



Committee: Directly to Council
Staff: Judy Rupp, Clerk of the Council
Purpose: To confirm CE appointment
Keywords:

AGENDA ITEM #17
November 15, 2022
Action

SUBJECT

To interview and confirm the County Executive's appointment of the County Health Officer.

EXPECTED ATTENDEES

Dr. Kisha Davis

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

Confirm appointment

DESCRIPTION/ISSUE

On October 26, 2022 the County Executive transmitted the appointment request for Dr. Kisha Davis for the position of County Health Officer. The Council will interview this candidate. Her appointment will be effective upon confirmation by the Council.

SUMMARY OF KEY DISCUSSION POINTS

Not applicable.

This report contains:

Memorandum request for appointment	© 1-2
Due Diligence notification	© 3
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Candidate Resume	© 5-8
Offer Letter	© 9

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OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

MEMORANDUM

October 26, 2022

TO: Gabe Albornoz, President
Montgomery County Council

FROM: Marc Elrich, Montgomery County Executive *Marc Elrich*

RE: Appointment of County Health Officer

I am transmitting the appointment of Kisha Davis for the position of County Health Officer. Ms. Davis is being appointed at a salary of \$200,000. Her appointment will be effective upon confirmation by the County Council and the State of Maryland.

Enclosures

cc: Judy Rupp, Clerk of the Council, Montgomery County Council
Richard S. Madaleno, Chief Administrative Officer
Fariba Kassiri, Deputy Chief Administrative Officer
Ken Hartman, Director of Strategic Partnerships
Dale Tibbitts, Special Assistant to the County Executive

APPOINTMENT

PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF THE
CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HEREBY APPOINT

Kisha Davis

TO SERVE AS County Health Officer.

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE
COUNCIL FOR MONTGOMERY COUNTY, MARYLAND.



MARC ELRICH
COUNTY EXECUTIVE

10/26/2022
DATE



OFFICE OF THE COUNTY EXECUTIVE


Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

MEMORANDUM

October 26, 2022

TO: Gabe Albornoz, President
Montgomery County Council

FROM: Richard S. Madaleno, Chief Administrative Officer 

RE: Due Diligence on Non-Merit Appointment – Kisha Davis

The purpose of this memo is to confirm that in making appointments for non-merit positions, our selection process utilizes thorough reference checks, criminal history, checks for wants and warrants, credit history and other inquiries appropriate to the position being filled.

Please be assured that due diligence was exercised in determining the suitability of Kisha Davis for appointment as County Health Officer. In addition, Ms. Davis has filed her Financial Disclosure Statement.

cc: Judy Rupp, Clerk of the Council, Montgomery County Council
Fariba Kassiri, Deputy Chief Administrative Officer
Ken Hartman, Director of Strategic Partnerships
Dale Tibbitts, Special Assistant to the County Executive

Resolution: _____
Introduced: _____
Adopted: _____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

Subject: County Executive's Appointment of County Health Officer

The County Council for Montgomery County, Maryland approves the following resolution:

The County Executive's appointment of County Health Officer

Kisha Davis

The appointment of Ms. Davis is confirmed by the County Council.

This is a correct copy of Council action:

Judy Rupp
Clerk of the Council

Kisha N. Davis, MD, MPH

PHYSICIAN EXECUTIVE IN HEALTH EQUITY & VALUE-BASED CARE

Improving population health through building strong communities

Healthcare leader with 15+ years of experience integrating population health, value-based care, and health equity in clinical practice to promote equitable health outcomes and ensures that no patient falls through the cracks

- **Vice President of Health Equity at Aledade** ensuring high-quality equitable care is delivered to the nearly 2 million patients in our network
- **Medical Director** and inaugural physician at CHI Healthcare, an integrative primary care center in Gaithersburg, MD focused on delivering whole-person health to patients at all income levels
- **White House Fellow** worked at the intersection of the food and health safety net to ensure equitable access and outcomes for under-resourced persons
- Project Manager for **Family Medicine for America's Health** led implementation of the Board's strategic vision for practice transformation, payment reform, and health equity for the specialty of Family Medicine

Key Competencies

Health Equity | Public health | Leadership | Strategic Planning | Population Health Management | Value-Based Care | Strategic Partnerships | Quality Improvement | Primary Care | Independent Primary Care Practice | Community Health Centers | Medicaid | Public Speaking | Reflective Listener | Skilled Communicator | Servant Leader

Experience

Aledade – Bethesda, MD

Nov 2019 – Present

Accountable care organization (ACO) delivering better care at lower cost through physician-led ACO models & value-based care solutions to independent primary care practices and community health centers

Vice President, Health Equity, Jan 2021- Present

- Established the Aledade Center for Health Equity: developed the strategy, vision, and tactical plan; built a high-functioning diverse team; set the company wide vision for health equity focused on reducing health disparities, increasing Community Health Center engagement, and developing a multi-dimensional Medicaid strategy
- Developed strategy to improve overall hypertension control while reducing Black/white disparity resulting in a 15% reduction in the disparity in severely uncontrolled HTN
- Set strategic vision and oversee projects to address social determinants of health including pilots for community health workers, meal delivery programs, self-monitored blood pressure, and lifestyle-management classes
- Lead development of dashboard of key performance indicators by race/ethnicity
- Develop strategy for ensuring recruitment and retention of practices serving BIPOC patients
- Design and implement implicit bias and cultural competency training

Regional Medical Director, Nov 2019-Dec 2020

- Actively partner with local physicians to drive patient-centered outcomes and shared savings through translation of performance data and implementation of proven clinical workflows resulting in ACOs achieving an average of \$200,000 per practice

- Developed market strategy to support independent primary care practices and community health centers in practice transformation to improve value-based healthcare delivery resulting in reductions in total cost of care, achieving shared savings, and improving patient outcomes (WV, MD, VA, MS, TN, AR)
- Served as clinical champion and drove clinician engagement for value-based care initiatives

Family Medicine for America's Health – Leawood, KS

Sept 2016 -- Dec 2018

A collaboration of the eight leading family medicine organizations to transform the specialty of family medicine to meet the nation's healthcare needs, achieve the triple aim and improve the health of every American.

Project Manager

- Led implementation of the Board's strategic priorities for the Family Medicine for America's Health project
- Facilitated the Board prioritization and strategic funding decisions in managing a multi-million dollar budget
- Drive strategy and operations for the Health Equity, Payment Reform, Practice Transformation and Technology teams

CHI Health Care – Gaithersburg, MD

Jan 2013 – July 2019

An integrative primary care center founded on principles of whole-person health, value-based care, and community connections serving Montgomery County, MD

Medical Director

- Oversaw the delivery of patient-centered whole-person to over 5,000 patients in Montgomery County by directing a high-functioning, collaborative team of 12 physicians and integrative practitioners.
- Led initial EHR implementation and conversion to a new system after 2 years
- Designed and implemented care coordination strategy that integrates clinical/non-clinical inputs to ensure patients receive the level of care commensurate with their medical and social situation and ensures patients do not fall through the cracks in healthcare
- Oversaw and collaborated with the Practice Manager to develop and deliver workflows optimizing patient outcomes, quality, and patient and provider experience; achieved NCQA Level III PCMH certification

Director of Community Health & Inaugural Physician

- Actively partnered with school and faith-based communities to promote health and wellbeing including community partnerships and group classes
- Partnered with Emory Grove UMC to implement a forty-day faith-based wellness initiative
- Instituted Financial Care Policy to address needs of uninsured/underinsured patients

White House Fellow, US Department of Agriculture – Washington, DC

Aug 2011- Aug 2012

One of America's most prestigious programs for leadership and public service

Special Assistant to the Undersecretary for Food and Nutrition Services

- Led collaboration between USDA and HHS to improve the coordination of the food and health safety net
- Provided clinical insight on feeding programs to support low-income persons (WIC, School breakfast/lunch, SNAP, etc.)
- Conducted survey of breastfeeding practices of USDA employees resulting in revision of policy to bring in line with Office of Management and Budget standards and opening of additional lactation rooms.
- Represented USDA at the United Nations Commission on the Status of Women: Rural Women and Poverty
- USDA representative to the multi-department working group, setting strategic vision for President Obama's second term

Boards & Committees

Medicaid and CHIP Payment and Access Commission (MACPAC), Vice Chair

June 2017-Present

Advise Congress, the Secretary of HHS and States on issues affecting Medicaid and CHIP

Healthcare Initiative Foundation, Trustee & Grants Advisory Committee

May 2021- Present

Supports nonprofit organizations that offer solutions to improve the quality and delivery of health and wellness services for residents of Montgomery County, Maryland, so that everyone has equitable access to high-quality, comprehensive, cost-effective, and sustainable health and wellness services.

American Academy of Family Physicians

One of the nation's largest medical organizations representing over 130,000 family physicians striving to improve the health of patients, families, and communities.

- Candidate for AAFP Board of Directors, election Sept 2022
- Commission on Federal and State Policy, 2020-Present
- Physicians Health and Wellness Speakers Bureau, 2019-2020
- National Conference of Constituency Leaders, Convener 2019
- AAFP New Physician Member of the Board of Directors 2013- 2014

Maryland Academy of Family Physicians

State chapter of the AAFP, representing over 1,500 MD family physician members dedicated to supporting family physicians in improving the health of our states' patients, families, and communities

- Served various roles on the Board of Directors, including President and Board Chair

Publications & Presentations Synopsis

US Senate Committee on Finance

COVID-19 Health Care Flexibilities: Perspectives, Experiences, and Lessons Learned, May 19, 2021

National Academy of Medicine

Financing that Rewards Better Health and Well-Being Workshop, Co-Chair and Moderator, 2021

National Medical Association Annual Convention 2021

Leveraging Medicaid to Address Health Disparities

Maryland Congressional Delegation Briefing:

Impact of ACA Repeal on Maryland, Stakeholder Panel Discussion, March 2017

Congressional Briefing:

Aligning Resources, Increasing Accountability, and Delivering a Primary Care Physician Workforce for America, Panel discussion, September 15, 2014

Utilizing Telehealth to Chart a Path to Practice Sustainability in COVID-19

National Medical Association Annual Convention 2020; Maryland AFP Winter Meeting 2021

Marker, JE, **Davis KN**, Etz R, Jones SM, Lee JW, LeFevre M, Phillips R. [Report From the FMAHealth Practice Core Team: Achieving the Quadruple Aim Through Practice Transformation](#). Fam Med. 2019;51(2):193-197

Honors & Awards

- **GV Champions of Change 2021**
- **40 Under 40 Leaders in Health Care** National Minority Quality Forum 2016
- **AAFP Degree of Fellow** October 2013
- **AAFP Award for Excellence in Graduate Medical Education** 2006
- **Maryland Governor's Citation** for participation in Hurricane Katrina Relief Efforts
- **Maryland National Guard Civilian Service Medal** for Katrina Relief Efforts

Early Career Synopsis

- **VaxCare**, Orlando, FL Jan 2019- Dec 2019
 - **Maryland Medical Director**, Promoted product solutions to drive increased distribution of vaccinations in primary care offices
- **Chase Brexton Health Services, Inc.**, Columbia, MD Sep 2007- Aug 2011
 - **Family Physician**, Provide primary care with emphasis on underserved populations, diabetes, women's health, LGBTQ health
 - Implemented diabetes group visits
- **Secure Medical Care**, Gaithersburg & Beltsville, MD: Urgent Care Physician Dec 2007- Aug 2013
- **Immediate Care**, Glen Burnie & Reisterstown, MD: Urgent Care Physician 2007

Education, Licensure & Certification

Degrees:

- **Johns Hopkins University Bloomberg School of Public Health: MPH**
 - Delta Omega Honor Society
- **University of Maryland Department of Family and Community Medicine Residency:**
 - Chief Resident
- **University of Connecticut School of Medicine: MD**
 - Lyman Stowe Award for Humanitarianism in Medicine
- **Duke University:** BS: Biological Anthropology and Anatomy, Minor: Chemistry, Religion,

Certificates:

- **Duke Integrative Medicine Leadership Fellowship:** February 2016
- **International Health Central American Institute:** Medical Spanish Elective, Costa Rica 2004

Maryland Medical License | Board Certified, American Board of Family Medicine

Personal

Co-Host of [The Sisters Will See You Now](#) podcast

Co-Producer of [Finding Fellowship](#), a documentary on preserving the unique heritage of Quince Orchard, MD

Five + generation resident of Montgomery County, mother of 3 MCPS students and wife of an MCPS administrator



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

October 17, 2022

Kisha Davis

Dear Dr. Davis,

I am pleased to offer you the position of County Health Officer in the Department of Health and Human Services for Montgomery County Government. The salary offered for this position is \$200,000, plus benefits.

I look forward to your acceptance of this employment offer. Note, your appointment is subject to the successful completion of a background check, approval by the State of Maryland and confirmation by the County Council. If you have any questions about this offer, please do not hesitate to contact me.

Sincerely,

Richard S. Madaleno
Chief Administrative Officer

Accept ☒

Not Accept ☐

eSigned via SeamlessDocs.com

key: 1379459a5c280aaf0e5a6120405ee9d

Signature

10/17/2022

Date