

PASOs Strategic Plan Overview

PASOs, meaning “steps” in Spanish, utilizes the Community Health Worker/Promotor model statewide to serve individuals and families and strengthen leadership within Latino communities to advance health education and awareness, advocacy, resource navigation, resource connection and leadership development.

PASOs is also focused on the advancement of the CHW workforce and improving our systems to better reach and serve Latino communities for a healthier and stronger South Carolina.

Strategic Goal

Community Health Worker Training – Implement specialized trainings for community health workers with a strong focus on social determinants and public health in Hispanic and Latino populations.

STRATEGY 1

Increase regular availability of training opportunities.

STRATEGY 2

Standardize quality control measures for training curriculum development and facilitation.

STRATEGY 3

Streamline training costs.

STRATEGY 4

Identify continued areas for needed training and supports for community health workers.

STRATEGY 5

Develop a Spanish community health worker curriculum applicable to train community health workers outside of South Carolina.

Strategic Goal

Technical Assistance – Expand tailored technical assistance, coaching and resources of community health worker program implementation and best practices to healthcare systems, FQHCs, public health departments, and community-based organizations serving the Latino population

STRATEGY 1

Develop a Latino focused community health workers *Best Practice Toolkit*.

STRATEGY 2

Provide technical assistance support to PASOs community health workers and affiliated organizations implementing PASOs’ community health worker model.

STRATEGY 3

Improve the evaluation of CHWI technical assistance services to include showing impact and tracking technical assistance for community partners.

STRATEGY 4

Increase communications about PASOs technical assistance services.

STRATEGY 5

Increase replication of PASOs community health worker model in South Carolina.

Strategic Goal

Leadership– Increase the capacity of PASOs’ statewide initiatives in better serving Hispanic and Latino communities through intentional leadership.

STRATEGY 1

Maintain communication and engagement of previous Board of Advisors members for a new Advisory Council.

STRATEGY 2

Review and revise the old Board of Advisors process, protocols, and Bylaws as needed.

STRATEGY 3

Establish a new PASOs Advisory Council made up of 10-15 community health workers, in support and champion PASOs initiatives, as well as help create sustainability for PASOs.

Strategic Goal

Professional Development– Ensure all PASOs team members (staff and affiliates) are working at their highest potential, building strengths, and working to overcome challenges through employee appraisals and assessment processes.

STRATEGY 1

Complete all PASO staff evaluations utilizing the University of South Carolina evaluation tools and process.

STRATEGY 2

Create survey tools necessary for the 360-degree feedback assessments used in the first quarter of 2023 to provide constructive insight about each team member's performance.

Strategic Goal

STRATEGIC GOAL

Advocacy– Provide advocacy and support to ensure that Hispanic and Latino voices are heard throughout South Carolina with the goal of improving the quality of health in Hispanic and Latino communities.

STRATEGY 1

Review and update the CCHA Advocacy Plan with goals and objectives that align with PASOs' Vision and Mission and respond to the current needs of South Carolina Hispanic and Latino populations.

STRATEGY 3

Ensure effective implementation and goal achievement through engagement of community leaders and through ongoing awareness efforts with community health workers and other community stakeholders.

Strategic Goal

STRATEGIC GOAL

Best Practice Programs– Increase and promote PASOs' evidence of success and formalize organizational best practices.

STRATEGY 1

Increase PASOs' evidence of success.

STRATEGY 2

Increase awareness and promotion of PASOs' success through peer-reviewed journals and other publications.

STRATEGY 3

Increase profile and knowledge of PASOs' proven practices amongst key stakeholders.

Strategic Goal

STRATEGIC GOAL

Sustainability– Increase more sustainable and unresourced funding sources, including contracts and PASOs-initiated projects.

STRATEGY 1

Increase state, federal, and foundation funding sources to support Central Office work.

STRATEGY 2

Increase Capacity Building Contracts for Cultural Competence Workforce Development training and technical assistance supports.

STRATEGY 3

Support PASOs Affiliate Sites in securing new funding sources, and sustainability for model implementation and continuation.