



CITY OF PHILADELPHIA



DEPARTMENT of BEHAVIORAL HEALTH
and INTELLECTUAL disABILITY SERVICES

Population Health



Presented by
Arthur C. Evans, Jr., PhD, Commissioner

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

A Paradigm Shift

Current
Paradigm

Produce More
(VOLUME)

Emerging
Healthcare
Environment

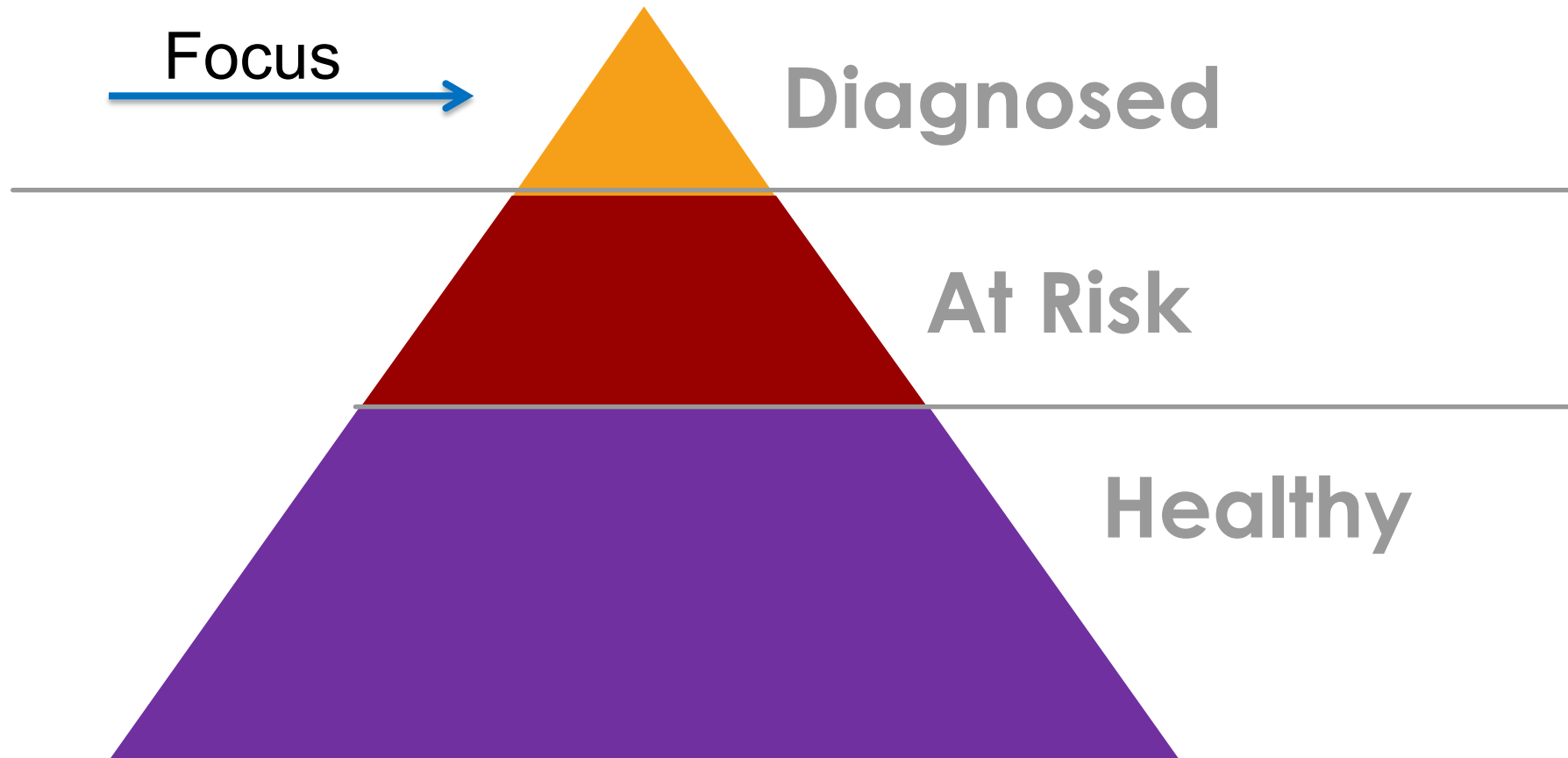
Produce Better
(VALUE)

Population Health: Kindig, 2003 (IHI)

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

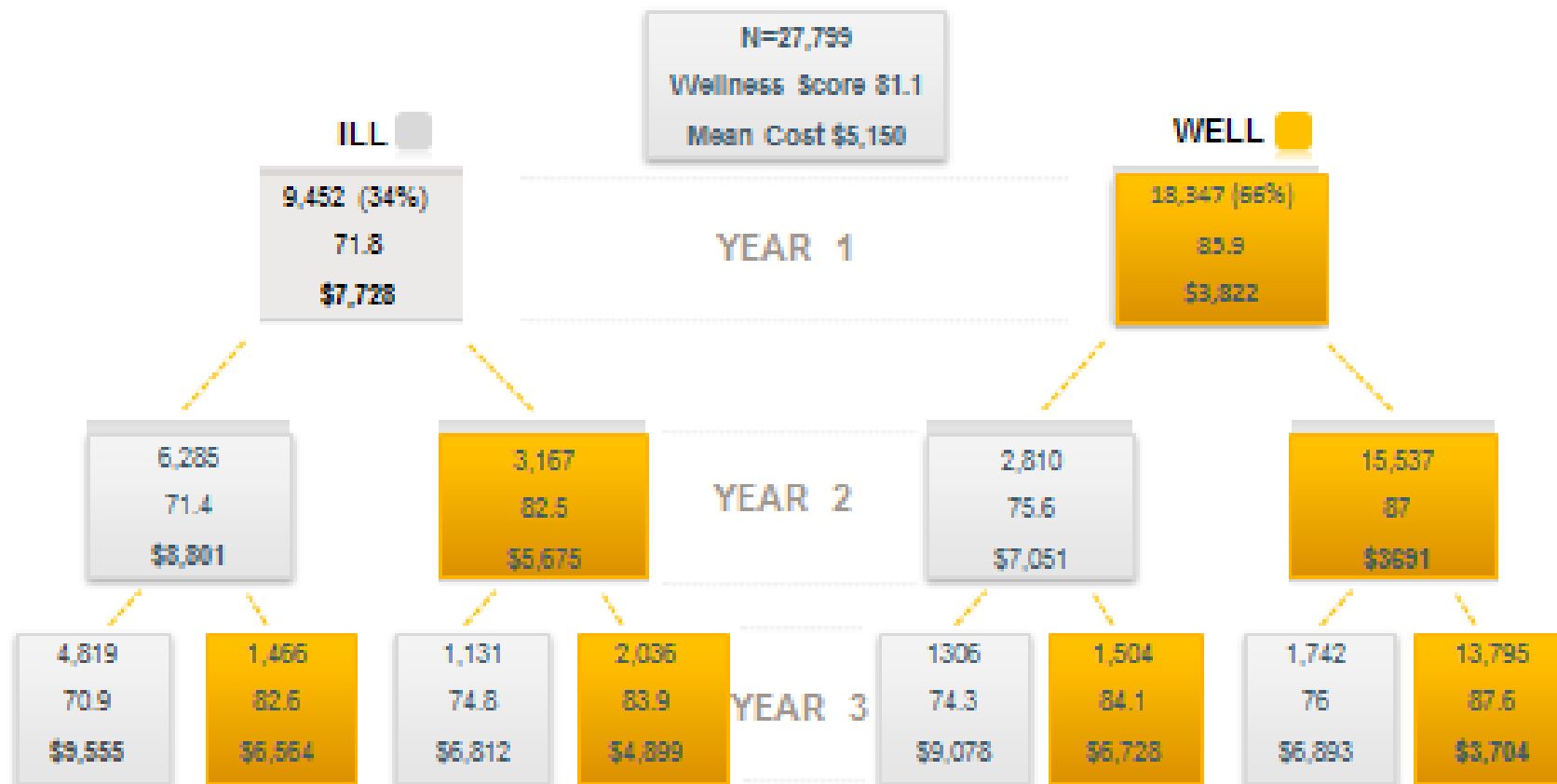


Ray Fabius MD

Disease management must give way to population health

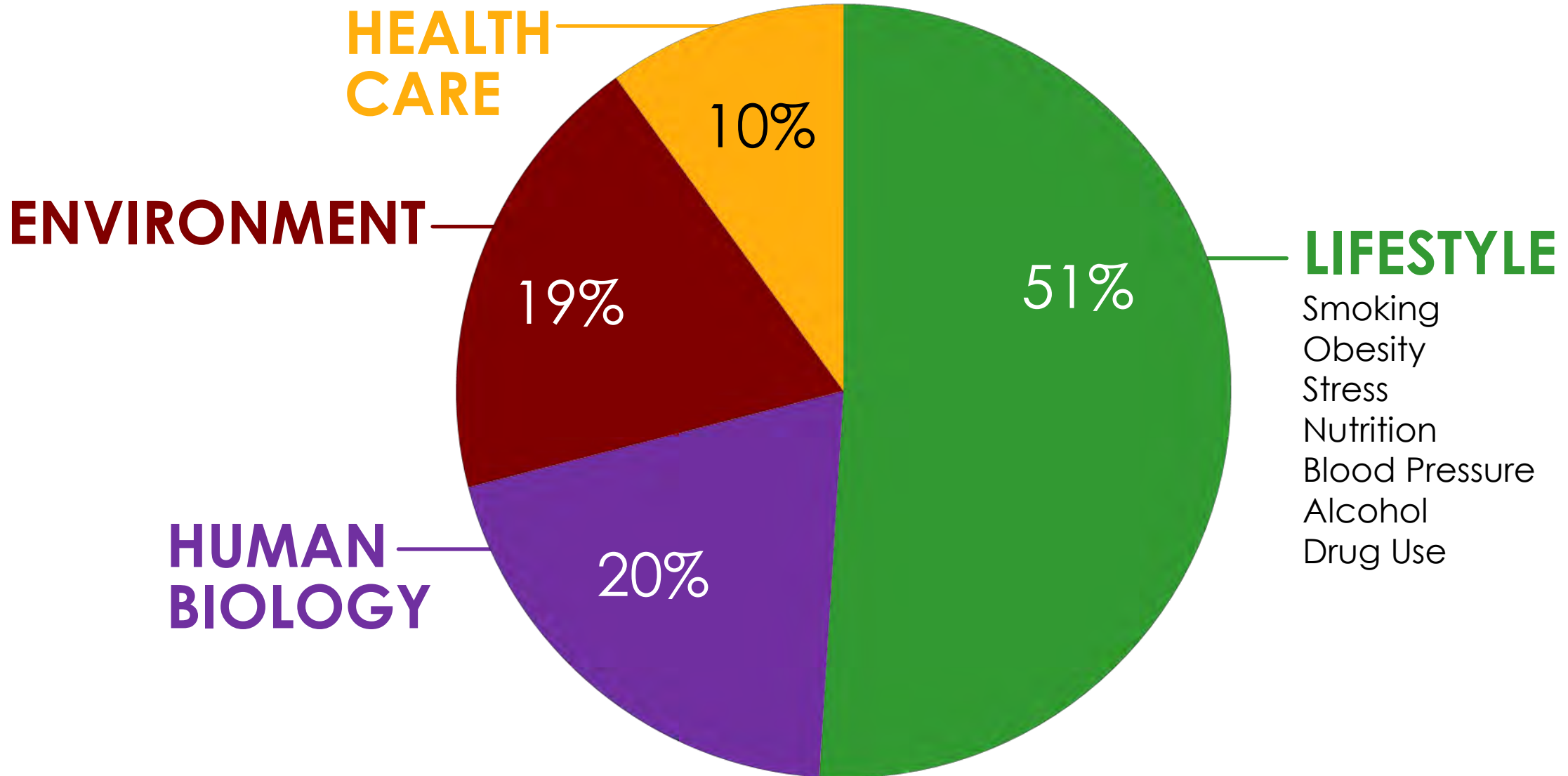
Greater Return To Keep The Well Well™ 2:1

Wellness Score & Medical Costs Over 3 Years



Source Zero Trends – Dee Edington

Factors that Influence Health Status



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



Arthur C. Evans, Ph.D.
Twitter: @ArthurCEvans
DBHIDS.org
Healthymindsphilly.org

Thank You



@DBHIDS @ArthurCEvans



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