

ANNUAL STAFF DEVELOPMENT DAY

*Columbia County Department of Health
Victoria McGahan, MS, CHES
Public Health Director
NYSACHO Public Health Leadership Summit
October 22-24, 2025*





- 01. WHAT WE'VE DONE
- 02. HOW WE'VE PAID FOR SDD
- 03. FEEDBACK & IDEAS FOR THE FUTURE



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TOPICS WE'VE COVERED AND WHO WE'VE WORKED WITH



2018- SWOT ANALYSIS

Location: Columbia-Greene
Community College (No fee)

Topic: SWOT Analysis

Facilitator: Claire Parde (No fee),
Executive Director of the
Healthcare Consortium



2019-CULTURAL COMPETENCY

Location: Columbia-Greene
Community College (No fee)

Topic: Cultural Competency

Facilitator: Rukhsana Ahmed,
PHD, Professor, Department of
Communication, SUNY Albany
(Fee- \$500)

LINK TO WEBSITE: [RUKHSANA AHMED, PH.D.](#)

Biography

Professor, [Department of Communication,](#)
[University at Albany, SUNY,](#) USA.

Affiliate Faculty, [Information Science PhD](#)
[Program, College of Emergency Preparedness,](#)
[Homeland Security and Cybersecurity,](#)
[University at Albany, SUNY,](#) USA.

Adjunct Professor, [Department of](#)
[Communication, University of Ottawa,](#) Canada.

Affiliate Faculty, [Institute of Feminist and](#)
[Gender Studies, Digital Transformation and Innovation Program, Population Health Ph.D.](#)
[Program,](#) and the [Institute for Science, Society and Policy \(ISSP\),](#) University of Ottawa,
Canada.

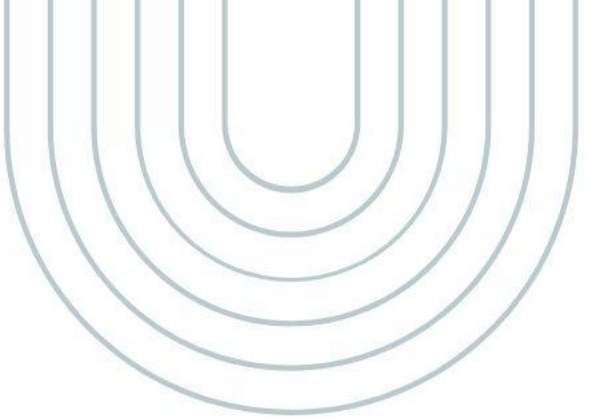
Faculty Associate, [Center for the Elimination of Health Disparities,](#) University at Albany,
SUNY, USA, and External Researcher at the [Institute of Communication and Health](#)
[\(ICH\),](#) University of Lugano, Switzerland.





2020 & 2021- PANDEMIC HIATUS





2022- POST- COVID

Location: Churchtown Firehouse
(Rental fee- \$525)

Topic: Post Covid-19: Debrief
and Rebuild

Facilitator: Jane Fischer
(Fee-\$3,250)



Jane Fischer

FACILITATOR BACKGROUND

Jane Fischer is a Creative Change Facilitator, offering training, facilitation, and coaching for personal and organizational development. Her passion is to help individuals, teams, and organizations arrive at creative solutions to the challenging and ambiguous problems they face, and to do so through positive mindsets.

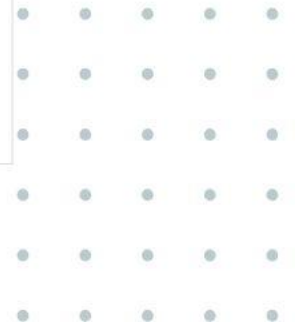
Jane's workshops and programs infuse principles and practices of creative problem solving, creative leadership, creative thinking tools, collaborative mindsets, applied improvisation, and purposeful play to build and boost participants' mindsets, skill sets, and tool sets.



Jane Fischer

Jane has over 25 years of experience in developing and delivering educational sessions, personal and professional development workshops, and training...

 Florida Creativity Conference XXIII /





2023- LGBTQIA+ Principles

Location: Churchtown Firehouse
(Rental fee- \$525)

Topic: LGBTQIA+ principles of care

Facilitator: Lyndon Cudlitz (Fee was \$1,540- ½ price for LHD)



Consulting, Education & Training

Providing customized LGBTQ & social justice education and assistance for healthcare...

lyndoncudlitz.com

2024- HEALTH EQUITY

Location: Churchtown Firehouse
(Rental fee- \$525)

Topic: Health Equity

Facilitator: Christie Van Horne

CHRISTIE'S WEBSITE

Location: Churchtown Firehouse- 2219 Co Rte 27, Hudson, NY 12534

Date: Thursday, October 3, 2024

Topic: Health Equity in Columbia County

Speaker- Christie VanHorne, M.Ed., MPH



Christie is a dynamic and experienced public health consultant with two decades of experience. As the founder and president of CVH Consulting, LLC, Christie is dedicated to creating engaging and effective health education and training experiences. With a deep understanding of instructional design principles and a commitment to improving public health outcomes, Christie has become a valuable asset in the field. Her clients will tell you she is uniquely capable of quickly understanding the populations she serves and your organization's needs. From her first foray as a health educator in rural South Africa with the Peace Corps, Christie has developed and delivered hundreds of workshops, seminars, and training sessions, engaging diverse audiences and fostering a deeper understanding of public health issues.



FUNDING FOR STAFF DEVELOPMENT DAY



HOW DID WE PAY FOR THIS?



Facilitator: COVID-19 Outreach Grant;
Public Health Infrastructure (PHIG)

Promo Gifts: COVID-19 Outreach Grant;
Performance Incentive; PHIG

Food: County Funds (COVID related
expenses); Performance Incentive;
PHIG



Facility Rental: Performance Incentive;
PHIG



FEEDBACK AND IDEAS FOR THE FUTURE



FEEDBACK

Feedback has always been positive, with a few gripes and colorful comments.

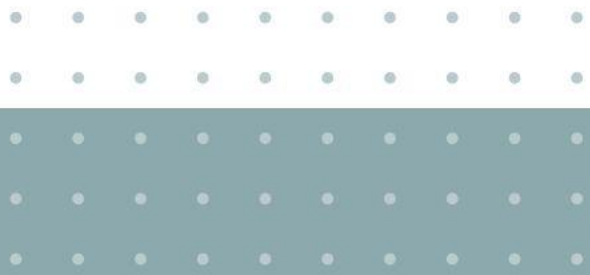
Topics, food, and off-site location are overall really appreciated by staff.

FUTURE TOPICS

In 2025 we will have Mary Beth Cale as our facilitator for a training in communication. We're at the Churchtown Firehouse, again, and they'll be providing the catering.

Additional topics I'd like to include are tech training, Microaggressions, and personal wellness topics (nutrition, fiscal wellness, physical activity, etc).





THANK YOU

Share your ideas!

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