

TEHAMA COUNTY  
HEALTH SERVICES AGENCY  
PUBLIC HEALTH

# Strategic Plan

2025-2028



# MESSAGE FROM THE PUBLIC HEALTH DIRECTOR

Minnie Sagar, MPH MPA



On behalf of the Tehama County Health Services Agency Public Health Center, I am excited to share our new 3-year Strategic Plan with you. As a public health department, we are committed to improving the health and wellbeing of all the 65,500 individuals and families that reside in Tehama County. We work with our federal, state, and local partners to identify ways to address important health challenges faced by our local community.

This strategic plan is a culmination of efforts that have taken place over the last two years, which started with the development of both our Community Health Assessment and Community Health Improvement Plan. Through those efforts, the community clearly identified key access to healthcare, mental health and substance use prevention and food access as primary areas of focus for the community health improvement plan. On the pages that follow you will see the goals and objectives that will help to strengthen our departments infrastructure to being alignment with the nationally recognized 10 essential services for public health.

I look forward to focusing on key areas such as modernizing and updating our data systems, engaging existing and new community partnerships, expanding our services, and continuing to develop a competent robust workforce. By doing so, we can achieve a thriving united and healthy community.

To Your Health,  
Minnie Sagar, MPH MPA

# INTRODUCTION

Tehama County Health Services Agency Public Health Center is proud to present its 2025–2028 Strategic Plan—a focused and forward-thinking roadmap that reflects our unwavering mission to promote, create, and sustain healthy environments that foster human flourishing. Informed by community voices, guided by our shared values, and grounded in data, this plan outlines key priorities that address current and emerging public health challenges while building on the strengths of our staff, partners, and residents. With this strategic plan, we reaffirm our vision of a healthier, more equitable future for all who call Tehama County home.

## Who We Serve

Public health's focal point is to protect and improve community health by preventing the spread of disease, promoting and encouraging healthy behaviors, guaranteeing assistance during disasters, providing health education to individuals and the community, and ensuring case management. Tehama County Public Health serves a rural population of approximately 65,500 residents, focusing on equitable solutions to health challenges disproportionately impacting the most vulnerable members of our community. One in four residents in the county is under age 18, and 21% are 65 years and older. More than one in four residents is Hispanic or Latino and more than a third of children 5-17 years speaks a language other than English at home, with about 90% of these residents speaking Spanish. About 15% of the population in Tehama County lives below the federal poverty line.

## Who We Are

The Public Health workforce in Tehama County is a strengths-based team that includes nurses, family support workers, health educators, nutrition assistants and

support staff. As part of an integrated agency that works to address the evolving health needs of Tehama County, we provide health education, prevention, assessment, early intervention, and treatment in cooperation with behavioral health, substance use recovery, and outpatient medical clinic services. Public Health work in Tehama County is a collaborative effort that reflects our shared vision for addressing health challenges. We rely on the active involvement of community stakeholders and partners whose expertise, perspectives, and resources are essential to our success in addressing the multitude of structural, environmental, and behavioral factors that drive health disparity.

## Our Essential Services

To achieve optimal health for all, we provide foundational services that ensure ongoing and effective assessment, policy development, and assurance to actively promote systems and services enabling good health and removing obstacles and barriers. These foundational services include communicable disease control, chronic disease and injury prevention, maternal, child, and family health, and linkage with clinical care.

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# VISION

A robust, nimble health department that empowers individuals to cultivate a thriving, united, and healthy community.

# MISSION

We promote, create and sustain healthy environments that foster human flourishing.

## VALUES

In advancing the health and well-being of our communities, we recognize the importance of anchoring our strategic direction in a clear set of values. These values not only guide how we engage with the public but also shape the culture and behaviors within our department.

**Internal Values** represent the principles we uphold in our day-to-day operations—how we collaborate, lead, and support one another as public health professionals.

- ▶ **Adaptability** - We embrace change with openness and resilience, responding to evolving needs and opportunities with creativity and purpose.
- ▶ **Humility** - We lead and serve with curiosity, recognizing that every perspective matters and that learning is a shared journey.
- ▶ **Teamwork** - We collaborate with trust and respect, uniting our strengths to advance shared goals and foster a culture of belonging.
- ▶ **Responsibility** - We are accountable for our actions and committed to the well-being of those we serve, stewarding resources with integrity and care.

**External Values** reflect the commitments we make to our community—how we engage, communicate, and deliver services that are equitable, respectful, and responsive.

- ▶ **Health** - We champion holistic well-being—physical, mental, social, and environmental—so that individuals and communities can truly flourish.
- ▶ **Prevention** - We focus on proactive solutions that protect health, reduce risk, and build resilience for a stronger future.
- ▶ **Innovation** - We embrace new ideas, data-driven strategies, and creative partnerships to meet today's challenges and shape tomorrow's possibilities.
- ▶ **Courage** - We act with integrity and conviction, even in the face of uncertainty, to advance equity and uphold the health of our community.
- ▶ **Trust** - We foster open communication, transparency, and consistency—building lasting relationships grounded in mutual respect and accountability.

# GOAL 01

## Assessment

Continuously monitor health outcomes for early identification and prevention of health conditions that hinder human flourishing.



### OBJECTIVES

01

Establish proactive surveillance system to monitor multiple chronic diseases by December 31, 2026.

02

Refine existing surveillance systems to ensure we are collecting population and individual level communicable disease data June 30, 2027.

03

Ensure we coordinate development of our Community Health Assessment with the hospital's Community Needs Assessment every 3 years.

# GOAL 02

## Assurance

Develop a robust and skilled healthcare system and local health department that can meet the needs of the community's health and surmount external challenges.

### OBJECTIVES

01

Establish and implement a Performance Management system aligned with the Strategic Plan by December 31, 2025.

02

By June 30, 2026, establish at least three targeted initiatives that foster innovation & quality assurance.

03

By December 31, 2026, implement at least three targeted workforce development initiatives that foster humility and life-long learning.

04

Achieve Pathways recognition by January 1, 2027, with goal of achieving full accreditation by June 30, 2028.

# GOAL 03

## Policy

Work collaboratively with residents, public, and private organizations to have a collective impact on health outcomes in Tehama County.

### OBJECTIVES

01

Build 3 new relationships with non-traditional health partners in the local community by June 30, 2028. (one per year)

02

Create an annual public education campaign to improve healthy behaviors by June 30, 2028.

03

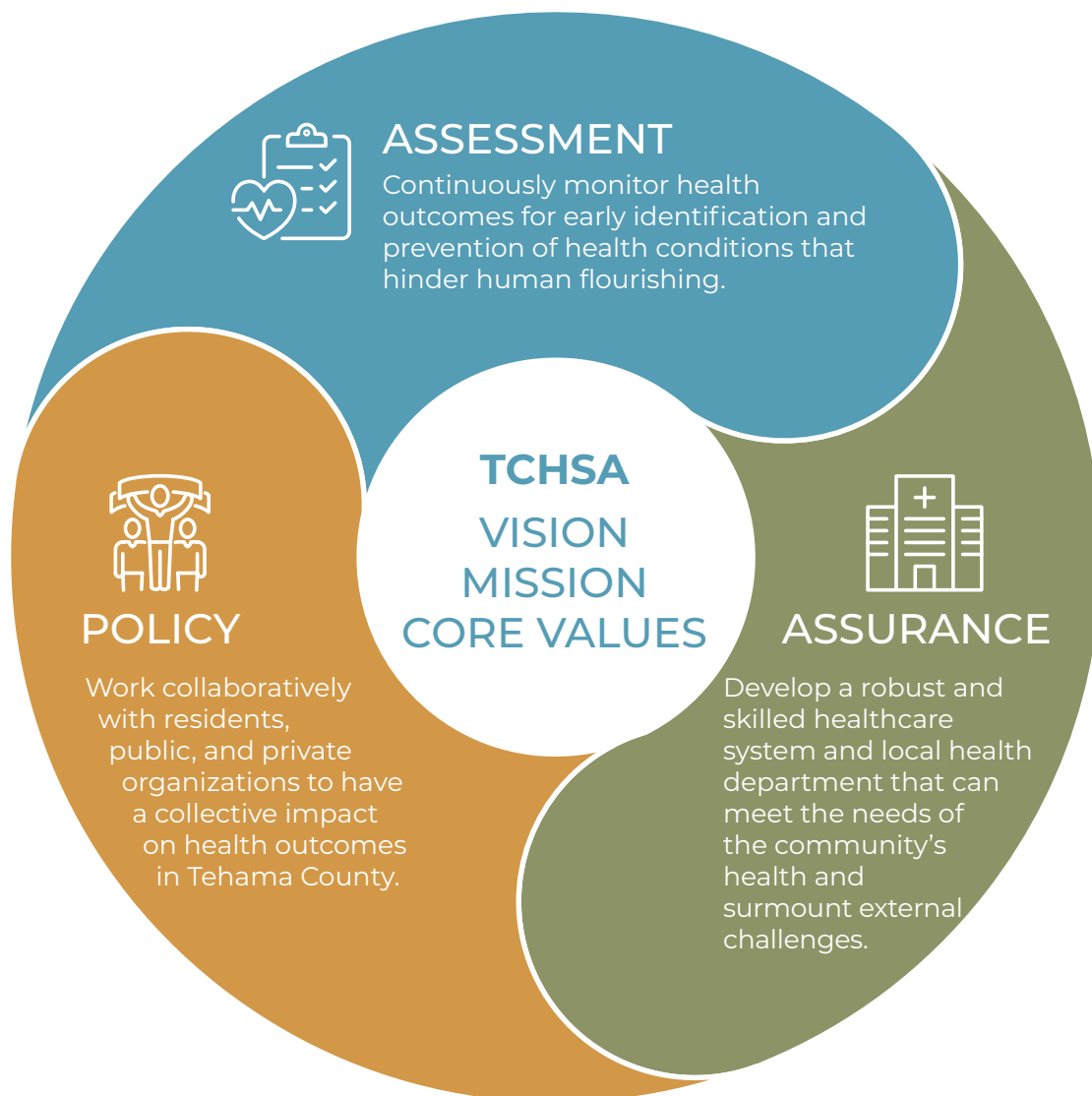
Engage Tehama Community Health Collaborative (TCHC) in annual Community Health Assessment (CHA) and improvement cycle starting July 1, 2025.

04

Strengthen existing coalitions and develop one additional coalition in alignment by June 30, 2027, with priority health areas found in the CHIP to support public health policy.



# TCHSA PUBLIC HEALTH STRATEGIC ROADMAP



## VISION

A robust, nimble health department that empowers individuals to cultivate a thriving, united, and healthy community.

## MISSION

We promote, create and sustain healthy environments that foster human flourishing.

## VALUES

### Internal:

- ▶ Adaptability
- ▶ Humility
- ▶ Teamwork
- ▶ Responsibility

### External:

- ▶ Health
- ▶ Prevention
- ▶ Innovation
- ▶ Courage
- ▶ Trust



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