

Community Health Implementation Plan 2025

An Action Plan for the Community Health
Needs Assessment

Sherman Region





Sherman Region community

- Baylor Scott & White Surgical Hospital at Sherman
- Baylor Scott & White Geode JV, LLC



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Executive summary

As the largest not-for-profit healthcare system in Texas, and with a bold vision of empowering individuals and communities to live well, Baylor Scott & White Health (BSWH) understands the importance of addressing the health needs of its communities. In 2023, the BSWH Community Benefit Department was charged with leading the 2025 Community Health Needs Assessment (CHNA) to assess the health and social needs of the community. Metopio, a community health intelligence company, analyzed the data for the process and prepared a final report made publicly available in June 2025.

The Sherman Region CHNA Community is home to a number of hospitals with overlapping service areas, including Baylor Scott & White Surgical Hospital at Sherman. The community served by the hospital is Grayson County. BSWH has at least one hospital facility or a provider-based clinic in this county, and it comprises more than 70% of admitted patients, according to the hospital facility's inpatient admissions over the 12-month period of FY22.

BSWH and Metopio examined more than 200 public health indicators and conducted a benchmark analysis of this data, comparing the community to the overall state of Texas and US values. A community focus group, including a representation of minority, underserved and indigent populations, provided input for a qualitative analysis. Community surveys and key informant interviews also provided an in-depth understanding of the community's

health and social needs as well as gaps in care and services. Any community needs that did not meet state benchmarks were included in the initial findings to hospital and community leaders. Understanding the degree of difference from the benchmark helped determine the relative severity of the issue. The outcomes of this quantitative analysis were aligned with the qualitative findings of the community surveys, focus groups and key informant interviews to elicit a list of health needs in the community.

The top health needs were presented in a data analysis and prioritization session comprised of both hospital and community leaders who were charged with identifying and prioritizing significant health needs. The session included an overview of the community demographics, a summary of health data findings, and a review of health disparities and disproportionately affected populations/ZIP codes. Those health needs with higher rates compared to the state and national rates were considered the most significant. Each session attendee voted on the most significant health needs, and that vote was also used to prioritize health needs. As a result of this process, access to care and non-medical drivers of health were identified as significant and prioritized.

Letter to the community

Baylor Scott & White is committed to empowering individuals and communities to live well. As part of that commitment, we conduct a Community Health Needs Assessment (CHNA) every three years and report on our community's current health needs. In addition, we work with our community partners and hospital leaders to develop comprehensive and impactful Implementation Plans that outline community health strategies to address priority health needs.

We are pleased to present the 2025 Implementation Plan for the Sherman Region CHNA Community. The CHNA incorporates input from community organizations, leaders and residents, faith-based organizations, healthcare providers, hospital and system leaders, the medically underserved, and others. The full report can be found at BSWHealth.com/CommunityNeeds.

As part of the largest not-for-profit health system in Texas, we take our commitment to the Sherman Region CHNA Community very seriously. Through a partnership with community organizations and residents, we have identified and will focus on some of the toughest problems plaguing our most vulnerable residents.

Sincerely,

Baylor Scott & White Surgical Hospital at Sherman

Sherman Region community needs

The overall purpose of the Implementation Plans is to align the hospitals' charitable strategy, programs, investments and resources with the findings of the CHNA. To meet the requirements under IRC Section 501(r)(3) and the Texas Health and Safety Code Chapter 311, the written Implementation Plans include the following:

- A list of the prioritized needs the hospital plans to address.
- Actions the hospital intends to take to address the chosen health needs
- The anticipated impact of these actions and the plan to evaluate such impact (e.g., identify data sources that will be used to track the plan's impact)
- Identification of programs and resources the hospital plans to commit to addressing the health needs
- Description of any planned collaboration between the hospital and other facilities or organizations in addressing the health needs

After a comprehensive analysis of data and thorough discussions with community and hospital leaders, the two health needs listed below were identified as significant.

- Access to care
- Non-medical drivers of health

The significant health needs listed above were prioritized and will be addressed through the Sherman Region Implementation Plan detailed below. The significant health needs listed below were prioritized in the following order.

1. Access to care
2. Non-medical drivers of health

The facilities and entities listed below collaborated to develop these joint implementation plans addressing the significant prioritized health needs identified above. Hospital leadership selected health needs to address in collaboration with the community based on the anticipated impact and the expertise of the respective facilities and entities. The following facilities and entities form a joint Implementation Plan to address the prioritized health needs listed above.

- **Baylor Scott & White Surgical Hospital at Sherman**
- **Baylor Scott & White Geode JV, LLC**

Community needs addressed

Facility	Access to care	Non-medical drivers of health
Baylor Scott & White Surgical Hospital at Sherman		
Baylor Scott & White Geode JV, LLC		

Implementation plan

- Baylor Scott & White Surgical Hospital at Sherman
- Baylor Scott & White Geode JV, LLC

Priority need 1: Access to care

Baylor Scott & White Surgical Hospital at Sherman

Strategies	Community partners	Anticipated impact	Outcome measures	Hospital resources
Work to develop a professional service agreement (PSA) to recruit providers to the market, specifically in urology	<ul style="list-style-type: none"> • Baylor Scott & White Quality Alliance • Baylor Scott & White HealthTexas Provider Network 	<ul style="list-style-type: none"> • Increased access to care 	<ul style="list-style-type: none"> • Number of new providers in the Sherman Region CHNA Community 	<ul style="list-style-type: none"> • Funding • Staff
Provide free and/or discounted care to financially or medically indigent patients outlined in the financial assistance policy		<ul style="list-style-type: none"> • Increased access to healthcare 	<ul style="list-style-type: none"> • Total charity care dollars 	<ul style="list-style-type: none"> • Funding • Staff time • Medical supplies

Priority need 1: Access to care

Baylor Scott & White Geode JV, LLC

Strategies	Community partners	Anticipated impact	Outcome measures	Hospital resources
Increase access to behavioral health services through Geode Health	<ul style="list-style-type: none"> • Local non-profits addressing social/economic needs 	<ul style="list-style-type: none"> • Increased access to behavioral health services and resources 	<ul style="list-style-type: none"> • Number of individuals receiving Geode Health services 	<ul style="list-style-type: none"> • Funding • Staff time

Priority need 2: Non-medical drivers of health

Baylor Scott & White Surgical Hospital at Sherman

Strategies	Community partners	Anticipated impact	Outcome measures	Hospital resources
Partner with Sherman ISD to implement the Pathways in Technology Early College High School (P-Tech) program, which focuses on providing college-level education and associate degrees in the healthcare sector	<ul style="list-style-type: none"> • BSWH grantee organizations addressing non-medical drivers of health in underserved populations 	<ul style="list-style-type: none"> • Increased capacity of non-profit organizations to more effectively address critical social and health needs in the community 	<ul style="list-style-type: none"> • Number of organizations receiving grant dollars from BSWH • Number of organizations receiving in-kind donations 	<ul style="list-style-type: none"> • Funding • In-kind donations

Community needs not addressed

BSWH provides a wide range of needed healthcare services and community benefits through adherence to its mission, using its resources and capabilities, and remaining a strong organization. By focusing on our strengths and allocating our resources appropriately, we can achieve a greater impact in the communities we serve.

There are no significant health needs that are not being addressed in the Sherman Region.

Program evaluation

All community benefit activities align with community benefit goals by adhering to BSWH's policies and procedures. This ensures appropriate governance of the activities outlined in these Community Health Implementation Plans. The hospitals evaluate programs and activities on a regular basis so that BSWH is effectively addressing priority health needs.

To support the hospitals' community benefit objectives, requests for contributions from other unrelated 501(c)(3) charitable organizations managed by the community benefit department are considered, and the programs addressing a priority need in the community are given preference. All charitable giving is reviewed and approved annually by hospital leadership and the BSWH governing board.

BSWH regularly assesses, evaluates and reports on the programs addressing the significant needs found in identified communities. Partnership with community organizations and feedback on community outreach plans and strategies enhance the impact of our community benefit programs and services. As a result, these hospital facilities achieve a reduction in unnecessary healthcare costs and improved delivery of overall quality of care.

Please direct any feedback on the assessment or implementation plan to CommunityHealth@BSWHealth.org. This document may be accessed at BSWHealth.com/CommunityNeeds.

