



Sheppard Pratt

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2025
IMPLEMENTATION PLAN

August 2025

What is an Implementation Strategy Plan?

- As part of the IRS Section 501(r)(3) requirements for Community Health Needs Assessments (CHNA), all non-profit hospitals are also required to develop an Implementation Strategy Plan (ISP).
- An ISP requires hospitals to identify which community needs they will or won't address and why.
- **For each community need they will address, the plan must:**
 - Describe the actions the hospital facility intends to take to address the health need and the anticipated impact of these actions,
 - Identify the resources the hospital facility plans to commit to address the health need, and
 - Describe any planned collaboration between the hospital facility and other facilities or organizations in addressing the health need.

Top Needs Identified from the CHNA

During the CHNA process, a total of **17 community needs** were identified from the primary and secondary quantitative and qualitative data.

- Culturally responsive behavioral healthcare services for diverse populations, including access to interpreter services
- Develop and implement strategies to improve the retention of the behavioral healthcare workforce
- Enhance aftercare support services for patients following inpatient treatment
- Expand access to behavioral health crisis services for individuals in urgent need of care
- Expand access to family education and support programs
- Healthcare coverage to address gaps for uninsured individuals
- Implement behavioral healthcare outreach programs tailored for immigrant and non-English-speaking communities
- Improve access to behavioral healthcare services, including reducing wait times and increasing provider availability
- Increase access to behavioral health respite services
- Increase access to behavioral healthcare services tailored to the needs of neurodivergent individuals
- Increase access to behavioral healthcare services tailored to the needs of older adults
- Increase access to behavioral healthcare services tailored to the needs of youth
- Increase availability of behavioral healthcare services within schools
- Increase awareness of behavioral healthcare services
- Programs to reduce stigma associated with seeking behavioral healthcare services
- Quality, affordable, supportive housing for post-behavioral healthcare treatment
- Reliable, affordable, and accessible transportation options to behavioral healthcare facilities and other essential services

Sheppard Pratt Community Health Needs Assessment Priorities

Through the **Needs Prioritization Process**, the Sheppard Pratt leadership team highlighted **three priority areas** to focus on within the next three years. These priorities will serve as the foundation for future community health improvement strategies.

Access & Availability of Behavioral Healthcare Services

- Increase access to behavioral healthcare services tailored to the needs of youth
- Expand access to behavioral health crisis services for individuals in urgent need of care

Awareness & Education

- Increase awareness of behavioral healthcare services

Workforce & Capacity Building

- Develop and implement strategies to improve retention of the behavioral healthcare workforce

Community Need #1: Access and Availability of Behavioral Healthcare Services

Description of Need:

- Expand behavioral health crisis services to ensure individuals in urgent need receive immediate care
- Enhance access to youth-specific behavioral health services

Implementation Plan: Access and Availability of Behavioral Healthcare Services

Action Items:

- Implement a mental health training camp in partnership with the Baltimore Ravens on an annual basis
- Expand crisis stabilization services in the region
- Provide free transportation to programs for underserved populations
- Leverage partnerships with key stakeholders in city and county government to increase access

Community Need #2: Awareness & Education

Description of Need:

- Expand awareness of behavioral health services
- Help individuals and families recognize mental health needs
- Improve access to appropriate resources
- Promote use of services that support well-being

Implementation Plan: Increase awareness of behavioral healthcare services

Action Items:

- Expand the partnership with RadioOne focused on minority mental health
- Drive community awareness through Ravens partnership focused on reducing stigma and bringing the conversation around mental health to a broader audience
- Publish community newsletter Inspire to create awareness about reducing stigma around mental health and highlighting programs and services to increase access to care
- In partnership with NAMI, participate in support groups to improve awareness about mental health issues in the community
- Explore opportunities to partner with community organizations to increase awareness
- Publish bimonthly government relations e-newsletter to keep government officials informed about our work and advances in mental health policy
- Launch suicide prevention month campaign, focused on raising awareness and sharing free resources and expanding access to care during the month of September; Will include a social media campaign, as well as a free one-hour webinar focused on suicide prevention and incorporating elements of mental health first aid training
- Offer LinkedIn live sessions focused on thought leadership and raising awareness about mental health in the community

Community Need #3: Workforce & Capacity Building

Description of Need:

- Develop and implement workforce retention strategies
- Build a stable and sustainable behavioral health workforce

Implementation Plan: Develop and implement strategies to improve retention of the behavioral healthcare workforce

Action Items:

- Enhance nurse residency program to continue to support the behavioral healthcare nursing workforce
- Enhance continuing education offering (in-person and virtual) at no cost to providers
- Partner with HBCUs offering educational opportunities for nursing students.
- LinkedIn Live Sessions
- Continue to provide a psychiatric residency program in partnership with the University of Maryland
- Create internship opportunities for students in behavioral health programs
- Partner with local professional associations to offer learning and educational events