Population Health

Presented by
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THANKS!
Why?
Population Health: Trend or Fad?
Evolution of a System

- **1st WAVE: Building the Foundation**
  - De-institutionalization *(Getting people into the community)*
  - Expanding Network of Providers
  - Creating CBH (Administrative Infrastructure)
  - Creating the Department & a single payor system

- **2nd WAVE: Transformation Decade**
  - Improving quality of life *(recovery, resilience, self-determination)* *(Helping people to be a part of the community)*
  - Creating Learning Organization

- **3rd WAVE: Population Health**
  - Promoting Health & Wellness for the population *(Promoting healthy Communities)*
  - single unifying framework for all services and populations
  - Reaching everyone
  - Efficiency and Effectiveness
Healthcare Challenges

**CLINICAL**

**FISCAL**

**SYSTEM**
A Paradigm Shift

Current Paradigm

Produce More
(VOLUME)

Emerging Healthcare Environment

Produce Better
(VALUE)
The health outcomes of a group of individuals, including the distribution of such outcomes within the group.

These groups are often geographic populations such as nations or communities, but can also be other groups such as employees, ethnic groups, disabled persons, prisoners, or any other defined group.
Our Current Healthcare Approach

Focus

Diagnosed

At Risk

Healthy

DEPARTMENT of BEHAVIORAL HEALTH
and INTELLECTUAL disABILITY SERVICES
Ray Fabius MD

Disease management must give way to population health

Greater Return To Keep The Well Well™ 2:1
Wellness Score & Medical Costs Over 3 Years

N=27,739
Wellness Score 81.1
Mean Cost $5,150

YEAR 1

ILL

9,452 (34%) 71.8 $7,728

WELL

18,287 (66%) 83.9 $3,922

YEAR 2

ILL

6,285 71.4 $3,801

WELL

2,610 75.6 $7,051

YEAR 3

ILL

1,466 82.5 $6,564

WELL

1,742 76 $3,704

Source Zero Trends – DeeEdington

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Factors that Influence Health Status

**Lifestyle**
- Smoking
- Obesity
- Stress
- Nutrition
- Blood Pressure
- Alcohol
- Drug Use

**Human Biology**
- 20%

**Environment**
- 19%

**Health Care**
- 10%

**Chart:**
- Total: 100%
The 7 Competencies Needed for Population Health Management

1. Working at the community and group level
2. Working upstream
3. Broad set of strategies
4. Working with non-diagnosed populations
5. Deliver health promotion interventions
6. Working in community and other non-clinical settings
7. Health activation approaches and empowering others
Elements of a Population Management Approach

- Addresses **social determinants** of health
- Is focused on **long-term outcomes**
- Has **health as the goal** (not symptom reduction)
- Requires **partnership**
- Requires **creativity and innovation**
- Utilizes a **data driven approach**
- Involves **systemic strategies**
- Can use **managed care approaches**
POPULATION HEALTH

PUBLIC HEALTH | MANAGED CARE

Two Approaches
Self Directed Work Teams

Fostering greater ownership & Innovation at DBHIDS
Self-Directed Work Teams (SDWT)

- Group of people with varied skill-set
- Work outside the formal hierarchy
- Work independently on clearly defined projects
- Identify approaches and practices for achieving our vision
- Report directly to me or a designee
Benefits

• Builds leadership capacity
• Greater sense of ownership and responsibility
• Increased sense of accomplishment and satisfaction among employees
• Greater freedom for team innovation
• More effective use of individual team members’ skills
time for ACTION