

Who we are and what difference we will make

Through our commitment to individuals who have behavioral challenges, DCT will lead the way in providing programs and services to care for individuals who are civilly committed and those can't or won't be served by the private sector. A skilled therapeutic workforce will effectively create positive treatment environments while demonstrating excellent outcomes to safely return people to the community or to the next appropriate level of care in collaboration with community partners and legislative support.

Pillars of Excellence	4-Year Strategic Direction	Year 1 Strategic Objectives	Year One Strategies
<div>QUALITY</div> <div>Continuously improve the clinical quality, safety, and outcomes of care as we identify and address risk and health disparities.</div>	<div>Improve DCT health services delivery by integrating the Baldrige Excellence Framework for Healthcare in our systems and processes.</div>	<div><ul style="list-style-type: none">Guided by the Strategic Plan and Malcolm Baldrige feedback report, take steps to develop and deploy an integrated and standardized organizational performance management system.</div>	<div><ul style="list-style-type: none">Utilize SOEC and SMEC to develop a team to identify, prioritize and deploy plans for key Opportunities For Improvement (OFI) areas.</div>
<div>SERVICE</div> <div>Ensure comprehensive, individualized treatment and support with safety, respect, and dignity as we work with community partners for continuity of care.</div>	<div>Right size DCT capacity and access with community needs and improve client outcomes through providing quality care and treatment.</div>	<div><ul style="list-style-type: none">Improve equitable access to specialized behavioral health services others do not provide (# people served).Take steps to increase and/or expand DCT capacity (beds and services).</div>	<div><ul style="list-style-type: none">Maximize DCT capacity and improve equitable access by optimizing existing resources, enhancing service efficiency, and strengthening partnerships.</div>
<div>PEOPLE</div> <div>Recruit, retain, and develop a diverse and culturally responsive workforce, improve workplace culture and support equitable leadership development and succession planning.</div>	<div>Cultivate a thriving workplace culture that engages and supports employees through effective recruitment and retention practices.</div>	<div><ul style="list-style-type: none">Strengthen workplace culture by creating a positive employee experience across the lifecycle, from applicants to retirements.</div>	<div><ul style="list-style-type: none">DCT will develop a standardized process for onboarding employees that prioritizes new employee engagement with team, supervisor, and organization.Develop a Supervisor Academy steering committee that will create a DCT specific training curriculum, related logistics, and expected outcomes.</div>
<div>FINANCIAL</div> <div>Maintain financial viability and stewardship to operate as an integrated health system.</div>	<div>Obtain sustainable and flexible funding through the promotion of our Mission and Vision to optimize the provision of services and technology throughout DCT.</div>	<div><ul style="list-style-type: none">Optimize reimbursement of services provided by DCT.Maintain on-going funding for the Electronic Health Record (EHR).Improve financial reporting and analysis.</div>	<div><ul style="list-style-type: none">Identify revenue opportunities and barriers to increasing revenue.Develop an effective business case to support EHR legislative proposals.Enhance connections among financial reporting systems.</div>
<div>TECHNOLOGY</div> <div>Prepare, maintain and enhance technology platforms and applications to address continuum of care needs, improve service access, ensure staff, patient/public safety, create a fully functioning electronic medical record, and an integrated electronic health record.</div>	<div>Modernize, expand and optimize technologies and data structures while enhancing user experience.</div>	<div><ul style="list-style-type: none">Continue to implement a comprehensive, integrated, and interoperable EHR system that will support all DCT Divisions to improve patient care and safety.Establish and maintain a new DCT Data Infrastructure to serve as the foundation for DCT's data management, reports, analytics, performance measures, and strategy activities.Evaluate AI opportunities for DCT.</div>	<div><ul style="list-style-type: none">Continue development of comprehensive, integrated, and interoperable EHR system.Create EHR integration and interoperability pilot that incorporates the new DCT Data Infrastructure to provide consistent data formats and facilitate a more streamlined and comprehensive data requests process.Establish a cross functional and cross discipline team through SOEC and SMEC to identify risks and opportunities for AI to be utilized; develop guidance for the ethical and legal use of AI, both clinically and operationally, within DCT.</div>