

Florence County Health
Department 2025-2030

Community Health Assessment



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**Florence County
Health Department**



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Introduction

The Florence County Health Department recognizes the overall importance of a Community Health Assessment (CHA) as is required in state statute (140 Review) every 5 years. Data in this report is a collective effort of health department staff, partners and stakeholders. The CHA document drives community assessment, planning, implementation, and evaluation used throughout the Community Health Improvement Plan (CHIP).

Public Health Accreditation status through the Public Health Accreditation Board (PHAB) requires that Community Health Assessments be completed at least every five years. PHAB standards strongly encourage that national models of methodology be utilized when completing a CHA. The process was led by the Florence County Health Department with assistance and support from the Wisconsin Department of Health Services, Northern Region Office for Policy and Practice Alignment.

As the report is reviewed, it is noted that some areas have improved as a result of community work and systems change while others may have worsened. Still other data points may take longer to fully evaluate for improvement or decline. The reader is encouraged to review the data as it applies at a local, state, and national level to provide comparative information.

The collaborative effort engaged approximately 25 participants to identify key health priorities in Florence County. The process provided a platform to improve population health and promote health equity related to a rural community with little ethnic diversity.

Method

The Florence County CHA/CHIP team utilized a modified, community-driven strategic planning process to achieve health equity denoted Mobilizing for Action through Planning and Partnerships (MAPP) which is a framework developed by the National Association of County and City Health Officials (NACCHO). In conjunction with the Social Determinants of Health, the Florence County Health Department also used the *Wisconsin Guidebook on Improving the Health of Local Communities*. (2019). This model has proven to increase collaboration between service providers to ensure that community members are being delivered the essential services.



Source: University of Wisconsin, Population Health Institute and the Robert Wood Johnson Foundation, County Health Rankings and Roadmaps. (Accessed, 10/2024).

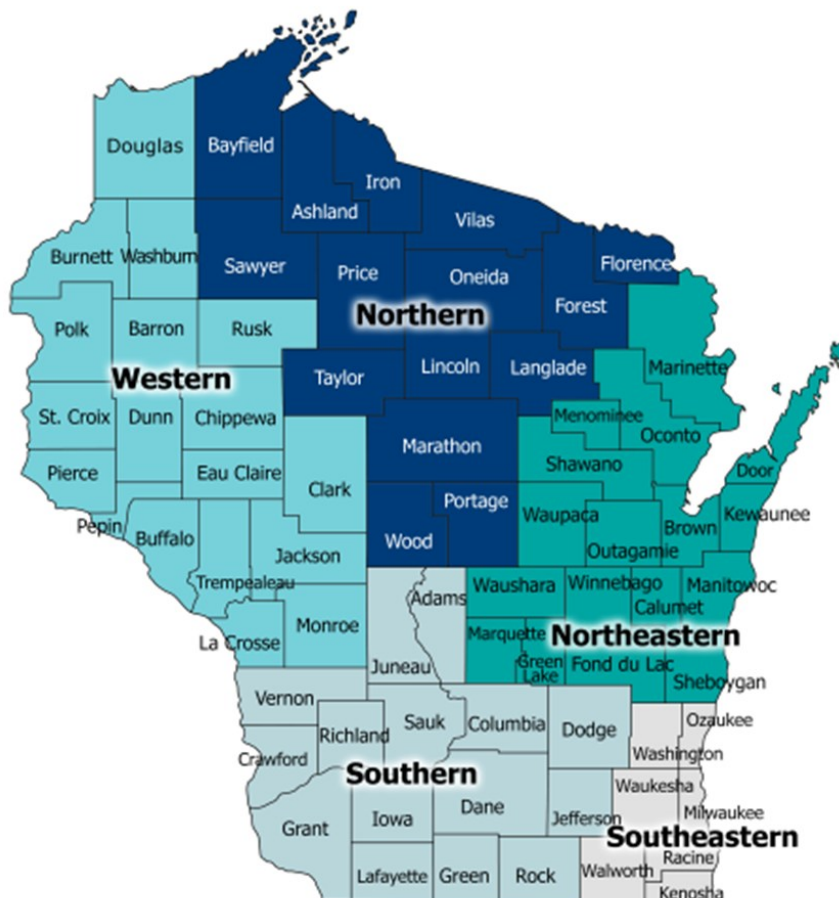
Guiding Frameworks

Throughout the CHA process, FCHD utilized three frameworks:

- MAPP (as described above)
- Healthy People 2030 (Federal plan) framework details five key areas to addressing work needed to improve health and well being for all people; health disparities, health equity, health literacy, well-being, social determinants of health.
- Healthiest Wisconsin 2030 framework is the State Health Plan (SHIP) that identified priority areas and strategies, measures and indicators to track progress, and partnerships necessary to implement the full plan.

Introductions and Acronyms

- DHS** = Department of Health Services
- DPH** = Division of Public Health
- OPPA** = Office of Policy and Practice Alignment
- CHA** = Community Health Assessment
- CHIP** = Community Health Improvement Plan



State Health Assessment and Improvement Plan

Vision: All people and communities in Wisconsin have the opportunities and supports they need to reach their full potential.

Priority Areas are the issues Wisconsin community members raised as being the most important factors in improving their health and well-being.

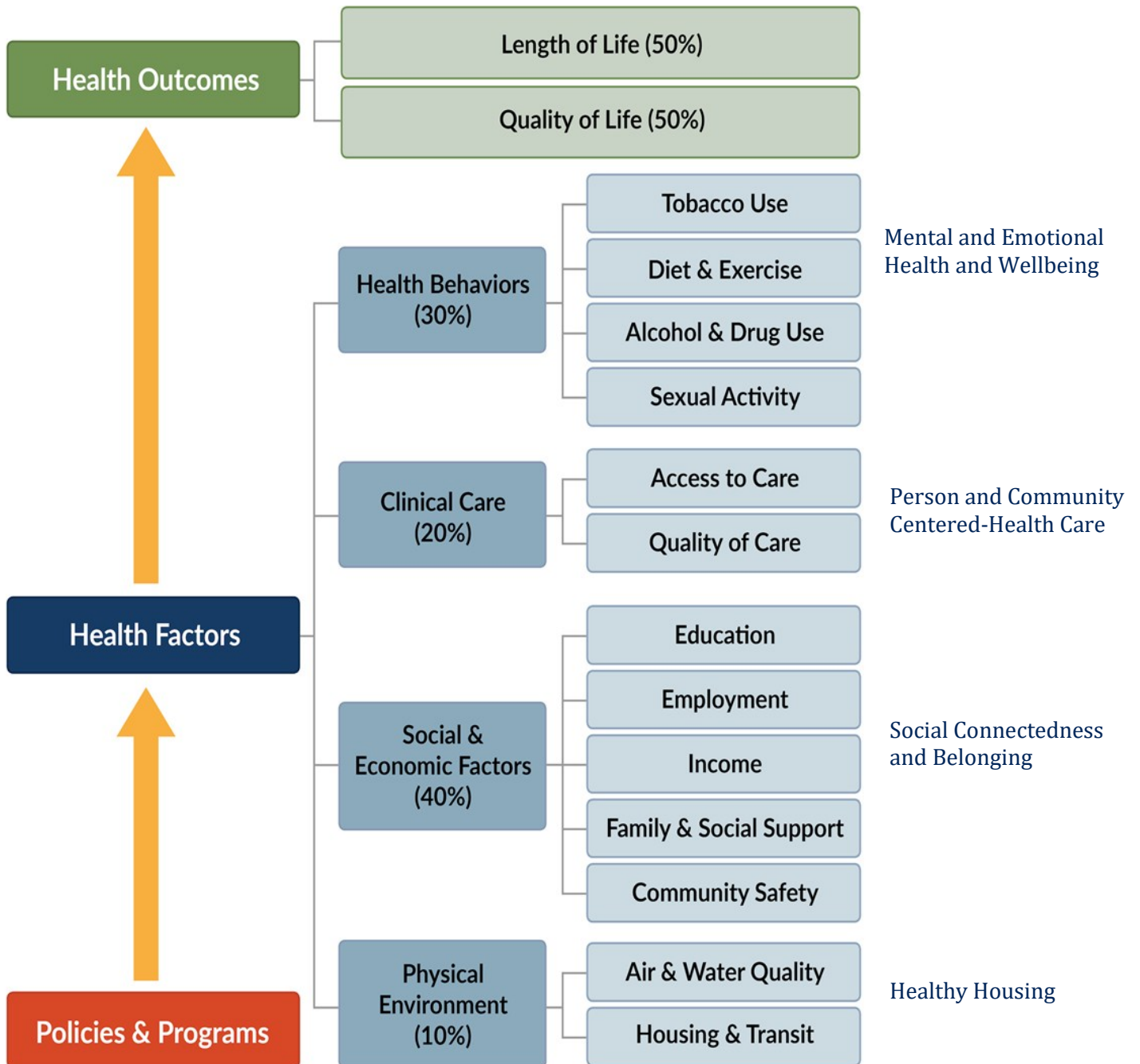


To view the Wisconsin 2023-2027 State Improvement Plan (SHIP), follow the link below:

<https://link.edgepilot.com/s/196bf13b/GQTYSQODfUuMA8LJELs53g?u=https://www.dhs.wisconsin.gov/statehealthplan/index.htm>

Overlap

- County Health Rankings Model
- SHIP Priority Areas



County Health Rankings model © 2014 UWPHI

Timeline



Step 1: Gather information to assess needs and resources

October 2024-

- Review prior CHA process
- Begin 10 in-person One on One interviews
- Determine and send invites to Steering Committee participants
- Complete and revise pilot Community Health Survey Template with input from One on One interviews
- Distribute 20 physical and online surveys to individuals as a pilot

November 2024-

- Evaluate roll-out of Community Health Surveys and consider other methods of delivery
- Mail out surveys (160) to random households in Florence County using phone book
- Set survey goal of 400 or 10% of population

Step 2: Set priorities to focus on what is important

December 2024-

- By 30th meet with representatives from the Department of Health Services, Division of Public Health, Northern Region Office of Policy and Practice Alignment (OPPA) to discuss the Community Health Assessment process and begin a preliminary review of data
- Attend four Commodities at the local St. Vincent de Paul to distribute surveys
- Finish draft of secondary data package for review by NRO and Steering Committee
- Evaluate Community Health Surveys to assure representation of 8 townships
- Potential participants from many sectors of the community were identified

January 2025-

- Initial Steering Committee meeting to review process
- LHO/PHN presented the rough draft of the data package to the Steering Committee
- 2nd Steering Committee meeting scheduled
- By the 31st, LHO/PHN send data package to David Strong/Epi and Angela/NRO Director
- Agendas for the CHA meeting were sent to all participants

Step 3: Choose Effective Policies & Programs

February 2025-

- Focus groups held during the month at four of the 8 townships
- 26th- 8:30-11:30am Twenty-five participants attended “Data in a Morning “ CHA meeting facilitated by Northern Region OPPA facilitators, David Strong, Gabrielle Lentz and Tiffany Giesler to review data from key indicators & 12:00-2:30pm-Steering Committee met to discuss the results of the morning and identify themes and provide suggestions of subcommittees to work on future goals and strategies

Step 4: Act on What’s Important

March/April 2025-

- April 30th- Finalize CHA & CHIP document compiling findings and finalize action plans
- Distribute CHIP and recruit membership for work

Step 5: Act on What’s Important

Ongoing-

- Monitor data, engage with community members, evaluate partnerships and outcomes
- Review and modify strategies to increase meeting local needs
- Share and promote results

Florence County Community Profile



13% of Florence County residents under the age of 65 live with a disability

8% of Wisconsinites live with a disability

Race

Research has linked race and ethnicity to inequitable health outcomes. Florence County has very little cultural diversity. However, health equity is affected by economics, access, geography, and transportation.



Veterans

10% of population has veteran status (*about 1.5 times the rate in WI and that of the U.S.*)

Language

97% Speak only English

2% Spanish

1% Other languages

0% Other Indo-European languages

0% Asian and Pacific Islanders

Overview

Florence County, a rural county in Northeast Wisconsin, has a long history of excellent relationships among community partners collaborating to offer a broader range of services than any individual, department, or group could provide on its own. However, we face substantial challenges including high rates of poverty and lack of access to care including health, dental, and mental health providers.

The median age is 54 (which is 1.4 times higher than that of WI and the U.S.) with an average life expectancy of 76 (U.S. average is 77).

The median household income is \$64,500.

Health Disparities and Inequalities

According to the Centers for Disease Control and Prevention (CDC), health disparities are differences in health outcomes between groups that reflect social inequalities. Since the 1980s, our nation has made substantial progress in improving residents' health and reducing health disparities, but ongoing racial/ethnic, economic, and other social disparities in health are both unacceptable and correctable.

Our sizeable low- to moderately-low-income (less than 200% Federal Poverty Level*) population is prone to poorer health outcomes.



49%

Female

51%

Male

Race & Ethnicity:

White: 95%

- **about 20 percent higher** than the rate in Wisconsin: 80%
- **more than 1.5 times** the rate in United States: 59%

4,574

Florence County
population

Sources: U.S. Census Bureau, American Community Survey. (2013-2017).
County Health Rankings 2023.

Florence County Land Acknowledgment

Florence County has an area of 488 square miles and has the second smallest population of the 72 counties in Wisconsin. Florence County has no incorporated cities or villages. It has 8 townships:

1. Aurora
2. Commonwealth
3. Fence
4. Fern
5. Florence
6. Homestead
7. Long Lake
8. Tipler

Florence County, including the lands where our Facilities and Parks are located, is situated on the ancestral homelands of the Menominee Nation and the Forest County Potawatomi Nation. These lands have been stewarded by Indigenous people for generations and continue to be home to Native Nations today. We recognize the enduring presence, resilience, and sovereignty of the 11 federally recognized Native Nations in Wisconsin. We honor their past, present, and future contributions and commit to fostering respectful relationships with Indigenous communities.



Map accessed from <https://wisconsinfirstnations.org/map/> on 1/2025



Data Collection:

Primary Data

Florence County's primary data collection process started with key informant interviews. FCHD staff then held focus groups and shared Community Health Assessment Surveys county-wide. The interviews, focus groups and surveys ensured engagement of the community especially underserved populations. Surveys were shared online and hard copy for diverse community input.

Key Informant Interviews

10

Interviews from industry, agencies serving vulnerable populations, community organizations, faith-based, and youth groups

Thank you to the agencies who participated:

- Florence County Sheriff's Office
- Aging and Disability Resource Center (ADRC)
- Human Services Department (HSD)
- Marshfield Clinic- Florence Medical Center
- Florence School District
- Industry
- Faith-based
- St. Vincent DePaul

Focus Groups

4

Focus group interviews with diverse groups of people in the townships of Florence, Aurora, Fence and Tipler

Most important factors that were brought up at the ADRC meal sites:

- Healthcare transportation/Emergency Services
 - Mental health concerns related to being able to get the proper care
- Home Health/Caregivers
- Fall Prevention

Most important factors that were brought up at the low-income housing in Florence:

- Substance abuse
- Alcohol
- Lower income population faces more health challenges/barriers overall.

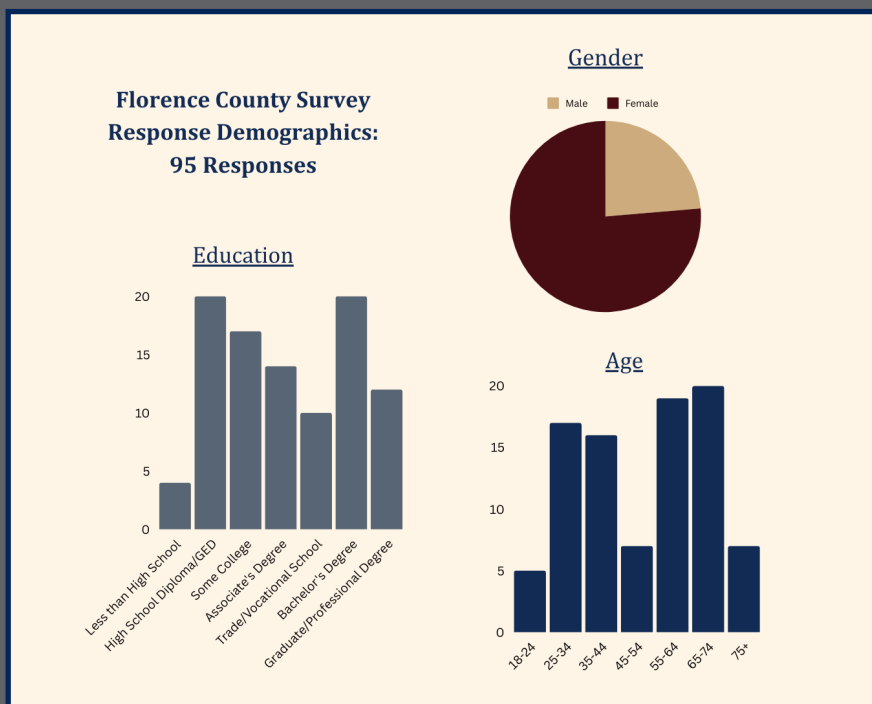
Substance Use	Mental Health
	
treatment	mental health in children
recovery housing	providers
providers	senior connectedness
Healthy Lifestyles	Community Draw
	
access to healthy foods	housing
good, clean social fun	jobs
fitness for elderly	transportation
encourage vaccination	community inclusion

Data Collection:

Primary Data



Community Health Assessment Survey Summary



3

Most important factors for a "Healthy Community":

1. Low crime/safe neighborhoods
2. Good place to raise children
3. Access to health care

3

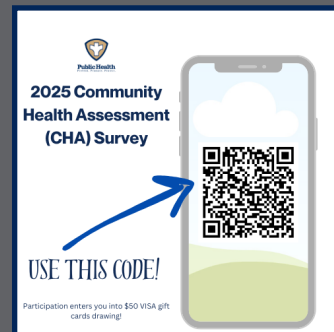
Most important health problems in the community:

1. Substance use/abuse, including alcohol
2. Mental health
3. Cancer

3

Behaviors that impact overall health of the community:

1. Alcohol abuse
2. Drug abuse
3. Sedentary lifestyle



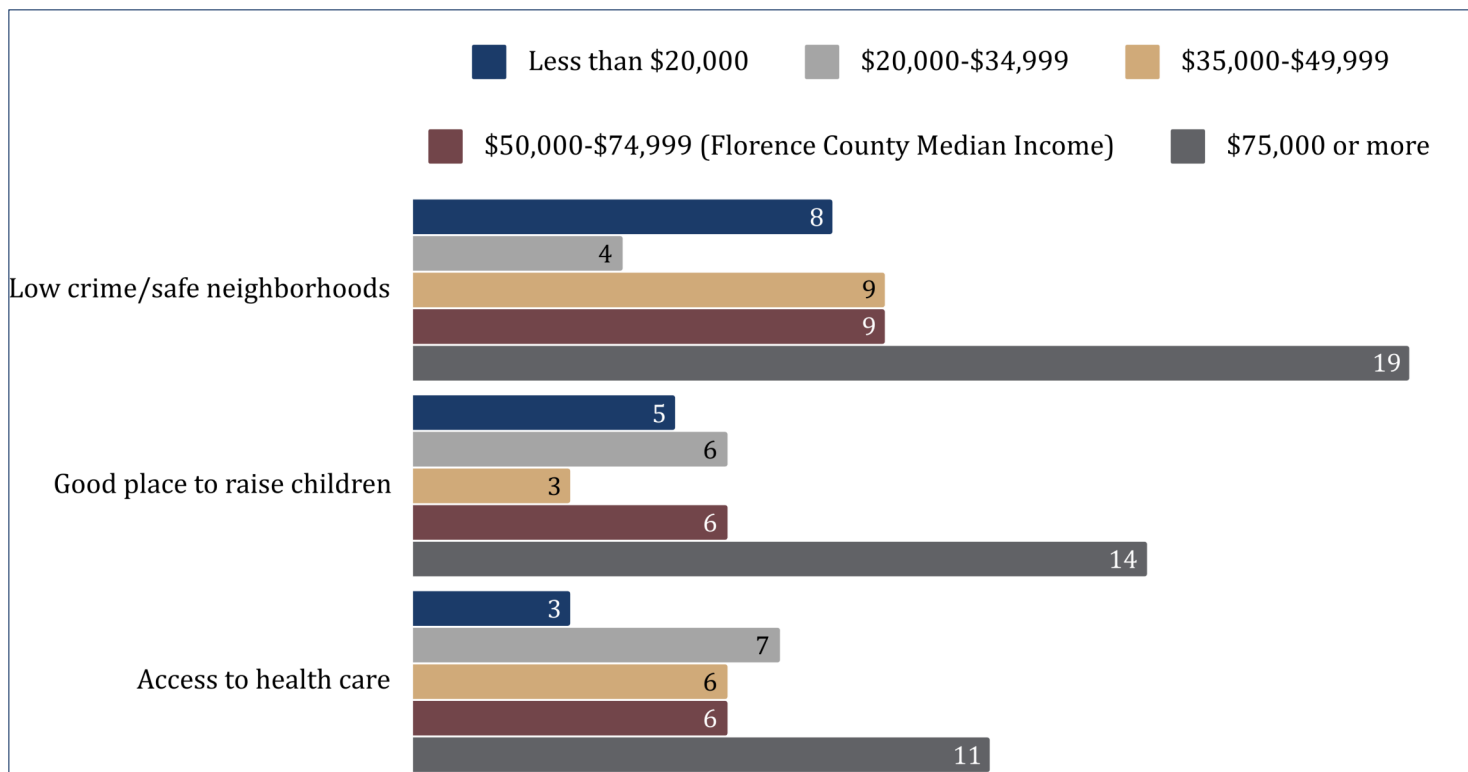
Data Collection:

Primary Data



Community Health Assessment Survey Summary

Florence County Survey participants chose the three topics below as the three most important factors for a “healthy community”. **Low crime/safe neighborhoods** got the most votes with **49** total, **good place to raise children** got the second highest amount of votes with **34** total, and **access to health care** got the third highest amount of votes with **33** total. The graph below is broken down by income category to show the priorities of each subpopulation. Overall, having low crime and a safe neighborhood is a priority for the majority of the subpopulations below.



Source: Florence County Community Health Assessment Survey 2025

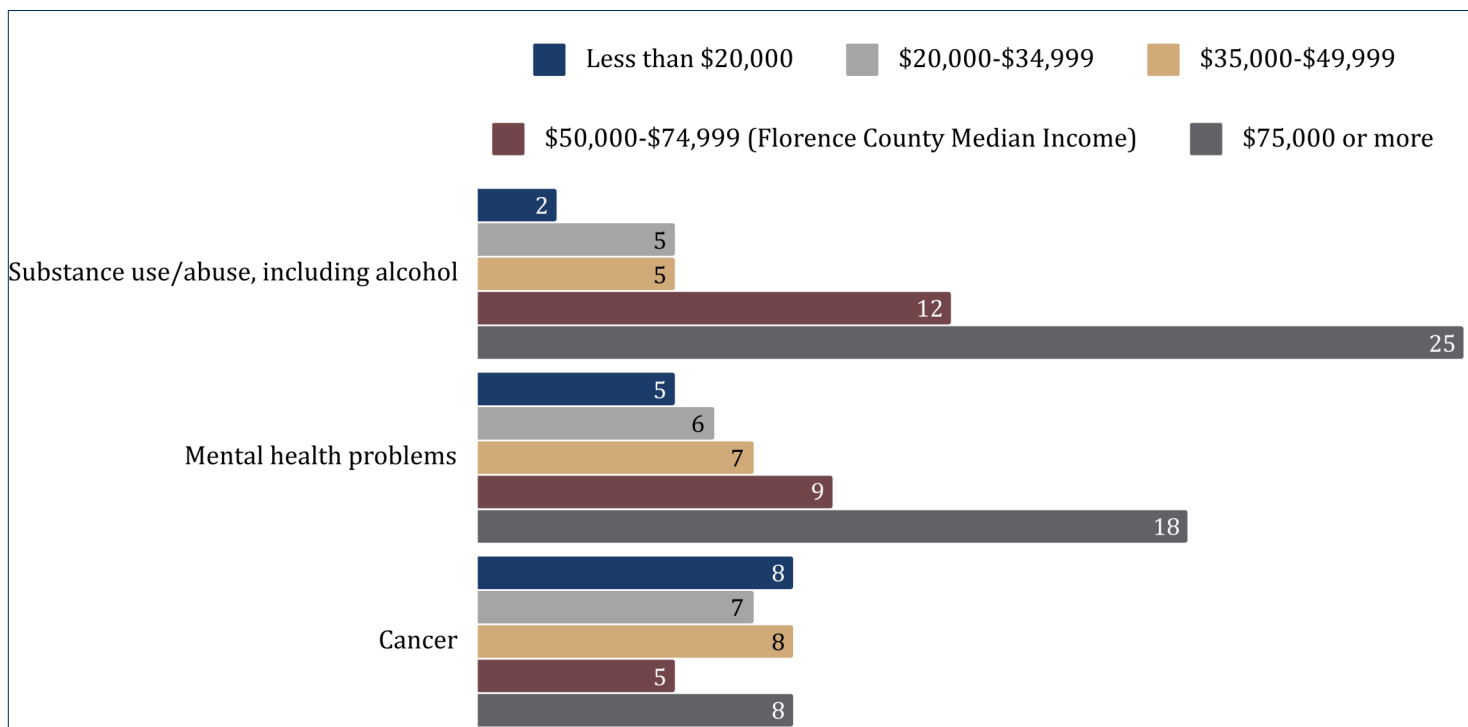
Data Collection:

Primary Data



Community Health Assessment Survey Summary

Florence County Survey participants chose the three topics below as the three most important health problems in the community. **Substance use/abuse, including alcohol** got the most votes with **49** total, **mental health problems** got the second highest amount of votes with **45** total, and **cancer** got the third highest amount of votes with **36** total. The graph below is broken down by income category to show the priorities of each subpopulation. Although substance use/abuse, including alcohol has the highest total votes, mental health problems seem to be more of a general concern throughout the subpopulations.



Source: Florence County Community Health Assessment Survey 2025

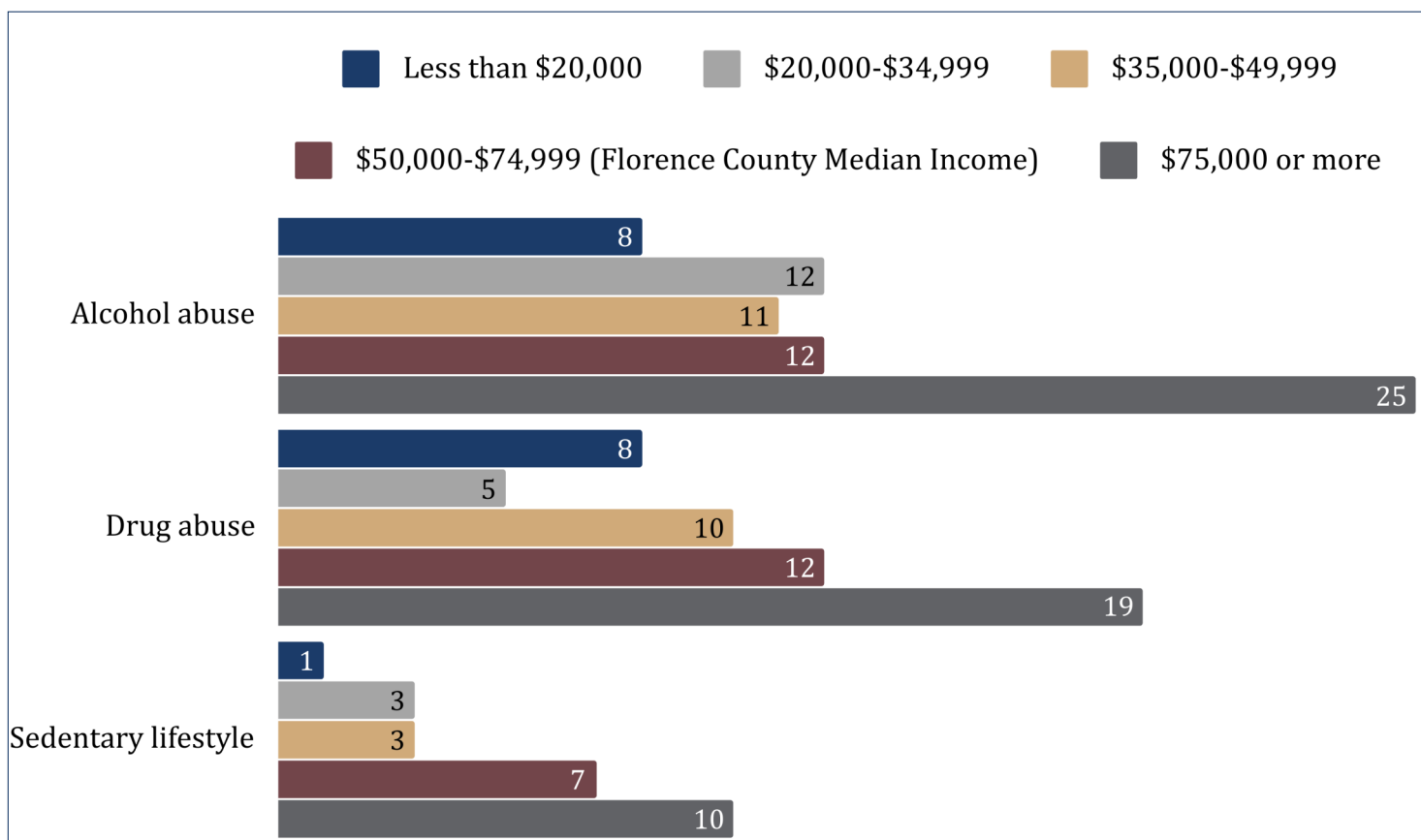
Data Collection:

Primary Data



Community Health Assessment Survey Summary

Florence County Survey participants chose the three topics below as the three behaviors that have the most impact on the overall health of the people in the community. **Alcohol abuse** got the most votes with **68** total, **drug abuse** got the second highest amount of votes with **54** total, and **sedentary lifestyle** got the third highest amount of votes with **29** total. The graph below is broken down by income category to show the priorities of each subpopulation. Overall, alcohol abuse is agreeably the highest concern throughout the subpopulations.



Source: Florence County Community Health Assessment Survey 2025

Tobacco Use

Why Do People Smoke?

There are disparities in subpopulations that smoke which shows that vulnerable populations are under increased stress. People smoke for many reasons including addictions, stress relief and the desire to feel good.



Research shows that **multi-component interventions** that include retail and community education, regular inspections, and penalties for vendors who sell to minors reduces illegal tobacco sales, which in turn decreases youth smoking.

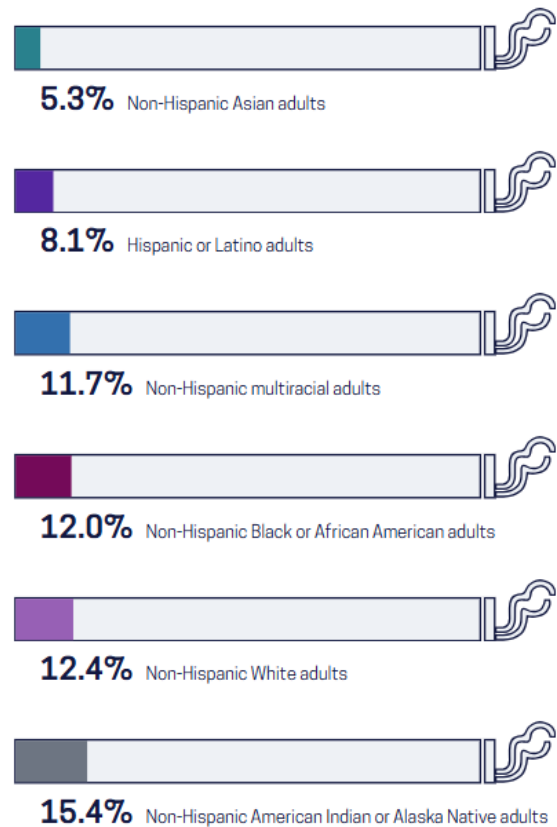
The rate of smoking in Florence County (17%) is higher than WI (14%) and the U.S. (15%). In addition, other demographics influence smoking rates:

- Native American/American Indian Wisconsinites smoke at the highest rates, followed by multi-racial and Black/African American individuals. Asian and Hispanic people are least likely to smoke.
- More males than females are smoking in Wisconsin.
- People living with a disability, mental illness, or depression are more likely to smoke.
- People participating in Medicaid have higher smoking rates than those on other insurance.
- People who diversity of views and backgrounds experience higher smoking rates.
- People in rural areas overall are more likely to smoke than people in urban areas.
- One in three people with less than a high school education or with a low income (<\$15,000) are smoking.
- One in nine Wisconsin women smoke while pregnant. (WI SHA, 2020)

Demographic statistics in the United States in 2023.

Highest group rate was **more than 2.5 times** the lowest group rate.

Percentage of adults currently smoking cigarettes, 2023²⁸



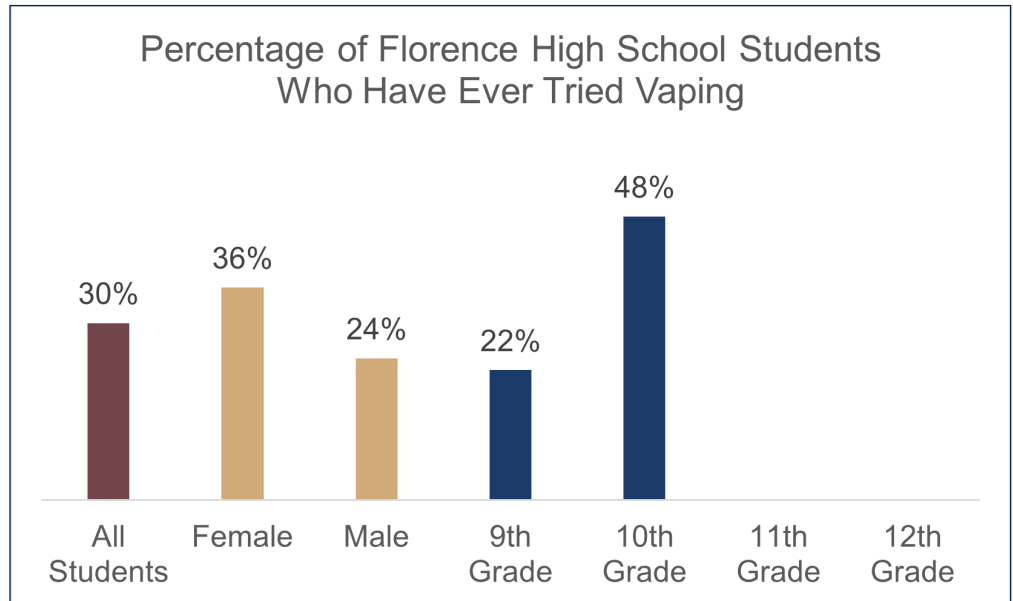
Source: Healthy People 2030.

Tobacco Use

Higher rates of nicotine use may be associated with vulnerable populations experiencing disconnectedness and stress. Barriers to cessation and other issues relating to healthcare can also contribute.

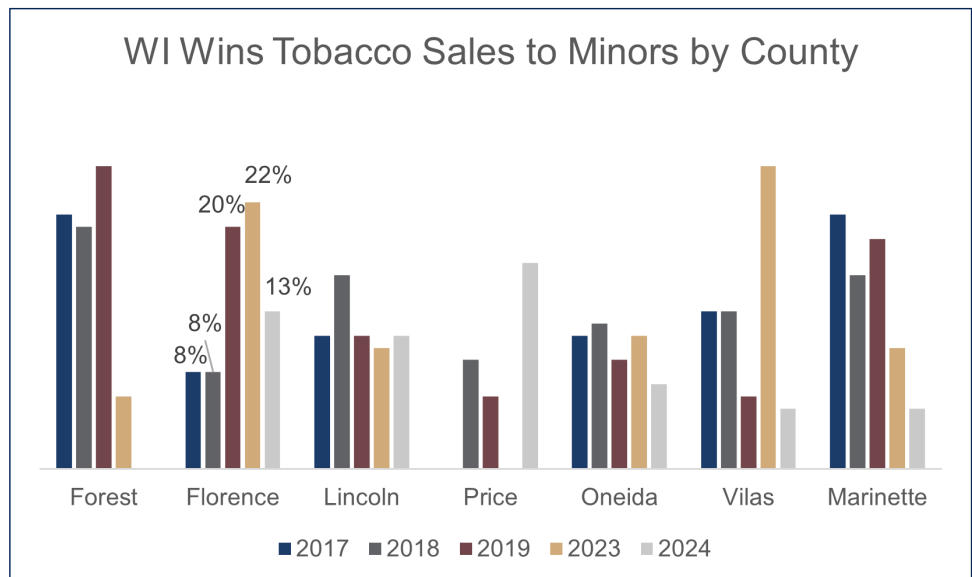
- **The WI Wins program is an unannounced compliancy checks with an underage youth at all local tobacco retailers.** Checks impact youth access to tobacco thereby reducing early use and addiction.
- Tobacco compliancy checks were not completed during COVID years from 2020-2022. In 2023, **Florence County had a 22% sales rate with 2 sales** to minors but citations were not issued only warning letters to provide education post COVID and restarting the program.

1/3 of all students in Florence High School have tried vaping.



Florence High 2023 Youth Risk Behavioral Survey (YRBS).

FCHD participates in the Northwoods Tobacco-Free Coalition in collaboration with the WI Wins program to encourage state and federal com-



Source: Wisconsin WINS 2019-2023

Diet & Exercise

In summary, Florence County's rates for healthy diet in youth are well below those of Wisconsin's rates. Florence County has a much smaller sample size than the state YRBS. A healthy diet is essential for good health as it can protect against many chronic diseases.



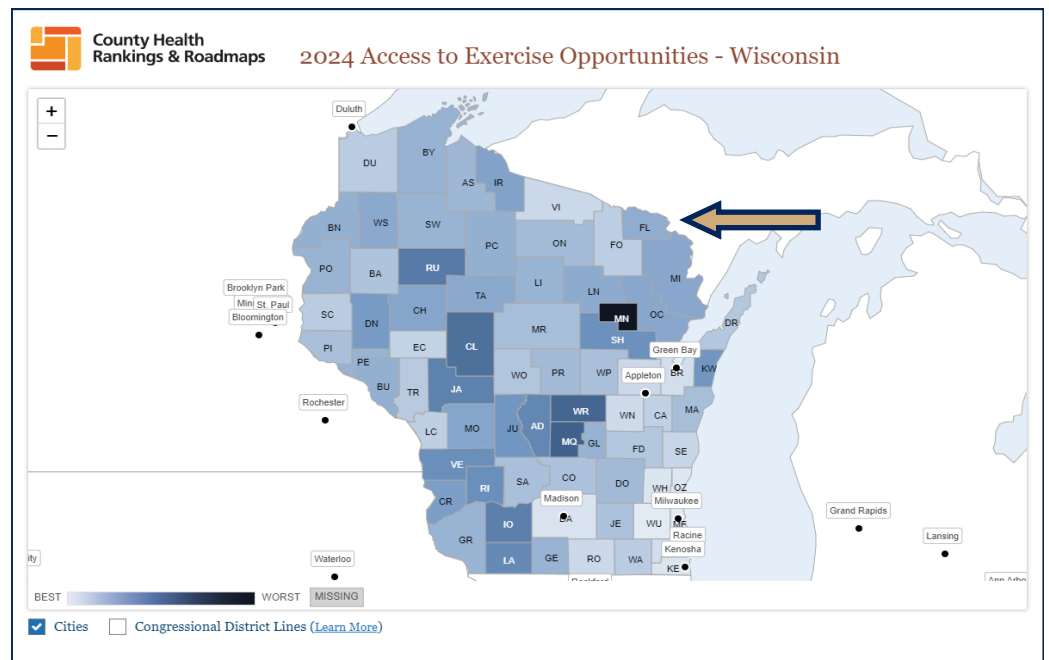
Florence High School 2023 YRBS – Percentage of students in grades 9-12 - Eating habits

- **26%** of Florence County students (89.6% for WI) reported eating fruit one or more times per day over the past seven days.
- **76%** of Florence County students (97.1% for WI) reported drinking water one or more times during the past seven days.
- **17%** of Florence County students (26.6% for WI) reported eating breakfast one or more times during the past seven days.
- **37%** of Florence County students (88.2% for WI) reported eating vegetables one or more times during the past seven days.

Access to Exercise Opportunities

Percentage of Florence County with adequate access to locations for physical activity

In Florence County, **63%** of people lived close to a park or recreation facility. This is almost 20% lower than the state and national averages, both at 84%. The impact of this can decrease depression and high blood pressure, help to control weight and improve sleep quality.



Source: County Health Rankings, 2024.

Diet & Exercise

Florence County 37%
Wisconsin 34%

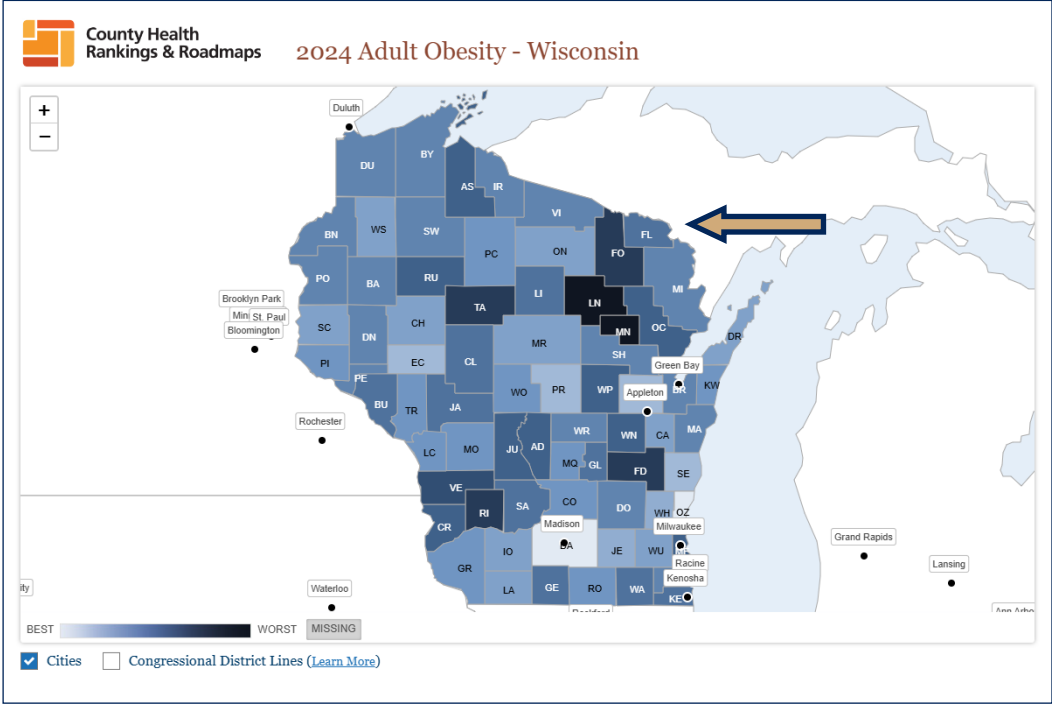


Diabetes rates in Florence County (8%) are slightly below national average (10%). However, diabetes as a primary cause of death is slightly higher than the state and region.

Florence County 22%
Wisconsin 19%
United States 23%

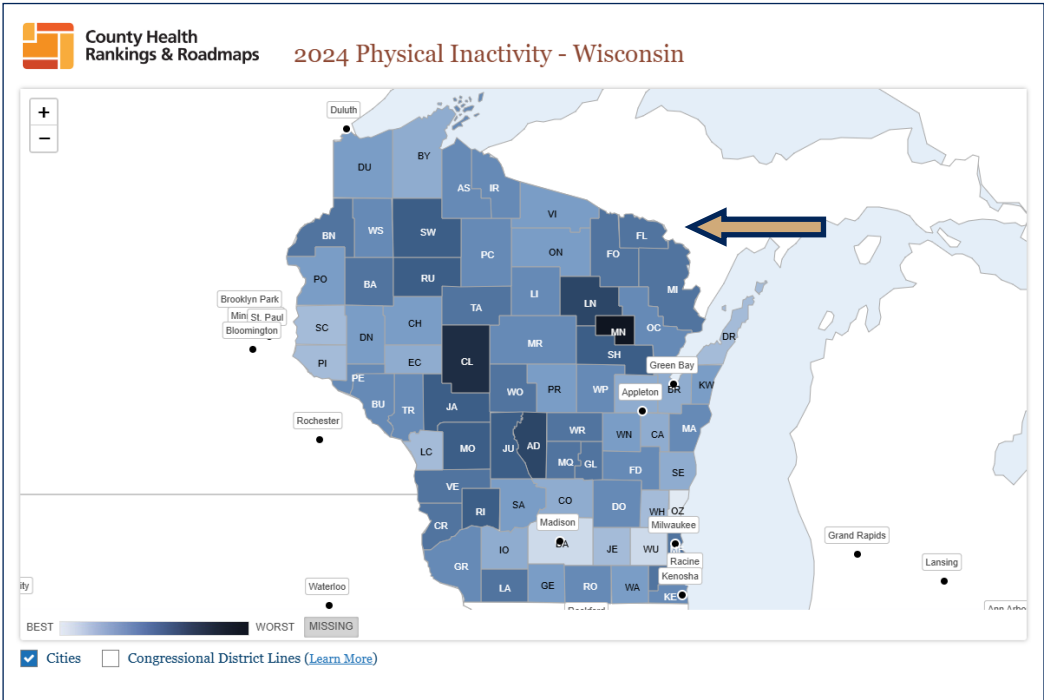
Florence County adult inactivity rates are also slightly above average compared to state rates and similar to national rates. Physical inactivity relates to a number of chronic diseases.

Adult obesity rates for Florence County are slightly above the state average.



Source: County Health Rankings and Roadmaps, Florence County. Accessed November 2024.

Age-Adjusted County –Level Estimates of Leisure-time Physical Inactivity Incidence Among Adults 20 Years of Age and Older



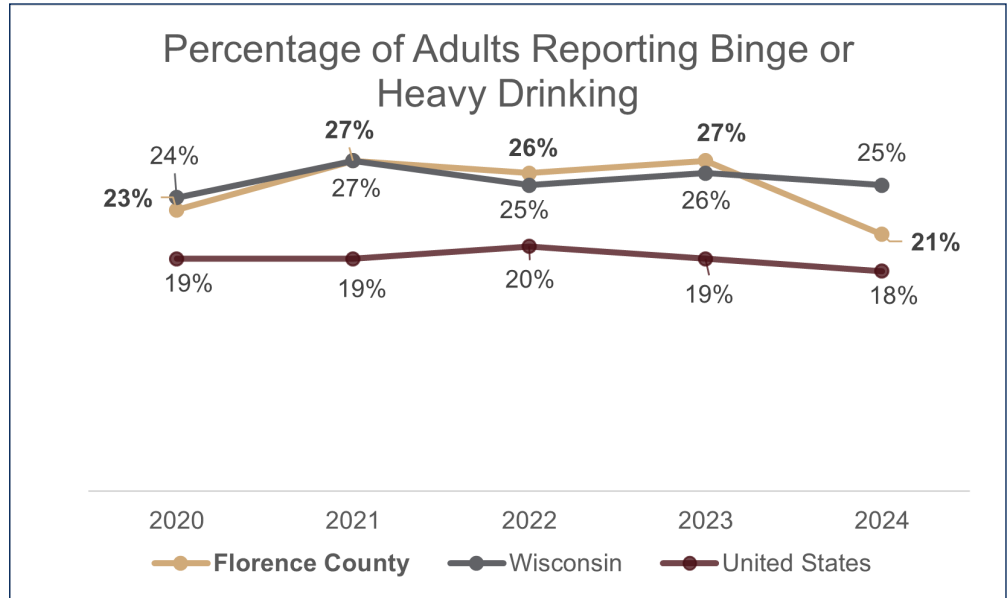
Source: County Health Rankings and Roadmaps, Florence County. Accessed November 2024.

Alcohol & Drug Use

Due to a small population, Florence County's results can have more variation from year to year.

Binge drinking is defined as consuming **4 or more drinks** on an occasion for women and **5 or more drinks** on an occasion for man. It is the most common pattern of excessive alcohol use in the United States. It is associated with many health problems such as **cancer, injury, violence, sexually transmitted diseases, poor pregnancy outcomes, heart disease and memory/learning problems.**

In general, Florence County binge drinking is higher than average of the United States.



Source: County Health Rankings and Roadmaps. (2024)

“The consumption of alcohol has been identified as one of the top 10 risks contributing to the worldwide burden of disease.”
-World Health Organization



<5 alcohol-related deaths



14 alcohol-related hospitalizations



36% of motor vehicle crash deaths in Florence County involved alcohol

Source: Wisconsin Department of Health Services. (2023)

Alcohol & Drug Use



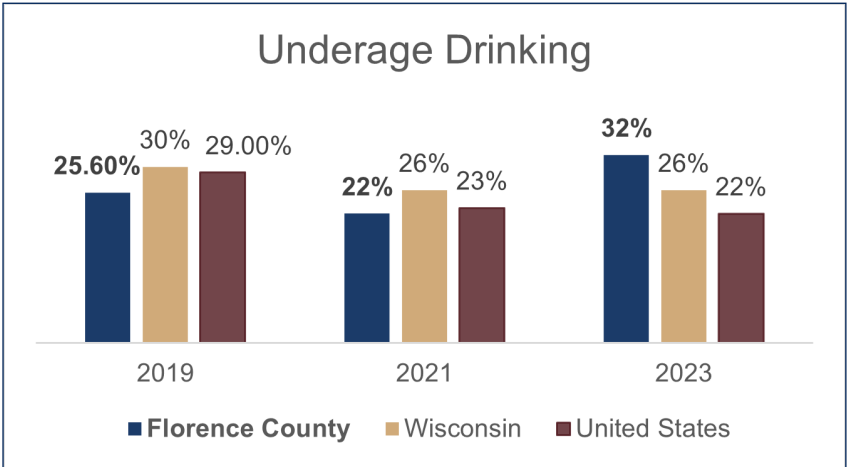
Wisconsin youth alcohol use and binge drinking rates have been higher than the United States on average for the past 15 years.

Not all data is available on a yearly basis. There are various factors that impact the reporting of data. Some examples are state legislation and regulations, reporting requirements, and small numbers.

Florence High School data from the 2023 Youth Risk Behavior Survey (YRBS) shows a slight decrease in alcohol use and binge drinking behavior among high school students compared to the state. Florence County reports **32%** of students consumed at least one drink in the past 30 days and **18%** reported binge drinking in the past 30 days. YRBS data is collected state-wide every two years.

Underage Drinking Rates

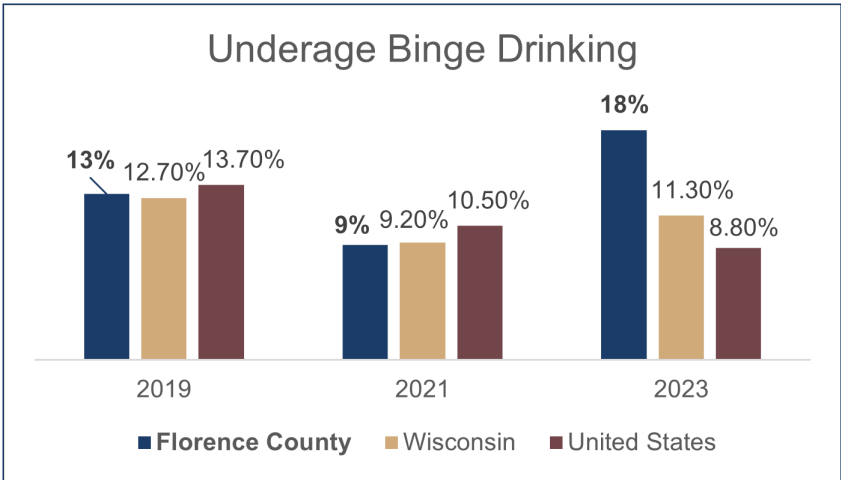
Percentage of students in grades 9-12 who had a least one drink of alcohol on one or more of the past 30 days.



Source: U.S. Department of Health and Human Services, Center for Disease Control and Prevention, Florence County YRBS.

Underage Binge Drinking

Percentage of students in grades 9-12 who had 5 or more drinks in a row on one or more of the past 30 days.



Source: U.S. Department of Health and Human Services, Center for Disease Control and Prevention, Florence County YRBS. (2024)

Alcohol & Drug Use



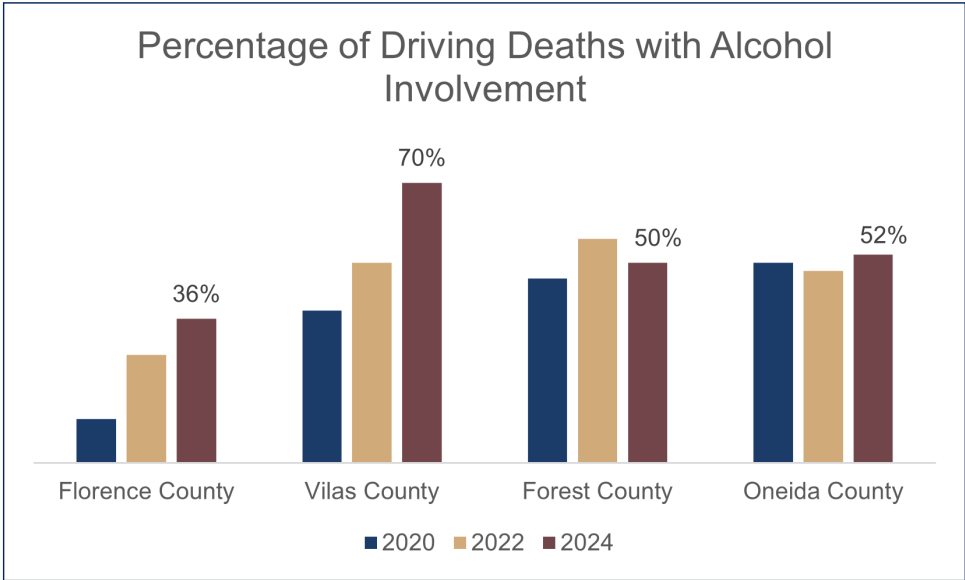
Although Florence County shows a much lower percentage than surrounding counties, this is still a rising issue among all communities.

Participants of the Community Health Assessment data presentation were concerned about YRBS results for prescription drug misuse in minors. (YRBS at the state level does not reflect exactly the same questions as local YRBS since 2013.)

In 2021, Florence County did not have enough answers on the YRBS to create data.

Alcohol-impaired driving deaths are the percentage of motor vehicle crash deaths where alcohol was determined to be a factor. Florence County and the state of Wisconsin have significantly higher rates of alcohol impaired driving rates than the United States.

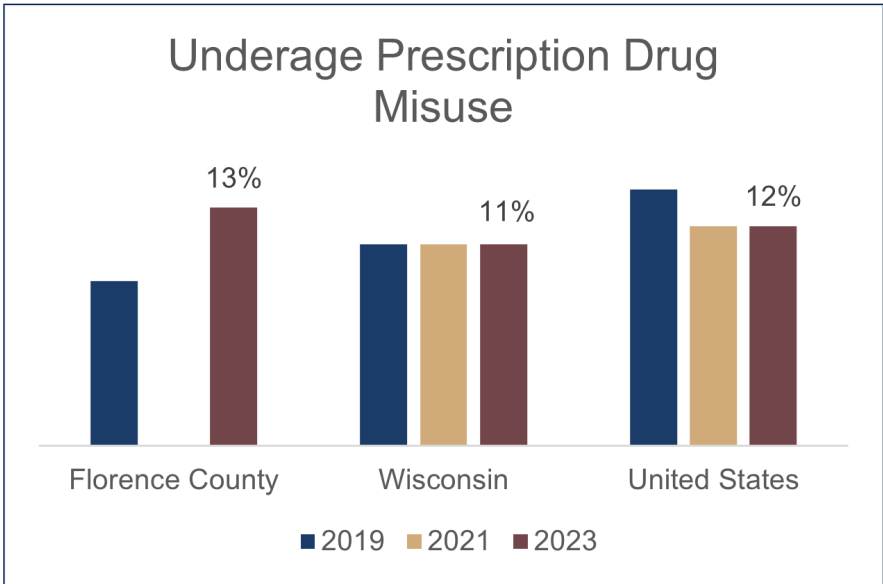
In 2003, Wisconsin lowered the prohibited alcohol content



Source: County Health Rankings. (2024). Accessed November 2024.

Underage Prescription Drug Misuse

Percentage of Wisconsin students in grades 9-12 who have ever taken a prescription drug without a doctor’s prescription.



Source: University of Wisconsin Population Health Institute, Center for Disease Control and Prevention, County Health Rankings. (2024). Accessed November 2024.

Sexual Activity



In 2017, Florence County Health Department (FCHD) initiated Reproductive and Sexual Health Services to expand access in the rural community that they still offer today.



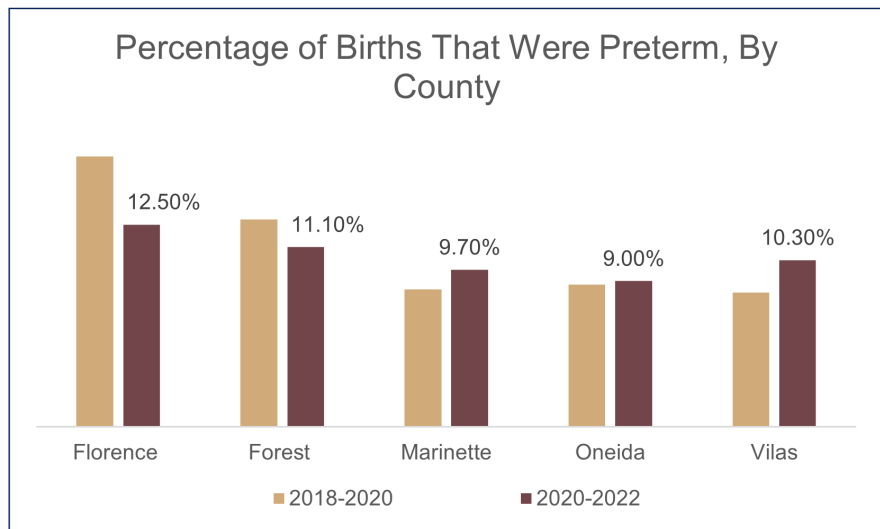
Health Equity Alert:

Large inequities in poor birth outcomes by race or ethnicity and education persist. In Wisconsin, about 1 out of every 10 babies are born premature, but prematurity occurs more frequently for women of color than other races due to higher overall environmental stressors and barriers to care.

Poverty and Premature Births

Studies have shown that there is an association between high poverty rates and preterm birth rates. This is often times due to a variety of social, economic, environmental, medical, and behavioral factors. Poverty can lead to chronic stress because of the many challenges that are related to living in impoverished conditions. Research shows that chronic stress can increase the hormonal stress levels in an expectant mother, which can cause mothers to go into premature labor.

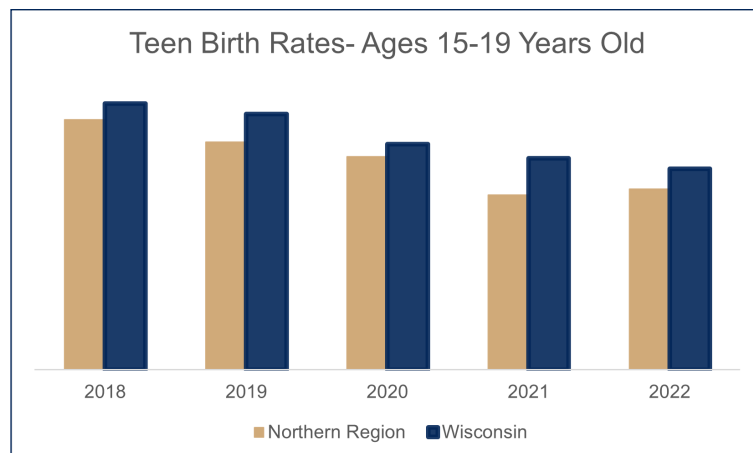
Although Florence County's rates are higher, on average, than surrounding counties, we are trending down. **Our small population size may contribute to falsely high numbers in comparison to counties with higher populations.**



Source: Wisconsin Department of Health Services 2024.

Teen Births

Florence County does not have information regarding this issue due to our small population but is part of the Northern Region.



Source: Wisconsin WISH 2024.

Access to Care

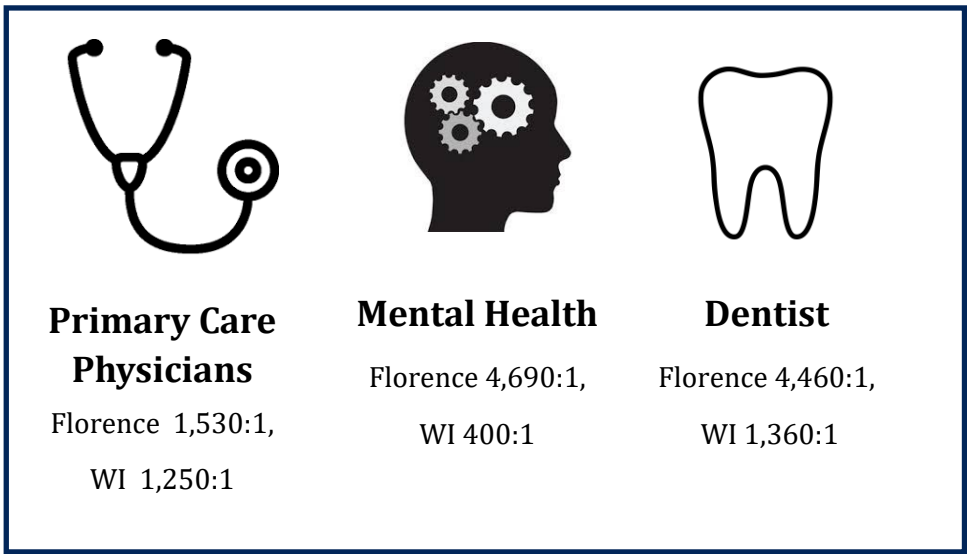
Florence County leading causes of death are:

- Cancer
- Heart Disease
- Accidents

Counties with smaller populations can see a lot of change in rates due to variations.



Despite existing protections, people with diversity of views and backgrounds face healthcare discriminations – from harassment and humiliation by providers to being turned away. These factors can deter that population from seeking care in the first place.



Florence County ratio of physicians, dentists and mental health providers is significantly less than the average for the state of Wisconsin. **It is considered a Healthcare Shortage area.** Florence County is a border community with healthcare service providers in Michigan, which is not captured in the above data.

Health Insurance:

Access to healthcare can be defined as the ease that individuals can obtain medical services. Barriers to care can include cost, waitlist, transportation, rural geography and discrimination. Discrimination can also be in the form of healthcare not taking certain state provided insurance.

In some areas, such as Florence County, border healthcare providers may not take Wisconsin Medicaid due to policies or lower rates of reimbursement than a private provider. This is especially true in dental providers of Medicaid. Michigan providers in neighboring counties will not take Wisconsin Medicaid for dental services due to the low rate of reimbursement provided by the state. This creates an additional burden for Medicaid clients to travel a hour or further for dental services for their children to a Federally Qualified Healthcare Centers or Wisconsin dental provider.

Source: Wisconsin Department of Health Services, WISH Query System. Accessed October 2019. County Health Rank-

Quality of Care



Preventative care includes routine check-ups, screenings and vaccines that can prevent disease and illness.

In Florence County, **53%** of female Medicare enrollees (ages 65-74) received an annual mammography screening in 2021 which was higher than Wisconsin at **50%** and the U.S. at 43%. Mammogram recommendations changing to every two years for those 55 and older.

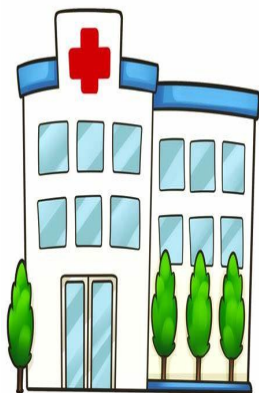
In 2023, **59%** of Florence County children received their necessary routine childhood immunizations by 24 months of age, which is lower than our goal of 81%. As a county, we still have opportunity for improvement in our immunizations goal. However, overall the Wisconsin Department of Health Services reported a 3% decline in vaccination among this population during the COVID-19 pandemic which is still having a significant impact in the understanding of vaccines. The decline in coverage is an issue since vaccine-preventable diseases can have serious consequences for young children.

Health Equity Alert:
Providing health literacy interventions in rural communities includes increasing patients’ health-related knowledge via efforts to simplify education materials, improve patient-provider communication and increase overall literacy. (What Works for Health Strategies, 2024)

Preventable Hospital Stays

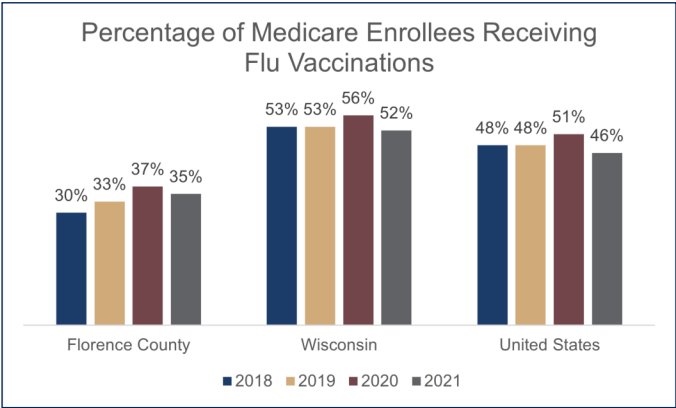
In Florence County, 2117 hospital stays per 100,000 people enrolled in Medicare might have been prevented by (ambulatory-care sensitive) outpatient treatment. In the state of Wisconsin this number is 2,451 and the U.S. is 2,681 meaning **Florence county fares better in this area.**

A limitation of this measure is that it uses Medicare claims data, which limits the evaluated population to mostly individuals age 65 and older. This measure, therefore, may potentially miss trends and disparities among younger age groups.



2023 Flu Vaccination Rates

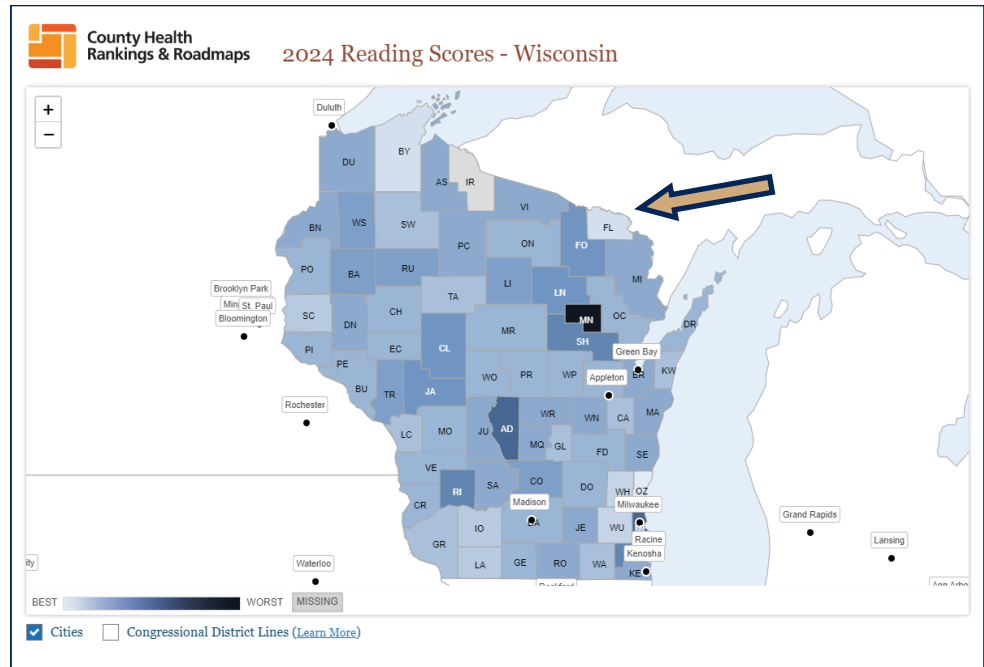
Forest County	31%
FLORENCE COUNTY	35%
Marinette County	37%
Vilas County	45%
United States	46%
Wisconsin	52%



Source: County Health Rankings, 2023

Education

Average Reading grade for **Florence 3rd graders** was 3.5 where scores ranged from 2.0-3.6 across counties in the state. United States average was 3.1.



2023 High School Graduation Rates:

90% Forest County

91% Marinette County

92% WI

93% FLORENCE COUNTY

94% U.S.

95% Vilas County



Culture and traditions are often especially important for populations that experience discrimination and exclusion to provide a sense of safety and belonging. For example, the traditional practices of Native American/American Indian populations encourage a worldview that brings balance and harmony to individuals, families, and community. This cultural perspective may counter against the ongoing effects of historical traumas created by White settlers and the federal government. Connectedness to others in the community is shared through traditional practices, ceremonies, and artistic endeavors, creating a sense of belonging that contributes a protective factor to help reduce health disparities.

Many other groups that experience discrimination and exclusion, including Black/African Americans, LGBTQ+, people with disabilities, and others have created their own cultural practices, promoting belonging and a sense of safety and community. (State Health Assessment of WI, 2020)

Source: County Health Rankings 2023.

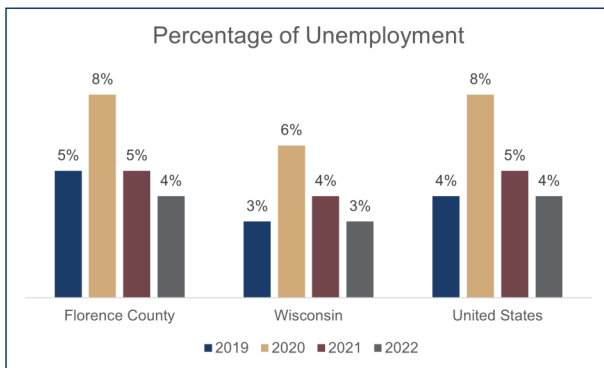
Employment

Unemployment Rate:

WI: 2.9%

Florence: 3.5%

U.S.: 3.7%



Source: County Health Rankings 2024

ALICE Population

ALICE (Asset Limited Income Constrained Employed) data is prepared by United Way and shows the income category that exists between those in poverty and those that are able to meet their basic needs. This is a unique demographic that makes too much income to qualify for social support programs, but not enough to meet all basic their needs.

ALICE households typically hold low wage jobs and are more vulnerable to hardships, including health-related concerns.

- 228 (11%) Florence County households considered living in poverty
- 580 (28%) Florence County households in the ALICE category which is a sizeable population
- 1,273 (61%) Florence County households considered above the ALICE threshold

Income

Median Household Income:

\$56,100 Forest County

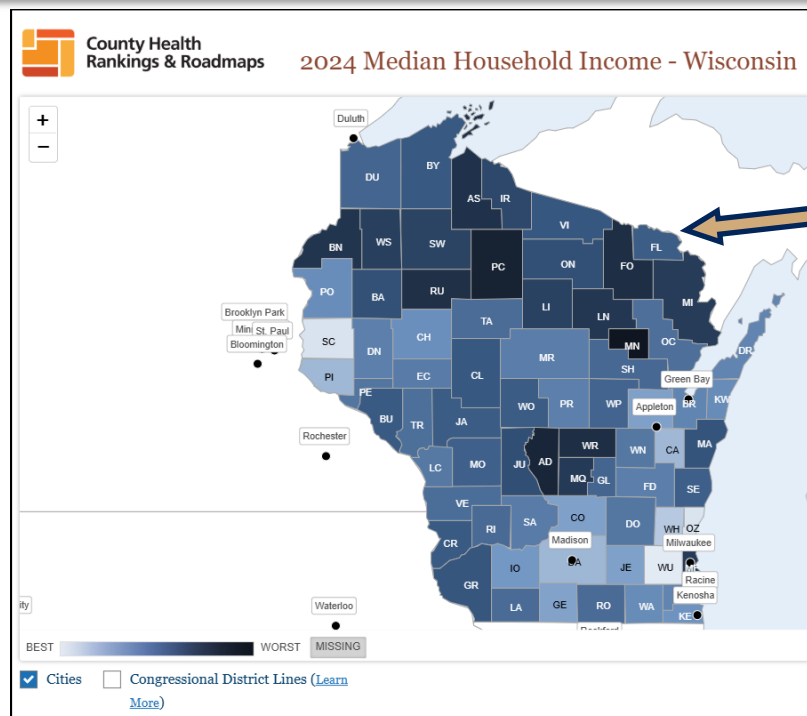
\$58,600 Marinette County

\$63,400 Vilas County

\$64,500 FLORENCE COUNTY

\$71,000 WI

\$74,800 U.S.



In Florence County, Wisconsin, the median household income was \$64,500.

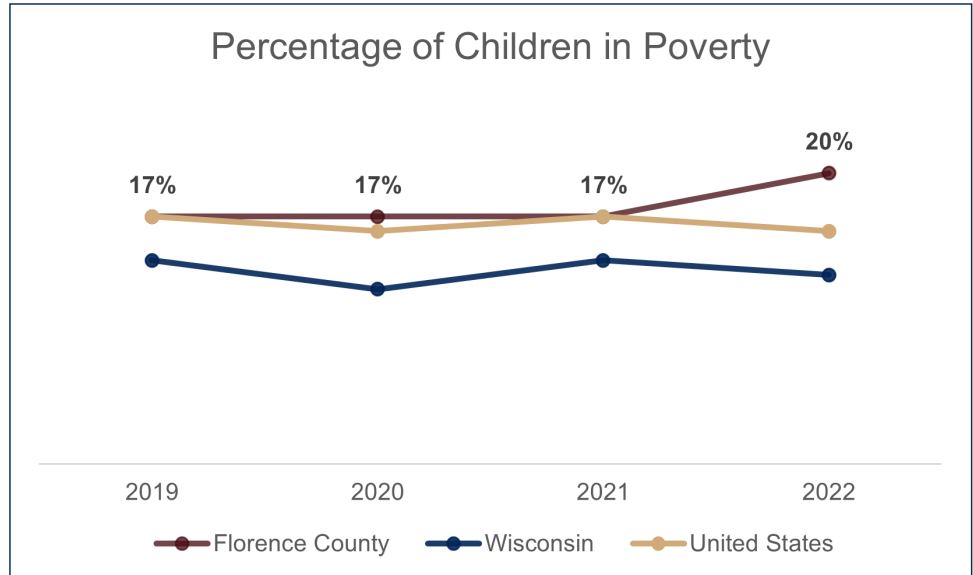
Family & Social Support

Children in Poverty

Florence County has had higher rates of children in poverty than Wisconsin for 16 years. In 2022, Florence was at 20%, while Wisconsin was at 13% and the United States at 16%.



For reference, there were 81 usable surveys for the Florence County YRBS of 2022-2023.



Source: County Health Rankings 2024.

Family Mental Health

On the YRBS survey taken for the year 2022-2023 by students in 9th-12th grades, **36%** of students (43.5% for WI) report ever having lived with someone with a mental illness. This includes but is not limited to depression, anxiety, or suicidal.

15% of our students (25.4% for WI) reported experiencing hunger due to the lack of food at home in the past 30 days (food insecurity).

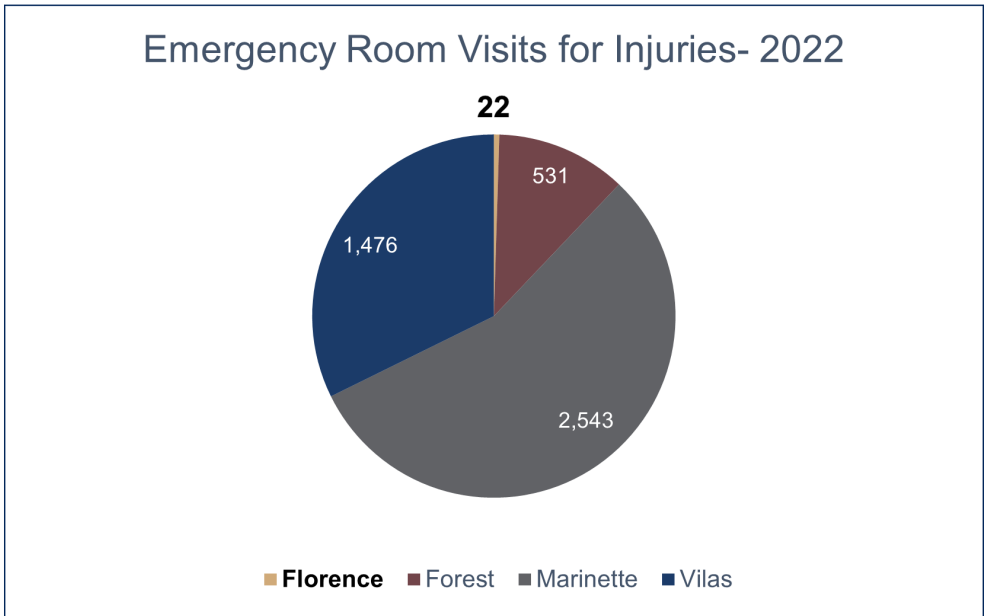
Poverty and food insecurity take a toll on mental health as well as physical health. **67%** of students who reported anxiety, depression, self-harm, or suicidal ideation or behavior also were food insecure.

Community Safety

Percent of Populations

FLORENCE COUNTY	0.44%
Forest County	5.0%
Marinette County	6.0%
Vilas County	6.0%

Florence County does not have a hospital and is a border county with Michigan on two sides. Due to this, residents visit Michigan hospitals for care.



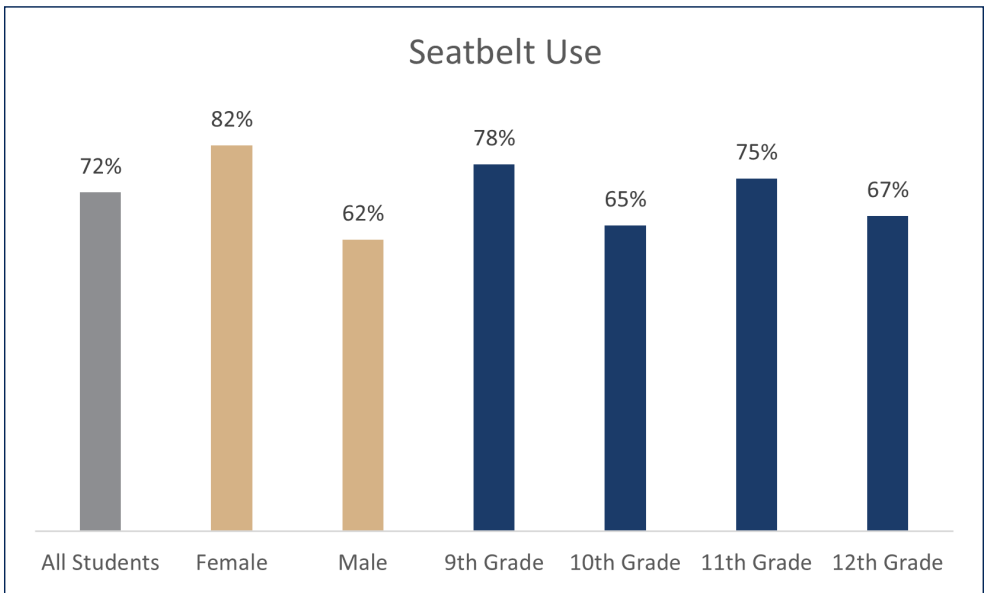
Source: Wisconsin Department of Health Services, WISH Query. Accessed October 2019.

Motor Vehicle Safety

The graph below shows students who most of the time or always wear a seatbelt. Not shown on the graph, there were **18%** of students that said they never or rarely wear a seatbelt.

72%

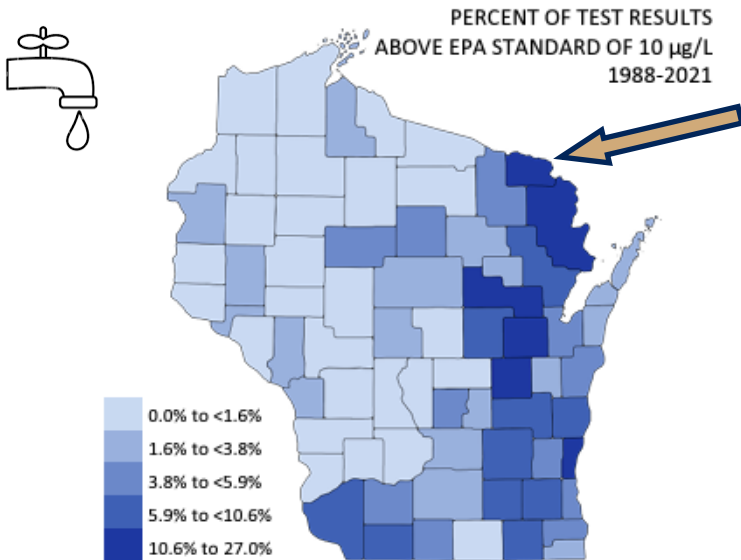
In 2023, Florence County students (9th-12th) report wearing a seatbelt most of the time or always.



Source: Youth Risk Behavior Survey (YRBS), 2023. Retrieved on 12/2024.

Air & Water Quality

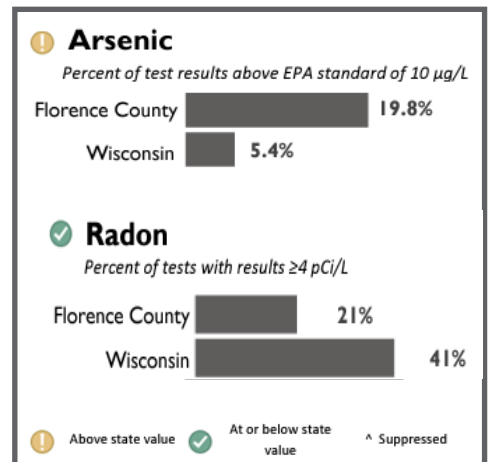
ARSENIC IN PRIVATE WELLS



Source: UW-Stevens Point Well Water Viewer

Wisconsin Environmental Public Health Tracking Program, 2023 Florence County Environmental Health Profile. Maps accessed 11/2024

About 1 out of 10 homes in Wisconsin have high radon levels. Compared to other counties in the northern region of the state, homes in Florence have higher concentrations of radon. Radon is odorless and cannot be seen, so the only way to know is to test. Of the homes tested, greater than **50%** have high radon levels.

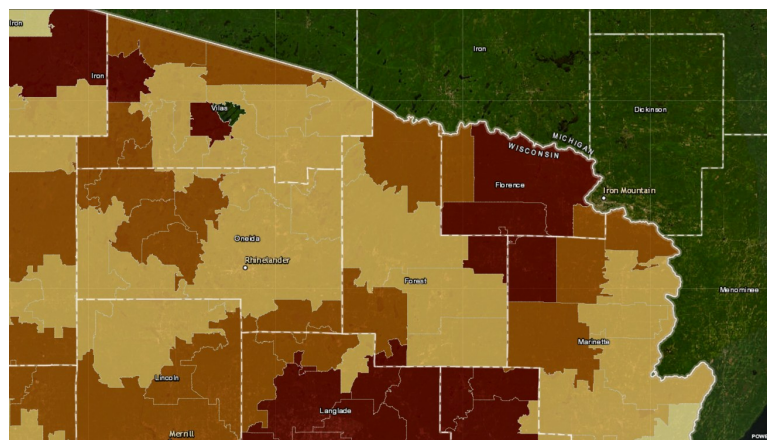
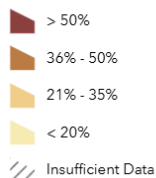


Legend

Radon Information Center



Percent of Test Results Greater Than or Equal to the EPA Recommended Limit (4.0 pCi/L)



ZIP code 54121 -- Florence
of homes tested: 285
of homes tested at or above 4.0 pCi/L: 50.8%
Median radon level (pCi/L): 3.9
Maximum recorded radon level (pCi/L): 80.8

Wisconsin Interactive Radon Map, Radon Information Center. Map and data accessed

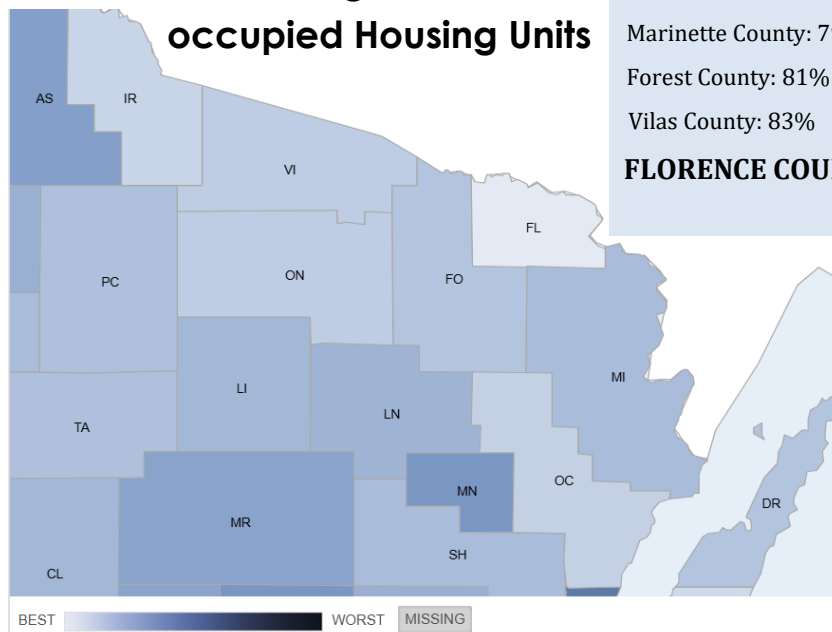
Housing & Transit



Having a high percentage of owner-occupied housing benefits health outcomes by decreasing stress as basic needs are being met ensuring security. Affordable housing also influences families decisions to remain in a community, impacting the county's economy and stability.

Compared to the state (68%), owner-occupied housing (owner lives in the house) in Florence is high. The surrounding counties (Forest, Vilas and Marinette) are within proximity to Florence County's percentage of 90%. With the county's many lakes, rivers and recreational land, Florence is a destination location for homeowners and retirees.

Percentage of Owner-occupied Housing Units

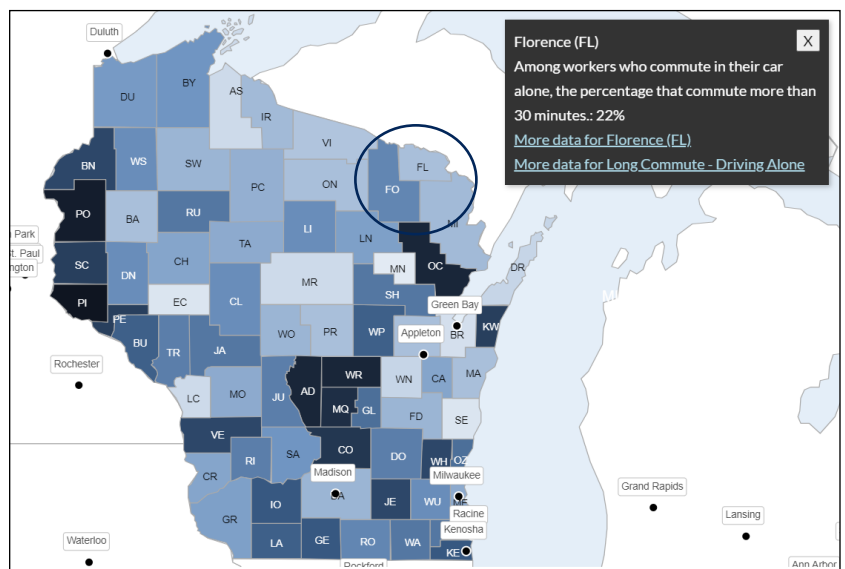


Source: Wisconsin County Health Rankings, 2024. Accessed

Average One-way Commute Time to Work



Most of Florence County is rural land which means 22% of workers who drive alone to work commute more than 30 minutes each way, compared to 28% of Wisconsin residents. Having a longer commute to work can make you at higher risk for motor vehicle crashes.



Source: Wisconsin County Health Rankings, 2024. Accessed 1/2025

Prioritization

FCHD Community Health Priorities

Priority One: Substance Abuse/Alcohol

Priority Two: Mental Health Resources



Research continues to show that race, ethnicity, where you live, and income are major predictors of your health, and your chances of reaching your full health potential. Research has also continued to show that we, as a community, can create opportunities and policies for positive outcomes on health.

Results were calculated from compiling all priorities into general categories. Substance Abuse including Alcohol continues to be a clear concern along with Mental Health Resources. Opportunities, Assets, and Resources were considered in determining priority areas by the group. *See Appendix A*

Many of the other factors were still of concern for the group and may be able to be incorporated into the priority areas i.e. accessibility, transportation, social connectedness, elderly, veterans, etc.

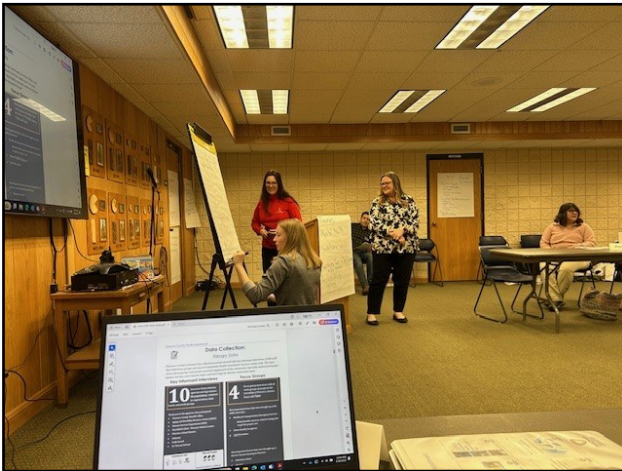
What do you think are the top priority issues that should be considered for the next five years of Community Health Improvement efforts?

- **Substance abuse/alcohol**
 - Driving under the influence
 - Stigma among teens
 - Teen vaping
 - Addictions
- **Mental health resources**
 - Social isolation
 - Parental involvement
 - Community hospice
 - Quality healthcare for everyone
 - Transportation to appointments for older adults and people living with disabilities
 - Emergency services
 - Affordable housing/low-income housing/safe housing
 - Boredom/lack of activities
 - Crime
 - Intergenerational activities
 - Accessibility
 - Access to resources
 - Lack of care providers
 - Poverty
 - Healthy lifestyle
 - Activities for all ages
 - Education needed for the services available for the elderly population
 - Community supports
 - Respite care

Prioritization (continued)

The Wisconsin Division of Public Health conducted a Strengths, Opportunities, Assets, and Resources (SOAR) analysis on each of our Core Data Sets at our Community Forum in February of 2025. This allowed community members from a wide variety of agencies and organizations to give input on the health needs and issues facing Florence County. Information from community surveys, key informant interviews, and focus groups were considered during the CHA process.

Upon completion of the presentation of data, in groups, participants wrote their top three priorities that they felt were a priority in our community that should be addressed over the next five years. Once all groups posted their sticky notes, staff from the WI Department of Health Services, Division of Public Health, OPPA identified areas of priority and grouped outliers when needed.



Appendix A

Florence County Assets & Resources

The Assets and Resources that were listed during the CHA meeting were:

- Library Programs
- Social Workers in LTC
- Rainbow House
- Caring House
- ADRC Meal Sites, Home Deliveries, Stock Box Program & Bus for Medical Appointments
- Winter Party
- KAMO
- NNO
- 4-H
- Vacation Bible School
- Open School Playground
- Low Crime Rates
- Food, Fun, & Fitness
- Subsidized Low-Income Housing
- Public Health Vending Machines (Narcan)
- INDEPTH
- Medical Clinic
- D.A.R.E. & Keeping it Real
- TORPEDOS
- Recovery Coach
- Drug Take Back with 24/7 boxes
- Sharps Disposal at Health Department
- VA
- Pathways to Health
- Medicaid
- Food Share
- UW-Extension—FFF
- EMS, Sheriff's Department, Health Department, & Human Services Department
- WIC/RH Program

Appendix B

Florence County Key Informant Interview Questions

Everyone wants to live and work in healthy communities, but how do we decide what to focus on when health is influenced by many clinical, environmental, behavioral, and socio-economic factors? It is important that Florence County Health Department (FCHD) have regular, authentic engagement with community members and leaders to understand their priorities, preferences, and unique perspectives.

In preparation for our 2025 CHA/CHIP, staff engaged in “coffee conversations,” which were one-on-one meetings, to help us better understand health needs, priorities, and how we can work together to improve the health of all Florence County residents.

The questions asked were:

1. What do you think is one driver of health our community most needs focus on?
2. Who do you think is primarily impacted by this driver of health?
3. If our community successfully addressed this driver of health, what might that look like?
4. What do you think would work well here or has worked well in other communities?
5. What strengths or resources exist in our community around this issue?
6. Do you have anything else you want me to make sure I share with our team?
7. How can I best keep you updated on what our prioritization and planning process looks like?

Data Limitations: The focus groups and interview results are not generalizable and therefore, have limitations to the strength of the conclusions.

Appendix C

Florence County Focus Group Questions

Four focus groups which were through flyer distribution were held throughout the county. Participants were able to have round table discussions about their perceptions of the strengths and opportunities of living healthy in Florence County. Florence County Health Department provided outreach through gas card incentives to encourage participation at the housing unit. In February, one focus group was held during the day at a local low-income housing unit and the other three were held at the Aurora, Tipler, and Fence meal sites.

The questions asked were:

1. What are the most pressing health concerns in your community?
2. What are the biggest barriers to accessing healthcare services in your community?
3. What health topics do you think need more awareness and education?
4. Are there specific groups in the community that face more health challenges than others? Why?
5. What are some of the biggest challenges related to mental health in this area?
6. How can the local government or healthcare providers better support community health needs?

Data Limitations: The focus groups and interview results are not generalizable and therefore, have limitations to the strength of the conclusions.

Appendix D

Community Health Assessment Survey 2025

The CHA Survey was developed with input from the Steering Committee as a way to gain input from the community about factors that impact community health. The survey development process included reviewing other health departments' surveys, identifying questions that were unclear from previous surveys, data that was most utilized from the previous CHA and resources such as the National Association of City and County Health Officials (NACCHO). FCHD also incorporated emergency preparedness questions in this version for the first time in response to the resources and considerations noted by the Centers for Disease Control and Prevention for (CDC) in CHA's and CHIP's. In addition, FCHD added questions to identify basic needs being met related to ALICE.

The CHA Survey was distributed electronically and on paper from November - February 15, 2025. Interpreters were available per request.

A preliminary survey was distributed to Florence County pilot members for editing and suggestions on ease of use and literacy. FCHD further improved the draft by implementing the suggestions for edits of several other partners.

The distribution plan included trying to reach the different population groups within Florence County, with an intentional focus on disproportionately impacted populations who historically have not had their voices in the majority. We do acknowledge our limitations in reaching all the diverse populations in our rural community. Intentional inclusion was made to individuals who are: incarcerated, experiencing ALICE, Hispanic/Latinx, and Native/Indigenous.

FCHD with collaboration from community partners, had a total of 95 completed surveys. The table below shows the method of the surveys completed whether online or by paper.

Data Limitations: The focus groups and interview results are not generalizable and therefore, have limitations to the strength of the conclusions.

Appendix D (continued)

Florence County Community Health Survey

1. In the following list, please rank the **THREE** most important factors for a “Healthy Community?” (#1 is most important, #3 is less important)

	#1	#2	#3
Good place to raise children	0	0	0
Low crime / safe neighborhoods	0	0	0
Low level of child abuse	0	0	0
Good schools	0	0	0
Access to health care (e.g., family doctor)	0	0	0
Parks and recreation	0	0	0
Clean environment	0	0	0
Affordable housing	0	0	0
Excellent race relations	0	0	0
Good jobs and healthy economy	0	0	0
Strong family life	0	0	0
Healthy behaviors and lifestyles	0	0	0
Low adult death and disease rates	0	0	0
Low infant deaths	0	0	0
Religious or spiritual values	0	0	0
Other (Please be specific)_____	0	0	0

2. What kind of place do you usually go to when you are sick or need advice about your health?

- ☐ A doctor’s office ☐ VA Clinic ☐ An urgent care clinic
☐ A clinic ☐ An emergency room ☐ A naturopathic doctor
☐ Other _____ (Please list)

3. How do you pay for your healthcare? Check all that apply.

Health insurance (e.g., private insurance, employee sponsored)		0
Medicare		0
Medicaid, Medical Assistance (MA) Badgercare		0
Veterans’ benefits		0
Indian or Tribal Health Service		0
No health insurance coverage		0
Private Pay (Cash)		0

Appendix D (continued)

Florence County Community Health Survey

4. From the list below, place a check on the THREE most important *health problems* in your community. (Those problems which have the greatest impact on overall community health)

- | | |
|--|---|
| ☐ Cancer | ☐ Infectious Disease (i.e. hepatitis, TB etc.) |
| ☐ Child Abuse/Neglect | ☐ Mental Health Problems |
| ☐ Dental Problems | ☐ Motor Vehicle Crash Injuries |
| ☐ Diabetes | ☐ Rape/Sexual Assault |
| ☐ Domestic Violence | ☐ Respiratory/Lung Disease |
| ☐ Fire-arm related Injuries | ☐ Sexually Transmitted Disease |
| ☐ Heart Disease and Stroke | ☐ Suicide |
| ☐ High Blood Pressure | ☐ Substance use/abuse, including alcohol |
| ☐ HIV/AIDS | ☐ Infant Death |
| ☐ Homicide | ☐ Other_____ (Please list) |
| ☐ Aging problems (e.g., arthritis, hearing/vision loss, etc.) | |

5. From the list below, place a check on the THREE *behaviors* that have the greatest impact on overall health of the people in your community?

- | | | |
|--|---|--|
| ☐ Alcohol abuse | ☐ Sedentary lifestyle | ☐ Overeating |
| ☐ Tobacco use | ☐ Dropping out of school | ☐ Not using birth control |
| ☐ Drug abuse | ☐ Not using seatbelts/child safety seats | ☐ Not exercising |
| ☐ Unsafe sex | ☐ Eating unhealthy foods | ☐ Racism |
| ☐ Not getting immunizations or vaccines to prevent diseases | ☐ Other:_____ | |

6. Do you and your household have an emergency plan, including consideration to needs (e.g. home health care, oxygen supply, wheelchair, other special care)?

- ☐ Yes ☐ No ☐ Don't know

7. Does each person in your household who takes prescribed medication currently have a 7-day supply?

- ☐ Yes ☐ No ☐ Don't know ☐ N/A

8. How far do you travel for health care?

- ☐ 1-10 minutes ☐ 11-20 minutes ☐ 21-30 minutes ☐ 31+minutes

9. In the event of an evacuation or having to relocate, how likely are you to attend a shelter?

- ☐ Extremely unlikely ☐ Unlikely ☐ Neutral ☐ Likely ☐ Extremely likely

10. In the last 12 months how often have you worried that you would run out of food before you had money to buy more? (Choose one)

- ☐ Often (more than 10 times) ☐ Sometimes (3-10 times) ☐ Rarely (1-2 times) ☐ Never

Appendix D (continued)

Florence County Community Health Survey

11. Select which option best describes your gender:

☐ Male ☐ Female ☐ Non-binary ☐ Other _____

12. Your age group:

☐ 18-24 ☐ 25-34 ☐ 35-44 ☐ 45-54
☐ 55-64 ☐ 65-74 ☐ 75+

13. Which of the following best describes you? (Choose all that apply)

☐ White/Caucasian
☐ African American/Black
☐ Asian, Pacific Islander
☐ Native Indigenous/American, Alaskan Native
☐ Hispanic/Latinx
☐ Other _____

14. Your education level:

☐ Less than High School
☐ High School Diploma/GED
☐ Trade/Vocational School
☐ Some College
☐ Associate Degree
☐ Bachelor's Degree
☐ Graduate/Professional Degree

15. Are you currently...

☐ Employed (full or part time)
☐ Self-employed
☐ Unemployed/Out of Work
☐ A homemaker/Stay-at-home Parent
☐ A student
☐ Retired
☐ Disabled

16. Do you speak a language other than English at home?

☐ Yes ☐ No

If yes, which language? _____

Appendix D (continued)

Florence County Community Health Survey

17. How many people are in your household? _____

under 18 years old _____ # over 55 _____

18. What is your main source to get information about a disaster or emergency or event? (Only check one)

☐ Newspaper ☐ Radio ☐ Social Media

☐ Internet/Online News ☐ Other

19. Your township is _____

20. Household income per year:

☐ Less than \$20,000

☐ \$20,000-\$34,999

☐ \$35,000-\$49,999

☐ \$50,000-\$74,999

☐ \$75,000 or more

21. How did you get this survey: (Check one) ☐ Workplace ☐ Mail ☐ Church ☐ Grocery Store

☐ Personal Contact ☐ Community meeting ☐ Email ☐ Other



Moving from Assessment to Community Health Improvement Plan

Florence County





Community Health Improvement Plan

What is a Community Health Improvement Plan: The Community Health Improvement Plan (CHIP) is a long-term, systematic plan that address issues that have been identified by the nation, state and local Community Health Assessment (CHA).

The Purpose: The purpose of the plan is to describe how the health department and community partners and stakeholders will engage the community it serves to work together to improve the health of the population in the jurisdiction that Florence County Health Department serves.

Who uses the Community Health Improvement Plan: The CHIP can be utilized by community, partners, and stakeholders to set priorities, direct the use of resources, and to develop and implement projects, programs, and policies. The CHIP does not replace or supersede concurrent action plans or work plans utilized by the health department or any of their community partners.

Who is responsible for the Community Health Improvement Plan: Florence County Health Department has been the lead organization responsible for organizing and coordinating the community health improvement process. However, it does not take credit for owning the process nor is it the sole entity responsible for CHIP implementation. The Florence County Health Department has actively engaged the community and it's partners with the intent on developing a CHIP that complements the various other action planning efforts and/or documents produced by other community partners and stakeholders within the jurisdiction it serves.

Commitment: Florence County Health Department is committed to this effort, as part of a larger initiative to develop collaborative partnerships with community stakeholders, which is noticeable through its work to build capacity within the community to address key population health issues identified in the Community Health Assessment process. Through this commitment and the CHIP process Florence County Health Department is able to foster responsibility and ownership of the plan with partners while also developing and strengthening partnership.

Alignment with State Health Improvement Plan: Wisconsin § DHS 140 requires that "all local health departments shall assume responsibility for participating in community health assessments, collecting, reviewing and analyzing data on community health. Local health departments are also responsible to organize and develop a Community Health Improvement Plan" under the same state statute. Assessments and plans are submitted to the Wisconsin Department of Health Services. Submissions should identify which focus areas, indicators, and strategies align with the State Health Improvement Plan (SHIP).

Florence County Health Department has aligned with two focus areas selected by the state (Substance Abuse/Alcohol and Mental Health Resources) and has determined to specifically address the priority populations of the aging population and adolescent health.



Community Health Improvement Plan

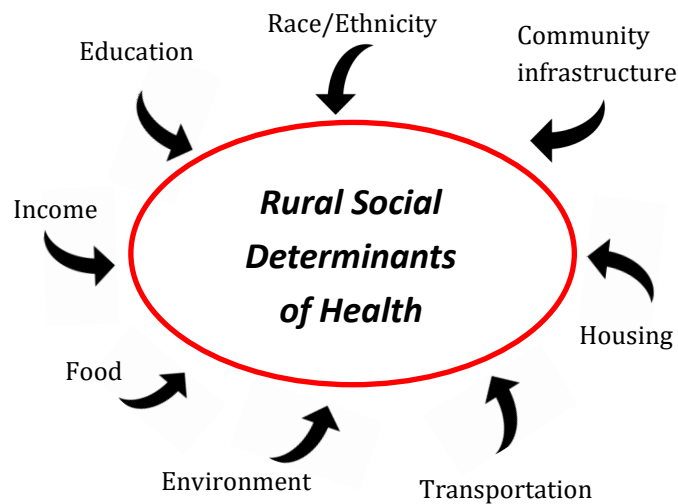


Image credit: www.ruralhealthinfo.org. Accessed 01/2020

Social Determinants of Health: Nearly every is impacted by social determinants of health. The following examples influence health in positive or negative ways: Income and social protection, education, unemployment and job security, work life conditions, food security and housing which will be all discussed during this process.

Public Health System & Health Behaviors: The public health system is made up of governmental agencies and non-governmental organizations working to promote health and prevent disease and injury to the entire community or within the vulnerable populations. Prevention addresses health problems before they begin. Health behaviors are actions people take to maintain health, or actions people take that may harm their health or the health of others. These behaviors are influenced by family, community and the social determinants of health (social, economic and physical environment).

Access to Healthcare: The healthcare system pays for and delivers clinical health care services to meet the needs of the patient. Access to health care means having timely use of comprehensive, integrated and appropriate health services to achieve the best health outcomes.

Strategies that are aligned with some of the strategies identified in the SHIP will be indicated by the icon below. These strategies are considered evidence-based and “best practice” through the systematic review of available research.



Goals & Strategies

Florence County Health Department and the voluntary steering committee utilized the results of the Community Health Assessment, participant feedback, supporting epidemiological data, and consideration of the state focus areas to determine what the priority areas were. Two priority areas were chosen and were vetted by the Florence County Health Department and the steering committee participants during this meeting.

Next Steps The CHIP is designed to assist in coordinating action through community health improvement planning. With the implementation of this plan, Florence County Health Department enters into the action phase of the MAPP process. This phase includes the planning, implementation, and evaluation of the action plans for each of the identified priority areas. These action plans outline the activities, key partners, and evaluation measures for each identified priority area.

Achieving improved health outcomes will take time and effort as the community transitions from planning to coordinated action. Florence County Health Department will formally evaluate the progress made toward goals each year and will release an annual update detailing progress made. Throughout the year, however, Florence County Health Department will monitor progress and update the plan as necessary. The community may need to reevaluate strategies based on changing resources and leverage additional assets to assure that goals are met. The action phase of this plan is an ongoing process that allows the community to evaluate the effectiveness of its efforts and modify its course of action as community health needs evolve.

Community Health Improvement Plan —Action Plan:

PRIORITY ISSUE #1: SUBSTANCE ABUSE/ALCOHOL

GOAL 1: Reduce substance use in Florence County

OBJECTIVE #1: Reduce tobacco/THC product use by teens and young adults in Florence County by 10% by 12/2030.

Data Source: County Health Rankings, Youth Risk Behavior Survey (YRBS)

ACTION PLAN

Current Strategies	Target Date	Resources Re-quired	Lead Person/ Organization	Anticipated Product or Result	Evidence Based
1.1 Alcohol age compliance checks	Annually	Student, Sheriff's Officer, and potentially funding for student (Health Dept.)	Sheriff's Office	Decrease in failed compliance checks and enhanced enforcement of laws prohibiting alcohol sales to minors	X
1.2 Harm reduction distribution program (Naloxone, Fentanyl test strips, and education)	Ongoing	Supplies for harm reduction bags	Health Dept.	To prevent or respond and reverse opioid overdoses	X
1.3 Mass media campaign against tobacco use	Ongoing	UW-Extension, Human Services, School, Sheriff's Office, and Health Dept	Health Dept.	Use broad media-based efforts to educate large groups of current and potential tobacco users about the dangers of tobacco use	X
1.4 Prevention programming for 7th and 8th graders (Keeping it Real)	Every other year	Funeral Home, EMS, Sheriff's Office, HSD, UW-Extension, NWTC, Health Dept, and School	Health Dept	Provide education to youth and parents (or responsible adult) on substance abuse	Based off of evidence based program
1.5 D.A.R.E. (6th grade)	Annually	Sheriff's Office Lead, School support	Sheriff's Office	Empower positive/ healthy choices	X

Community Health Improvement Plan —Action Plan:

PRIORITY ISSUE #1: SUBSTANCE ABUSE/ALCOHOL

GOAL 1: Reduce substance use in Florence County

OBJECTIVE #1: Reduce percentage of adults reporting binge or heavy drinking from 21% (2024) to 18% by 12/2030.

Data Source: County Health Rankings, Behavior Risk Survey

ACTION PLAN

Current Strategies	Target Date	Resources Required	Lead Person/ Organization	Anticipated Product or Result	Evidence Based
1.1 Provide 5 awareness/outreach events by 12/2030	Annually	Community partners including ADRC and VA (Suicide Prevention)	ADRC and HSD	Increase awareness of community resources	
1.2 Harm reduction distribution program (Naloxone, Fentanyl test strips, and education)	Ongoing	Supplies for harm reduction bags	Health Dept	To prevent or respond and reverse opioid overdoses	X
1.3 Implement and promote media campaign against alcohol impaired driving	Ongoing	Implementation examples and resources (Drive sober or get pulled over & Buzzed driving is drunk driving are examples of national multimedia campaigns)	Health Dept and School (Drivers Education)	Reduced impaired driving	X
1.4 Provide local support i.e. Recovery Coach	Ongoing	AmeriCorps grant support	Human Services	Provide one on one and group support/activities with individuals who have lived experiences	X

Community Health Improvement Plan —Action Plan:

PRIORITY ISSUE #1: MENTAL HEALTH RESOURCES

GOAL 1: Increase positive Mental Health in Florence County

OBJECTIVE #1: Increase local access to license Mental Health Providers from 1 to 2 by 12/2030.

Data Source: Local Human Services report on # of licensed Mental Health Providers

ACTION PLAN

Current Strategies	Target Date	Resources Required	Lead Person/ Organization	Anticipated Product or Result	Evidence Based
1.1 Contract with agency to secure licensed psychologist (one day a month)	12/2026	Potential contracted provider	Human Services	Increase positive mental health and reduce suicide	X
1.2 Provide HSD internship for MSW or BSW co-op with UWGB	12/2025	Interested individual in completing MSW or BSW locally	Human Services	Increase access and reduce transportation requirements for mental health services	X
1.3 High School youth apprenticeship through Northwoods Consortium	06/2026	Interested High School student and HSD staff	School	Increase awareness of career pathways in mental health	X
1.4 Introduce teen local career exploration (half day)	12/2025	School, County or Private individuals to present local job opportunities	Public Health	Increase awareness of employment opportunities	X
1.5 Provide Question, Persuade, Refer every fall to Middle and High School students	Ongoing	Public Health Nurse, UW-Extension, and School	Public Health Nurse & UW-Extension	Increase positive Mental Health and reduce suicide among students	X

References and Data Sources

Florence County Health Department gained inspiration from these local county CHA reports:

[Lincoln County](#)

[Oneida County](#)

Guiding Frameworks

- Healthy People 2030 Framework: <https://odphp.health.gov/healthypeople/about/healthy-people-2030-framework>
- Healthiest Wisconsin 2030: Wisconsin State Plan: <https://www.dhs.wisconsin.gov/statehealthplan/index.htm>
- NACCHO MAPP 2.0: <https://www.naccho.org/programs/public-health-infrastructure/performance-improvement/community-health-assessment/mapp>
- MAPP 2.0 & Healthy People 2030 Alignment: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.naccho.org/uploads/full-width-images/MAPP-2.0-Healthy-People-2030-FINAL-072823.pdf>

Public Health Accreditation Board (PHAB) Process

- PHAB Standards and Measures for Reaccreditation Version 2022: <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://phaboard.org/wp-content/uploads/Standard-Measures-Version-2022-Reaccreditation.pdf>

Data Sources

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- County Health Rankings and Roadmaps, Florence, WI (2024). Retrieved from <https://www.countyhealthrankings.org/health-data/wisconsin/florence?year=2024>
- Department of Health Services, Wisconsin. Environmental Health Data Dashboards (2020-2024). Retrieved from <https://www.dhs.wisconsin.gov/epht/data.htm>
- Department of Health Services, Wisconsin. Environmental Public Health Tracking: Florence County Environmental Health Profile, 2023. Retrieved from <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.dhs.wisconsin.gov/publications/p0/p00719-florence.pdf>
- Florence County - Florence High 2023 YRBS Results (High School Version). Wisconsin Department of Public Instruction, 2023.
- Wisconsin Department of Health Services. WISH Query System, 2024. Retrieved from <https://www.dhs.wisconsin.gov/wish/index.htm>
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- Native Governance Center at <https://nativegov.org/news/beyond-land-acknowledgment-series/>, accessed 1/2025.

Let's Connect!

Our Vision

Healthy People & Vibrant Communities

Our Mission

Connecting You to a **Better Life!**

Our Values

Commitment • Collaboration • Compassion

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