

## Community Health Needs Assessment Implementation Strategy, Accomplishments, and Outcomes 2019

Priority concerns found in the 2019 Community Health Needs Assessment have emerged the ten following; attracting and retaining young families, adult drug use and abuse, bullying/cyberbullying, depression/anxiety in the elderly, youth drug use and abuse, cost of health insurance, availability of vision care, stress in adults, cost of long-term/nursing home care, and youth alcohol use and abuse.

The survey also revealed the biggest barriers to receiving healthcare (as perceived by community members). They included availability of vision care (N=20), availability of dental care (N=18) and availability of mental health services (N=16).

### **Attracting and Retaining Young Families:**

St. Luke's Medical Center consistently recruits staff to the area educating on the scholarship and student loan repayment programs available for those interested in the nursing field. This includes CNA's, LPN's, and RN's. We currently offer up to \$5000 to anyone desiring to attend nursing school with priority given to current St. Luke's employees. In addition, for every year worked at St. Luke's, a nursing school graduate will receive \$2500 per year student loan repayment up to a maximum of \$12,500. Those desiring to attend the Certified Nurses Aide course, which we partner with Williston State College to provide, sees a scholarship of \$850 upon acceptance of a one year service agreement with St. Luke's. Newly hired nurses and aides also qualify for housing and sign on bonus benefits.

Community members discussed the need to continue maintaining affordable daycare and housing. Also, the need to add conveniences that can be obtained locally. Examples were replacing a child's torn snow pants and pizza delivery, as well as a restaurant with a drive up window or additional hours available on Sundays.

Additional adult and youth activities that do not involve alcohol is needed. Ideas were to contact the Divide County Economic Develop office in reference to grant funding and coordination for surveys. Volunteers will complete one on one surveys with adults and school personnel will reach out to students for one on one surveys for activities they would enjoy and participate in.

The high school will invite current tradesmen/women to speak at events to introduce more trade oriented professions to the students. There may be funds available through the DCED office for educational expenses for students to get education in these fields. In addition, some may be offered journeyman apprenticeships right away in order to receive their license.

Williston State College continues to pay tuition and some toward room and board for new students. The high school will work to promote this.

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All community organizations, schools, and government will work to keep their websites and apps updated and current so that families looking to relocate to the area are able to access information (i.e. high school calendar).

A resource list will be completed for services and possibly a resource contact made available Monday through Friday 8-5 to handle phone calls or visits for those new to the area who may need contact information for different services (i.e. lawn mowing, snow removal, food pantry, clothing assistance, etc.)

### **Adult drug Use and Abuse:**

St. Luke's Medical Center has collaborated with CHI St. Alexius to provide employees with an employee assistance program whereby they and any immediate family member under the age of 27 may utilize eight free sessions annually. St. Luke's will work with local agencies to participate in education opportunities for the community. St. Luke's is also investigating the use of telemedicine services for medication management.

St. Luke's is partnering with Community Medical Services to provide education to providers on bridging the gap with medicated assisted treatment to help handle the opiate crisis by participating with the State Target Response grant. They will earn free CEU credit and Rx certification and will hopefully, be able to treat patients locally with fewer referrals, in appropriate situations.

The high school and Divide County Social Services will arrange for speakers from local law enforcement, as well as the state task force to provide speakers to educate students and community members on the opiate crisis, as well as other addictive drugs. Upper Missouri Public Health will provide a speaker to help education the community and students on the dangers of vaping.

Crosby Counseling will arrange for an addiction counselor from Williston to develop a plan to visit the area more than once a month to build clientele and educate the community on services provided, such as DUI training and counseling, as well as counseling inpatient, resident, and nursing home clients.

Local law enforcement will develop a business card to distribute to those arrested with addiction resource information on it, as well as, work with appropriate officials to implement guideline requirements to attend.

Medication Management options will be researched to continue to be able to provide services to those who need it. Possibilities are providers working with pharmacists to obtain and maintain ready lock medication boxes with time release and alarms and update as needed when medications change.

### **Bullying/Cyberbullying:**

St. Luke's will provide additional education to staff once per year and upon incident through HealthStream, our educational modules for all employees. We will also continue to monitor and report any incidents through our performance statement disciplinary process.

Schools and public health will talk to FBI presenters to speak on what happens when this occurs and offer education to students and parents.

### **Depression/anxiety in the Elderly:**

Crosby Counseling will arrange for one on one intakes in the Crosby Clinic, rather than their offices, Northern Lights Villa Assisted Living, or St. Luke's care Center, in order to promote privacy and confidentiality. Crosby Clinic staff will notify counselors of a need to visit a patient and they can arrive over their lunch hour, if pre-planning isn't possible. Patients will be informed that the medical record is handled in the same HIPAA compliant manner with Crosby Counseling as it is with the Clinic or Hospital.

More senior activities will be advertised. Transportation to the activities will be advertised through Wildrose Transportation and the monthly calendar will be distributed to businesses and Home Helpers to promote the service.

St. Luke's Therapy pool will be advertised again stating that it is open during regular business hours to schedule time of use for a nominal fee.

#### **Youth Drug Use and Abuse:**

The same notes apply from the adult drug use and abuse section.

#### **Cost of Health Insurance:**

St. Luke's currently pays 100% of the health and dental insurance premium for employees. In addition, offers group plan pricing for portable NY Life, AFLAC, and VSP Vision insurance. The health insurance boasts a low \$500 annual deductible, however, employees are required to pay any dependent coverage costs. Reporting will consist of total number of employees and dependents covered and costs associated, as well as any efforts made to analyze other plans.

#### **Availability of Vision Care:**

The Divide County Economic Develop Office will be involved in strategies to entice providers to the area.

#### **Stress in Adults:**

St. Luke's provides opportunities for employees to attend BCBSND Wellness workshops on stress and physical, mental and emotional implications, as well as remedies. In addition, we also offer stress webinars from CHI St. Alexis through our EAP program for employees.

The Bank of Tioga will be approached to conduct a money management educational series for the community. Businesses in the community will be approached to offer more health conscious shake and meal choices. Adult cooking and nutrition classes will be researched. Adult physical education class times will be discussed and possibly scheduled in the community as well as specific advertising for wellness partnerships with both fitness centers in Crosby. No alcohol game, book club, Netflix (or similar), or event nights for adults was discussed and are being considered to be held possibly at the senior center where a full kitchen is available. Daycare options will be approached with local volunteers during these events and possibly approach the daycare for extended hours during these events and activities. There is a possibility that the gymnastics studio could hold open gym during these adult events so that youth could have something to do while being supervised. Food will be offered at these adult activities to help promote attendance.

#### **Cost of Long-Term/Nursing Home Care:**

In the current legislative climate, there are not options to reduce the cost of this service currently. There has not been an increase in reimbursement through Medicare or Medicaid approved in legislation for a few years, yet expenses have continued to climb.

#### **Youth Alcohol Use and Abuse:**

Addiction services for the young have certainly been a point of discussion in the community. St Luke's will continue to work with and encourage our law enforcement and ambulance services to provide community education and demonstrations related to youth alcohol use and motor vehicle accidents. Any education provided will be reported, as well as interagency discussions and planning dates.

#### **Perceived Biggest Barriers to Receiving Healthcare:**

Availability of Vision Care - The Divide County Economic Develop Office will be involved in strategies to entice providers to the area.

Availability of Dental Care – The Divide County Economic Develop Office will be involved in strategies to entice providers to the area. The current provider only practices in Crosby one day per week.

Availability of Mental Health Services - St. Luke's will continue and document discussions on provider options for tele medicine services for patients and residents. St. Luke's will also report any legislative discussions or actions regarding the need for more mental health services.

Crosby Counseling will continue working with the community to enhance and provide customized services that fit individual needs.