health and wellness vision for the future.
3. Health and Wellness Context, Goals, Objectives and Initiatives	<ul style="list-style-type: none"> Describes health and wellness context, goals, objectives and initiatives identified through a planning process.
5. Budget	<ul style="list-style-type: none"> Describes budget associated with a Health and Wellness Plan.
6. Health and Wellness Monitoring, Evaluation and Sharing Results	<ul style="list-style-type: none"> Describes how tracking and telling the story of Plan progress, achievements and challenges will happen.





Required Health and Wellness Plan Content

Introduction

Introduces the Health and Wellness Plan.
Generally describes the purpose and scope of the Plan.
Insert your own text here.

Health and Wellness Vision

Describes the health and wellness vision for the future.
Insert your own text, image, song, or story here.

Health and Wellness Context, Goals, Objectives and Initiatives

Describes overall health and wellness goals, context, objectives and initiatives identified through a planning process.

Goal 1

Example: Support mental health and wellness and reduced substance use among our people.

Context:

Example: Initiate wellness and culture-based healing
Objectives:

Example: Partner with other communities within a Nation in our region to hold multi-day land based healing retreats.
Initiatives:

Goal 2

Context:

Objectives:

Initiatives:

Goal 3

Context:

Objectives:

Initiatives:

Examples
in the
Toolkit

Digital Toolkit version will
have template that
can be populated
electronically

Budget

Generally describes the purpose and scope of the plan.

Health and Wellness Monitoring, Evaluation and Sharing Results





Introduction

What Is it?

- Plan purpose
- Plan scope and overview
- Plan duration
- How plan will be used

Tips

- Helpful to write last
- Including leadership/planning champion quotes
- Include stories, images or visuals
- Tool: Sample Health and Wellness Profile



Health and Wellness Vision

What Is it?

The Vision:

- Guides the planning process
- Any format (statement, song, story, image)

Tips

- Build on what has come before
- Discuss early on
- The First Nations Perspective on Health and Wellness
- Tool: Engagement & Communications Planning





Context, Goals, Objectives and Initiatives

What Is it?

- Context: Health and wellness of your community/Nation- trends, stories, etc.
- Goals/Objectives/Initiatives: What will be accomplished and how to get there

Optional Content:

- Outcome statements
- Roles/responsibilities
- Timelines
- Partnerships



Tips

- Start with readily available information
- Build on strengths, analyze gaps
- Linkages and partnerships
- Tool: Developing Health and Wellness Goals, Objectives and Initiatives
- Etc.





Budget

What Is it?

- Describes the budget associated with plan

Tips

- Align budget with plan priorities
- Reach out to your administration for in-house budget considerations
- Reach out to the FNHA
- Determine funder budget requirements



Optional Content:

- Breakdown of program-specific information
- Funds from external sources
- Salaries and benefits





Monitoring, Evaluation and Sharing Results

What Is it?

- Describes how tracking and telling the story of progress and change will happen

Optional Content:

- Indicators
- Roles/responsibilities
- Timelines
- Partnerships

Tips

- OCAP® Principles
- Using qualitative/ quantitative data sources
- Tool: Sample Health and Wellness Survey
- Tool: Sample Health and Wellness Profile





Plan Content: Core programs and priorities



Home and Community Care/
Clinical and Client Care
Communicable Disease Control



Environmental Public Health



Mental Health and Wellness

Plan Content

High level overview including:

- ✓ Core program goals
- ✓ Monitoring/evaluation plan
- ✓ Communicable Disease Emergency Plan (formerly “Pandemic Plan”)

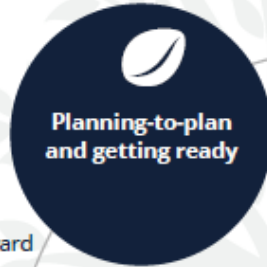
Not Required in Plan

- Specific program details:
 - × Training
 - × Staff roles/responsibilities
 - × Partnerships



Where are we now?

- › Gathering people
- › Assessing planning readiness/capacity
- › Relationships and working together
- › Organizing time and resources
- › Collecting health and wellness information
- › Thinking about the health and wellness path forward and partners



Where do we want to go?

- › What health and wellness looks like to our community/Nation
- › Identifying/prioritizing health and wellness goals



What have we learned?

- › Reflecting our practices
- › Checking on progress and making adjustments
- › Keeping members and partners engaged and informed

How will we get there?

- › Preparing a health and wellness plan for the future and the generations to come

Sample
Planning
Process

See “Planning
Process Tool”
p. 80-84





Planning, Reporting & Evaluation Standards

Quality-oriented and built from the 7 Directives



Purpose of the Standards:

- Build on 7 Directives
- Promote coordinated approaches, leaving no one behind
- Help reach quality outcomes and uphold planning excellence at all levels:

Community → Nation →
Region → province-wide





Planning, Reporting & Evaluation Standards



SEVEN DIRECTIVES

PLANNING, REPORTING AND EVALUATION STANDARDS

1 Community-Driven, Nation-Based

- > Driven by BC First Nations' health and wellness journeys and priorities.
- > Guided by First Nations culture and values.

2 Increase First Nations Decision-Making and Control

- > Enhances First Nations decision-making over health and wellness programs and services.
- > Based on relevant health information and data.

3 Improve Services

- > Enhances required health care safety standards.
- > Prioritizes quality improvement of programs and services.

4 Foster Meaningful Collaboration and Partnership

- > Leverages strategic partnerships and collaboration.





Planning, Reporting & Evaluation Standards



SEVEN DIRECTIVES	PLANNING, REPORTING AND EVALUATION STANDARDS
5 Develop Human and Economic Capacity	<ul style="list-style-type: none"> > Builds First Nations health human resource capacity. > Culturally humble and safe.
6 Be Without Prejudice to First Nations Interests	<ul style="list-style-type: none"> > Respects protocol, title, rights and existing agreements.
7 Function at a High Operational Standard	<ul style="list-style-type: none"> > Reflects sustainable and appropriate use of resources. > Excellence in planning, reporting and evaluation.



Sample: Standard – Guided by First Nations’ culture and values

Why this Standard?

- Builds community ownership of the plan
- Ensures a plan is both culturally relevant and community-driven

Checklist & Tools



Tool: Celebrating Culture

- Storytelling
- Including Elders
- Consider traditional language, healing, wellness approaches and knowledge





Sample: Standard - Excellence in Planning, Reporting and Evaluation

Why this Standard?

- Planning, reporting and evaluation are key to functioning at a high operational standard
- Helps pursue continuous quality improvement

Checklist & Tools

- Including “SMART” goals: specific, measurable, attainable, realistic, and time-based
- Using a planning process that works for community
- Sharing results regularly
- Reflecting and revising- the plan is a living document



Tool: Planning Process





Tools and Templates

Quick starts to support every stage of the planning journey

Examples:

- ✓ Health & Wellness Survey Considerations
- ✓ Planning Mentorship



Examples:

- ✓ Sample Engagement & Communications Plan
- ✓ Strengths, Weaknesses, Opportunities and Challenges Template



Examples:

- ✓ Integrating Appreciative Inquiry
- ✓ Sample Evaluation Table



Examples:

- ✓ Developing Health & Wellness Goals, Objectives & Initiatives
- ✓ Linking a Health & Wellness Plan to Other Plans



Overarching, such as:

- Celebrating Culture
- Planning Champions
- Collaborating with Others in Planning





Implementation next steps

Gathered feedback at 2018 FNHDA AGM on:

1. Planning funding model
2. Phased rollout—72 agreement holders with expired plans
3. Training and supports

What we heard	Implementation Next Steps
<ul style="list-style-type: none"> • Planning funding formula should consider: <ul style="list-style-type: none"> • Population, including away-from-home • Remoteness 	<ul style="list-style-type: none"> • Updating funding approach • Equitable approach – no one left behind • Considering concepts such as: <ul style="list-style-type: none"> • Base planning amount + • Other factors, including population and remoteness
<ul style="list-style-type: none"> • 2018/19 phased rollout should consider needs-based approach 	<ul style="list-style-type: none"> • Those with needs, outdated plans or expired agreements, for example
<ul style="list-style-type: none"> • More opportunities for training, including face-to-face 	<ul style="list-style-type: none"> • Fall Caucus training/engagement • Ongoing FNHA/FNHDA partnership to support phased planning roll-out



Questions?

