

Meeting notes: Performance Measurement Workgroup

DATE: 10.6.25

ATTENDANCE

Members present:

Chris Brueske (MDH), Amy Bowles (NW), Chera Sevcik, (SC), Ann Zukoski (MDH), Mary Orban (MDH), Michelle Ebberts (SW), Amina Abdullahi (Metro), Rod Peterson (SCHSAC), Janet Goligowski (Central), and Meaghan Sherden (SE).

Participants present:

Allie Hawley-March (MDH), Hailey Bomar (MDH), and Kim Milbrath (MDH), Johanna Christensen (MDH), and Melanie Countryman (metro).

Workgroup staff:

Ann March

Ghazaleh Dadres

Decisions made

Membership terms: Unanimous vote of approval by members present for a revision to the workgroup's charter to permit renewal of membership terms.

Performance Related Accountability Requirement revision: Unanimous vote of approval by members present for a revision to the recommendation on CY2026 and CY2027 performance-related accountability requirement voted on at the September meeting and the addition of CY2028 recommendation. The new recommendation is as follows:

- CY2026: Establish a performance management system. (Pathways measure 9.1.1)
- CY2027: Establish a performance management system. (Pathways measure 9.1.1)
- CY2028: Implement performance management system. (Pathways measure 9.1.2)

Action items

- Provide updates to regions and others (talking points below).
- Share CY2024 performance measurement findings with partners and/or regions.
- Review revised key findings report (revision forthcoming)

- Members whose terms expire at the end of 2025 should begin that conversation with their region or division.
- Next meeting: November 3 at 11:00 a.m.

Talking points

- The workgroup continued review and revision of CY2024 key findings report. It will be presented to SCHSAC in December 2025.
- For CY2025 (reported in March 2026), related to performance measures, CHBs can expect to report on the same 46 measures they reported on for CY2024.
- The workgroup unanimously revised the performance-related accountability timeline, giving CHBs two years (CY2026–CY2027) to establish a performance management system, with full implementation recommended for CY2028. This change acknowledges capacity challenges and provides clarity on expectations for the next three years.
- The workgroup is continuing review of how other states have established performance measures and using to inform system improvements, to help inform the workgroup's future development towards identifying measures, monitoring performance, and developing strategies for system improvement.

Meeting notes

Membership terms

The workgroup's current charter does not specify whether members can serve more than one term. The workgroup members present unanimously voted to approve a revision allowing members to serve multiple terms. Staff will seek votes from absent members.

When a member's term expires, they are expected to obtain approval from their region or division (MDH), providing an opportunity for changes in representation. Members whose terms expire at the end of 2025 should begin that conversation about representation with their region or division.

CY2024 Qualitative Performance Data Review

The workgroup reviewed and refined the draft *Key Findings Report* summarizing performance measurement data and system observations for 2024. General support for revision with some minor modifications. A revised draft will be circulated, and the report will be voted on for approval at the November meeting.

Performance-related accountability requirement recommendation

The workgroup revised the recommendation for the CY2026 and CY2027 performance-related accountability requirement previously approved. This revision was made in recognition of and concern for capacity for establishing a performance management system in one year. The revision, approved unanimously by members present, gives CHBs two years to establish a performance management system (CY2026 and CY2027). (Staff will seek votes from absent members) Implementation of a performance management system was shifted to be the recommendation for CY2028. This allows CHBs to know what to expect for the next 3 years.

A recommendation report for SCHSAC is under development and will be circulated with workgroup members for review and voting expected at November's meeting.

Next Steps on System Improvements

The group had a deeper discussion about Indiana's approach to key performance indicators (KPIs) for public health. Indiana uses both statewide and local KPIs, intentionally keeping statewide measures high-level and qualitative to guide system change. These were developed with input from state and local subject matter experts in 2023. Local health departments develop three KPIs aligned with core services, allowing flexibility to reflect local priorities. Reporting occurs twice annually, and data are used for legislative reporting, system progress, and making the case for funding.

Key takeaways included:

- Their approach for statewide KPIs is having high level progress measures that are self-assessed by counties. Kept simple and connected to the core services of governmental public health in Indiana.
- Local KPIs are determined by the county health departments. They are intended to be manageable and relevant to local work, yet still connect to the statewide core services.
- Statewide aggregation is achieved by standardizing county-level reporting, primarily using counts (ie. # of counties that have XYZ...).
- The system allows local flexibility rather than direct county-to-county comparisons.
- Continuous learning and adjustment are emphasized, and ongoing participation in national initiatives (like 21st Century C collaborations) may further inform performance measurement and system transformation.

Overall, Indiana's model balances statewide accountability with local autonomy, simplicity, and actionable data for both internal improvement and external advocacy.

Sharing from the field and updates

FPHR Workgroup Update:

- Standards development is being finalized, with strong alignment to existing pathway measures used in LPH Act annual reporting.
- Goal: Standards by which fulfillment will be assessed in cases where a CHB wants to use FPHR grant on activities outside of what is foundational. The FPHR grant is for building the foundation (what needs to be in place everywhere).
- **Recommendations:** Several broad recommendations have been formulated and reviewed by the workgroup. Details for each recommendation are under development, but there will likely be recommendations related to the following:
 - FPHR grant first and foremost should be used for foundational responsibilities, as the funding was intended.
 - Standards for demonstrating fulfillment of foundational responsibilities

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- Input into process for demonstrating fulfillment of standards for CHBs who want to use the FPHR grant on community-specific priorities.
- Foundational definitions for each area and capability, along with definitions for key terms
- Periodic review of standards, process, and definitions

Outstanding needs, such as clarifying roles and responsibilities, should be addressed through existing workgroups or new workgroups that are or may be under SCHSAC.