



2024 TACTIC STATUS

DCDHS

The Department publicly outlined 7 tactics for 2024 to advance the priorities described in the [Vision: Next 2021-2026](#) strategic plan. This report provides a status of these tactics, as of December 2024.

Tactic	Status¹	Outcome
Priority 1 - Advance racial justice		
(1.1) Develop and publish, in a central location, a list of racial equity and social justice (RESJ) trainings and resources that DCDHS staff can use to further their growth and learning.	Green	The workgroup has compiled the list of resources and will present it for approval before posting on the newly developed Intranet. The posting of the resources will likely happen in early to mid-January.
Priority 2 - Promote organizational culture		
(2.1) Formulate a Department-wide vision for staff training and leadership development including goals and an action plan to realize identified goals.	Green	The workgroup delivered their recommendations in mid-November. Phase 2 of this work in 2025 will help the Department implement many of their recommendations.
(2.2) Develop a plan to expand opportunities to support staff during ongoing or acute incidents, as appropriate to the needs of each unit.	Green	The workgroup delivered an implementation plan in late November. The work will continue in 2025, with the goal of having peer support available to all staff by mid-2025.

¹ Green = DCDHS achieved the desired result of the stated tactic; there may have been some shifts in scope or timeline along the way. Yellow = there were shifts in the scope or timeline of the tactic and DCDHS was not quite able to achieve the desired result; work continues. Red = shifts in scope, timeline, and other factors caused DCDHS to not pursue the tactic in 2024.

Priority 3 - Modernize internal infrastructure		
(3.1) Design, document governance, and build a DCDHS-specific DCInet site.		The new site at: https://dcinet-hs.connect2dane.com/ was completed in early October and made available to all staff. The workgroup has trained the maintenance committee, which will take over routine updates starting in 2025.
(3.2) Oversee the electronic health record (EHR) readiness consulting engagement, evaluate and plan for follow through on resulting recommendations, and plan for procuring an EHR system in 2025.		This work was completed in 2024. High-level requirement solicitation from our programmatic divisions began in November and will continue into the first quarter of 2025. This requirement solicitation will help the Department procure the EHR that meets our needs.
Priority 4 - Strengthen our partnerships		
(4.1) Create a calendar of Division-specific events and community engagement activities to better coordinate this work and ensure DCDHS is present in the communities we serve.		DCDHS Communications Manager has developed a process in which she connects with each Division on a regular basis to identify upcoming Division events, awareness or observance weeks/months, and Division meetings. Learning from the Disability and Aging Services (DAS) division-wide calendar, it was decided that an internal-facing Department-wide calendar is out of scope at this time.
Priority 5 - Innovate and build systemic solutions to our communities' challenges		
(5.1) Create and communicate space planning policies and procedures that will be used for all decision-making that concerns major moves, lease changes, facility remodels, employee on and off boarding, and community engagement opportunities.		The workgroup delivered their policies and procedures in November. Work in 2025 will focus on communicating these throughout the Department.