

2025 Strategic Planning Ideas

Growth

1. Develop Mental Health Community Case Management Program (2024 Forward Thinking #4)
2. Consolidate Primary Care Practices into a Single Medical Office Building (2024 Forward Thinking #1)
 - a. Recruit Pediatrics (2024 Forward Thinking #2)
 - b. Counselling Services
3. Facility Projects:
 - a. Complete Chapel, Classroom, Courtyard, Cafeteria, Corridor, Patient rooms to office conversions
4. Equipment Upgrades
 - a. Patient Beds
 - b. OR Cardiac Monitors
 - c. X-ray (Rad Room and Portable)
5. Expand Population Health Services to Include:
 - a. Behavioral Health Management
 - b. Principal Care Management

Quality

1. Build a MCHD Hospitalist Group
 - a. Incrementally begin hiring hospitalists/APPs
2. Quality Data Collection/Submission:
 - a. American Heart Association Quality Data
 - b. ACO
 - c. JBS
 - d. Clinics
3. Board Quality Initiatives
 - a. Handwashing
 - b. EKG Times
 - c. NRHA/Chartis Top 50 Hospital & Top 10 Quality Initiative

Service

1. Custom Learning Systems 5-star Initiative
 - a. Hospital
 - b. Clinics
 - c. Nursing Home
 - d. Home Health
 - e. Swing Bed Services

Employees

1. Employee Engagement Survey (April 2025)
2. Implement Workplace Violence Plan (September 2024)
3. Workforce Development and Volunteer Opportunities
 - a. Culinary
 - b. Clinical
 - c. DISD CTE Programs
4. Replace Key Positions
 - a. Human Resources Director
 - b. Patient Financial Services Director
 - c. Moore County Health Foundation Executive Director

Finance

1. Governmental Programs (CHIRP, RAPPs, QIPP, etc.)
2. Expand Grant Writing Capacity

Medical Staff

1. Physician Engagement Survey (August 2024)
2. MEC Leadership Conference
3. Advance Concepts of:
 - a. Chief Medical Officer
 - b. Rural Residency

Community

1. Leader Community Service Projects
2. Grow MCHF
 - a. 2024 Harvest (Surgical Equipment)
3. Marketing Plan

2024's Forward Thinking List

5-10 Year Vision

1. MCHD will construct a multispecialty rural health clinic facility: family practice, internal medicine, pediatrics, OB/Gyn. (2025 Growth #2)
2. MCHD will recruit and open a pediatrics practice (2025 Growth #2).
3. MCHD will become a telemedicine provider.
4. MCHD will seek opportunities to address mental health needs. (2025 Growth #1)
5. MCHD will pursue and develop an oncology program.
6. MCHD will expand local elder care options by either building or finding an investor for assisted living.