

# Arapahoe County Public Health's 2025 Performance Achievements

2025



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# Vision Comes to Life

Our department's performance vision was to build a staff-driven program that aligns with our work in the community. We began using **data** and **storytelling**, which allows us to continuously evaluate our work and make changes where change is needed. Our agile approach gives us the opportunity to reach performance excellence.

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# Culture is Performance

At our core, we strive for a flexible performance culture where we all contribute to shared accountability, helpful input, and meaningful participation. Above all, we foster an environment that celebrates collective success and promotes transparency, accessibility, and human-centered principles.

## *RAFT MEETING AGREEMENTS*

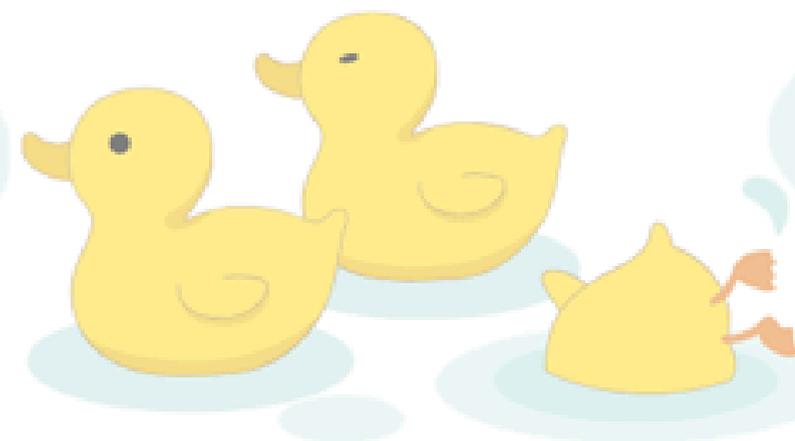
Ensure our Work is  
Rooted in Purpose  
and Impact

Cultivate Innovation,  
Creativity and Open-  
Mindedness

Foster Psychological  
Safety and Creative  
Courage

Promote Collaborative  
and Collective  
Engagement

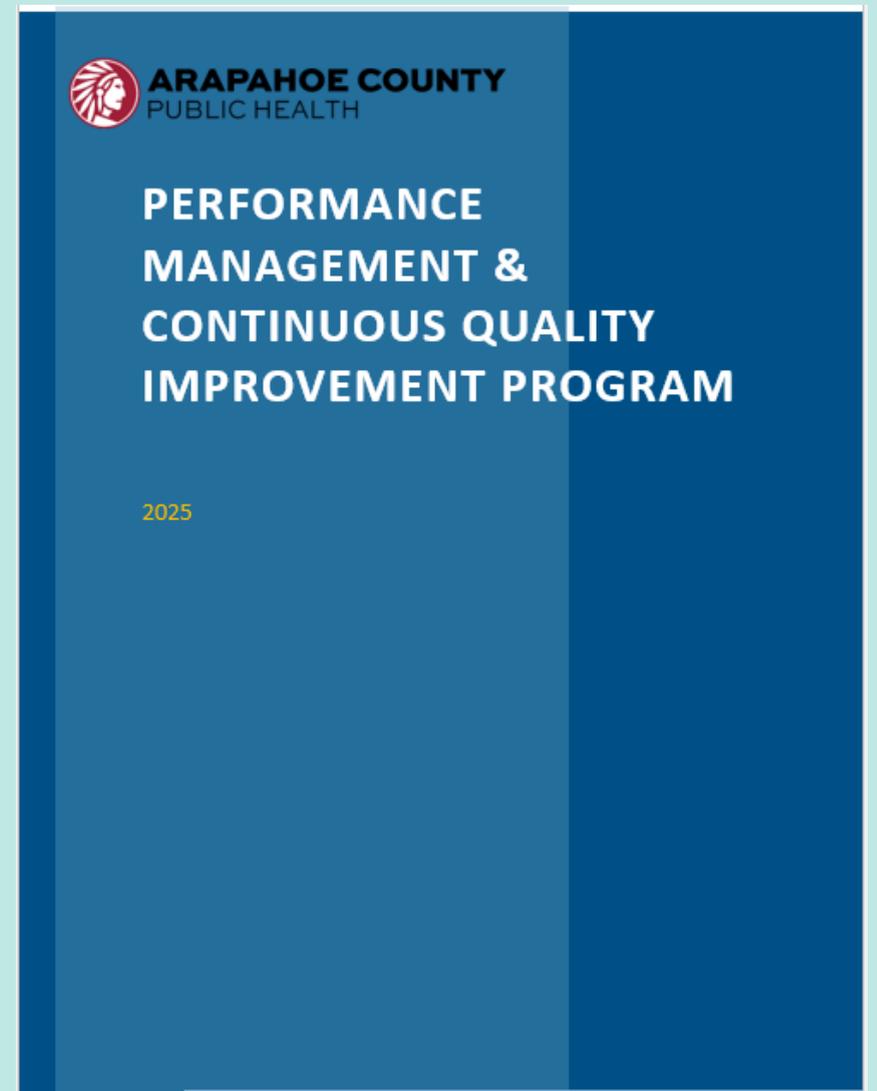
Uphold Integrity,  
Clarity, and  
Accountability



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# Developed Performance Management Framework

We've built the foundation for good work! Within Performance Management, we've built a variety of equity-focused measures aligned with CORE that will drive real change.



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# Employee-Driven

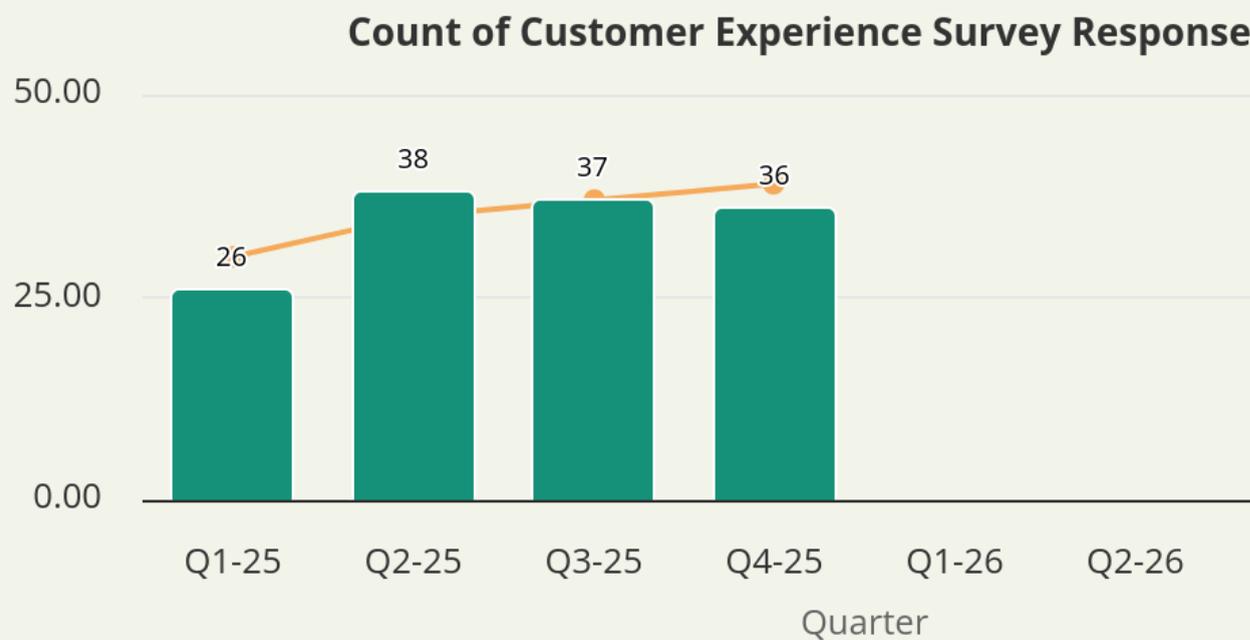
ACPH's performance is largely staff-driven and reflects the dedication and innovation of the incredible CORE Performance Team.

Representation from every division dedicates time and resources into developing measures, processes, and training

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# Created CORE-Level & Division-Level Dashboards



Visibility promotes progress! Within the CORE dashboards, we can see the impact of the work and celebrate every milestone together.

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# CORE is ACPH's Strategic Framework

## Arapahoe County Public Health Aligning Strategic Goals *Emphasizing Accountability, Innovation, Workforce and Community*

# C

**CULTIVATE**  
comprehensive  
health equity  
practice

**STRATEGY**

ACPH embeds health equity principles in the design, implementation, and evaluation of each of our programs and services, including data, surveillance, and intervention strategies.

# O

**OPTIMIZE**  
interventions

**STRATEGY**

ACPH uses data-driven and innovative strategies that address environmental, place-based, policy, and systemic factors that impact health outcomes and address drivers of health inequities.

# R

**REINFORCE**  
and expand robust  
partnerships

**STRATEGY**

ACPH seeks out and strengthens sustainable, multi-level, multi-sectoral, and community partnerships to advance health equity.

# E

**ENHANCE**  
workplace capacity

**STRATEGY**

ACPH builds internal capacity across our workforce to cultivate more inclusive culture, policies, and practices for broader public health impact.

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# Performance aligns to CORE

ACPH's Performance aligns to CORE, which is the foundation for the Strategic Development & Deployment Initiative (aka Strategic Plan).

Each measure supports one of the four strategies and has its own worksheet describing the measure details.

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# Staff Familiarization to Performance

Knowledge is empowerment! By starting small with short performance videos at Townhalls and in division meetings, staff became familiar with what performance looks like. With program specific Townhall and Board of Health presentations, performance stories are how we've equipped teams to understand how they directly contribute to the results.

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# Launched Quarterly Performance Cycles

## Healthy Aging

No single agency can address aging alone.

Strategic partnerships can amplify our impact.



### Metric Overview

By 12/2025 develop or strengthen relationships with at least 10 aging sector partners to learn and share best practices while seeking opportunities for collaboration.

#### Measure Data

Period	—	Status	Sowing Seeds	Inform	Consult	Involve	Collaborate	Shared Leadership
Q1-25	●	Baselining	0	1	5	1	0	
Q2-25	●	Baselining	5	0	0	0	0	
Q3-25	●	Baselining	1	1	1	0	4	
Q4-25	●	Baselining						

Consistency creates momentum!

Reported data each quarter so various teams could review for effectiveness and impact.



# Excitement About Performance

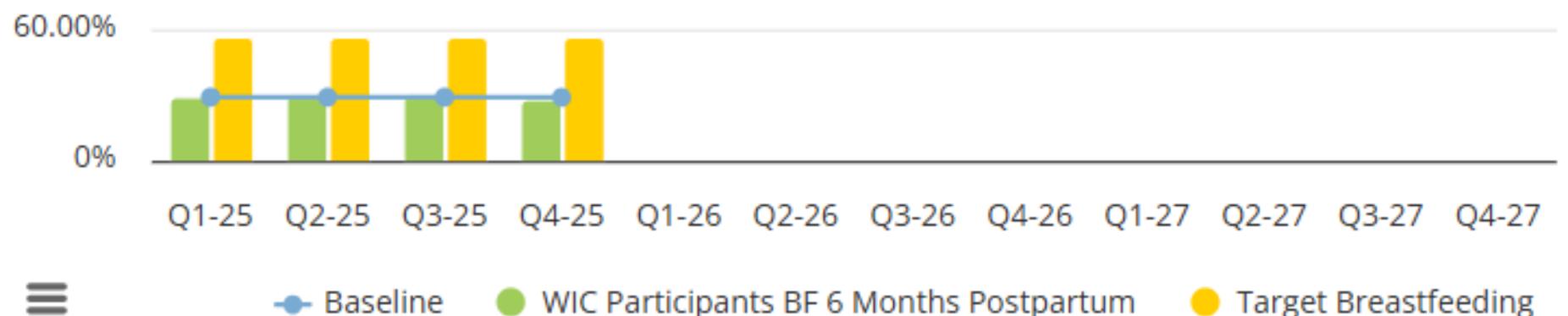
Performance isn't just a process—it's a culture!

The energy and enthusiasm we've built will carry us to even greater heights. A belief that staff lead performance is what sets us apart from most. A culture of performance and learning is what we're striving for.

Percent of ACPH WIC Participants Exclusively Breastfeeding at 6 Months Postpartum on a Monthly Basis

Nutrition

Percent of ACPH WIC Participants Exclusively Breastfeeding at 6 Months Postpartum on a Monthly Basis



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# Looking Ahead to 2026

Our momentum is stronger than ever!

- \*Reassessing the team and its structure

  - \*New name: Core Performance Team

- \*Performance improvement efforts, like equity-focused discussion and assessment guides for measures

  - \*Focus on storytelling and customer engagement

- \*Expanded visualization in Clearpoint

  - \*More data to measure

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# Thankful!

We extend a huge thank you to:

Those who supported this process since the  
beginning

The ACPH staff who have joined along the way

The Board of Health

Leadership

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Cheers to more in 2026!

