

Meeting notes: Performance Measurement Workgroup

DATE: 11.3.25

ATTENDANCE

Members present:

Chris Brueske (MDH), Chera Sevcik, (SC), Ann Zukoski (MDH), Mary Orban (MDH), Michelle Ebberts (SW), Amina Abdullahi (Metro), Rod Peterson (SCHSAC), Angie Hasbrouck (WC), and Meaghan Sherden (SE).

Participants present:

Kim Milbrath (MDH), Johanna Christensen (MDH), Joanne Erspamer (NE), Murphy Anderson (MDH), and Melanie Countryman (metro).

Workgroup staff:

Ann March

Ghazaleh Dadres

Decisions made

No formal decisions made

Action items

- Provide updates to regions and others (talking points below).
- Review revised key findings and recommendation reports
- Members whose terms expire at the end of 2025 should begin that conversation with their region or division.
- Next meeting: December 1 at 11:00 a.m.

Talking points

- Some members original terms expire end of year. Current members can renew term, however they should first confirm with the group/region they represent
- MDH reported on 46 performance measures parallel to CHBs. MDH data was integrated into key findings. Like CHBs accountability and performance management was a challenge for MDH.
- Recommendations for the performance-related accountability requirement going to SCHSAC in December will span 3 years (2026-2028) and will be focused on establishing and implementing

performance management systems. The three-year approach provides consistency and predictability for community health boards, the phase approach provides clarity and sufficient time for planning. Allowing two years to develop performance management systems supports community health boards with limited capacity to prepare effectively. Parallel efforts within MDH are needed to build and demonstrate a robust performance management system promotes shared learning, transparency, and alignment across state and local governmental public health.

Meeting notes

Membership and Charter Updates

- Member term renewals are permitted (voted on at October meeting); members should confirm with their regions or respective divisions if they wish to continue.
- A replacement is needed for the MDH representative who has departed.
- Charter updates are required to reflect renewal terms and current membership.

Key Findings Report Review

MDH reporting is now complete, marking the first year of MDH data using the same measures as CHBs (excluding cost and capacity). MDH results are integrated throughout the report narrative rather than separated into a standalone section. MDH findings show alignment with CHBs in strengths such as community partnerships and emergency preparedness, as well as shared challenges in accountability and performance management.

Suggestion to have MDH results more visible within the report, possibly by a visual, table, or highlighted summary to ensure MDH data are easily seen and understood.

It was agreed that including MDH data helps illustrate system-wide performance, shared accountability, and alignment across the state and local public health system.

Performance-related Accountability Requirement Recommendation Report Review

Members reviewed recommendation report for SCHSAC, which includes the recommendation CHBs would demonstrate meeting the following measures:

- 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)

2026: focus on demonstrating progress toward measures, to provide ample opportunity for CHBs to establish a system. 2027 and 2028: focus on assessing achievement of measures.

Rationale sections in the report were updated to explain both the selection of measures and the multi-year implementation approach. Discussion emphasized that MDH should be referenced in the report related to their shared role in accountability and continuous improvement, and encouragement for MDH to strengthen its internal performance management processes as part of overall system transformation.

Revisions will be made to reflect the discussion for workgroup members to review.

Next Steps on System Improvements

Resources from the national Public Health Center for Innovation were shared:

- The Blueprint for System Transformation
- System transformation logic model
- DRAFT performance measure pick list

The Blueprint may serve as a reference for developing system-level performance measures in the next phase of work. The pick list of performance measures is organized by foundational capabilities and include both process and outcome measures. Members expressed interest in using this framework, as a guide for future planning. The Blueprint was developed collaboratively through the 21C network and aligns with national system transformation efforts.

Sharing from the field and updates

- Several regions are in the process of holding or scheduling their fall meetings. Members plan to share the *Key Findings Report* and gather local feedback once the report is finalized. Those who have already shared reported key findings consistent with their experiences. Local partners are expressing concern about *sustainability of funding* and *staffing challenges*, even amid progress in key capability areas.
- Regions are discussing whether current representatives will renew for another term.