Core Competencies Workgroup Meeting
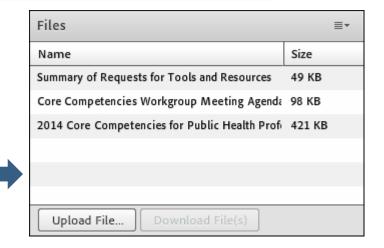
November 15, 2016

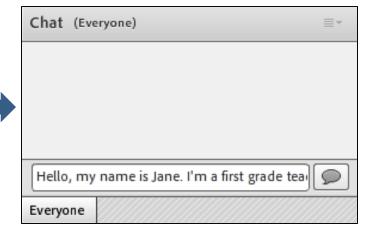# Housekeeping Items

> Please mute your phone by pressing *6 when you are not speaking.

> Please mute your computer speakers if you are using your phone.

> Links to download the meeting materials can be found in the Files box.

> This meeting will be recorded for Workgroup reference.

> Please feel free to use the Chat box to comment or ask questions at any point during the meeting.

Files		☰▾
Name		**Size**
Summary of Requests for Tools and Resources		49 KB
Core Competencies Workgroup Meeting Agenda		98 KB
2014 Core Competencies for Public Health Prof		421 KB

Upload File...   Download File(s)

Chat (Everyone)	☰▾

Hello, my name is Jane. I'm a first grade tea 💬

Everyone

The Council on Linkages
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Agenda

- Welcome, Introductions, and Overview of Agenda
- Update on Current Status of the Core Competencies
- Enhancement of Existing Tools and Resources
  - Competency-Based Job Descriptions
  - Competency-Based Workforce Development Plans
- Competencies for Performance Improvement Professionals in Public Health Project
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Council on Linkages Between Academia and Public Health Practice

To improve the performance of individuals and organizations within public health by:

- Fostering, coordinating, and monitoring collaboration among the academic, public health practice, and healthcare communities

- Promoting public health education and training for health professionals throughout their careers

- Developing and advancing innovative strategies to build and strengthen public health infrastructure

Funded by
Centers for Disease Control and Prevention

Staffed by
Public Health Foundation

22 National Public Health Organizations:

- American Association of Colleges of Nursing
- American College of Preventive Medicine
- American Public Health Association
- Association for Community Health Improvement
- Association for Prevention Teaching and Research
- Association of Accredited Public Health Programs
- Association of Public Health Laboratories
- Association of Schools and Programs of Public Health
- Association of State and Territorial Health Officials
- Association of University Programs in Health Administration
- Centers for Disease Control and Prevention
- Community-Campus Partnerships for Health
- Council on Education for Public Health
- Health Resources and Services Administration
- National Association of County and City Health Officials
- National Association of Local Boards of Health
- National Environmental Health Association
- National Library of Medicine
- National Network of Public Health Institutes
- National Public Health Leadership Development Network
- Quad Council of Public Health Nursing Organizations
- Society for Public Health Education

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Core Competencies for Public Health Professionals

› Consensus set of foundational skills desirable for the broad practice of public health

› Reflect characteristics that staff of public health organizations may want to possess as they protect and promote health in the community

› Designed to **serve as a starting point** for practice and academic organizations working to understand, assess, and meet training and other workforce development needs

› 3rd version adopted unanimously in June 2014

Usage of the Core Competencies

- > 50% of State Health Departments (ASTHO, 2014)

- ~26% of Local Health Departments (NACCHO, 2013)

- ~92% of Academic Public Health Programs (Council on Linkages, 2016)

- Core Competencies are also used by:
  - CDC
  - HRSA's Public Health Training Centers
  - TRAIN affiliates
  - Healthy People 2020
  - Public Health Accreditation Board
  - Others……..

- Accessed >107,000 times since release of 2014 version

- Resources and tools accessed more than 206,000 times during same time frame

Uses of the Core Competencies

› Job descriptions

› Performance objectives

› Performance reviews and evaluations

› Workforce competency/needs assessments

› Workforce development plans

› Training plans

› Course review and development

› Discipline-specific competencies

› Preparing for accreditation – PHAB Standards and Measures Domain 8

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Resources and Tools to Support Use

- Crosswalk of 2014 and 2010 Core Competencies
- Crosswalk of 2014 Core Competencies and Essential Public Health Services
- Self-assessment instruments
- 3-Step Competency Prioritization Sequence
- Examples of use
- FAQs
- Job descriptions
- Workforce development plans

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Enhancement of Existing Tools and Resources

› Job descriptions

› Workforce development plans

JOB DESCRIPTION
HEALTH COMMISSIONER

ROLE OVERVIEW:

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TASKS ASSOCIATED WITH FUNCTIONS, COMPETENCIES AND SKILLS

- Assures that the Board of Health conducts organizational strategic planning and monitors progress toward strategic goals
- Assures that the Board of Health participates in or leads ongoing community health assessment and planning in partnership with other community stakeholders, e.g., hospitals and other health

COMPETENCIES AND SKILLS: the Health Commissioner possesses skill levels in these priority Core Competencies for Public Health Professionals appropriate for the senior management level.[ii]

Analytical/Assessment Skills

- Reviews health status assessments of populations and their related determinants of health conducted by the Board of Health and other organizations
- Expands access to public health data and information for the Board of Health, staff and public
- Ensures the application of ethical principles in the collection, maintenance, use, and dissemination of data and information
- Integrates the findings from quantitative and qualitative data into organizational operations

WORKFORCE DEVELOP

COMPETENCIES & EDUCATION REQUIREMENTS

Core Competencies

The Department will adapt the Core Competencies for Public Health Professionals ("Core Competencies") developed by the Council on Linkages Between Academia and Public Health Practice (Council on Linkages) to meet the needs of the Department. Core Competencies are a set of skills for the broad practice of public health, reflecting the characteristics that staff of public health organizations should possess as they work to protect and promote health in the community. The Core Competencies will serve as a framework for the Department to understand, assess, and meet the training and workforce needs of its employees. The Core Competencies are divided into the

Mandatory Training

The table below lists training required by the agency and/or by state or federal mandate:

Training	Who	Competency Addressed	Frequency
Ethics	All staff, Interns	Leadership and systems thinking; Policy development/program planning	Annually

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Why Performance Improvement Competencies?

❯ Define and describe skills and competencies desirable for performance improvement professionals

❯ Assist in developing:

  ❯ Training to build performance improvement skills and competencies

  ❯ Job descriptions for performance improvement professionals

  ❯ Performance objectives for performance improvement professionals

Developing the Draft Performance Improvement Competencies

› Built on Performance Improvement Managers (PIM) competencies

› Expanded on performance improvement competencies in the Core Competencies for Public Health Professionals

› Input from technical assistance providers and trainers who have assisted over 500 health departments

› Partners: ASTHO, NACCHO, NNPHI, PHAB, CDC

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HANDOUT: THE (DRAFT) COMPETENCIES FOR PERFORMANCE IMPROVEMENT PROFESSIONALS

RESOURCES FOR THE DRAFT COMPETENCIES FOR PERFORMANCE IMPROVEMENT PROFESSIONALS
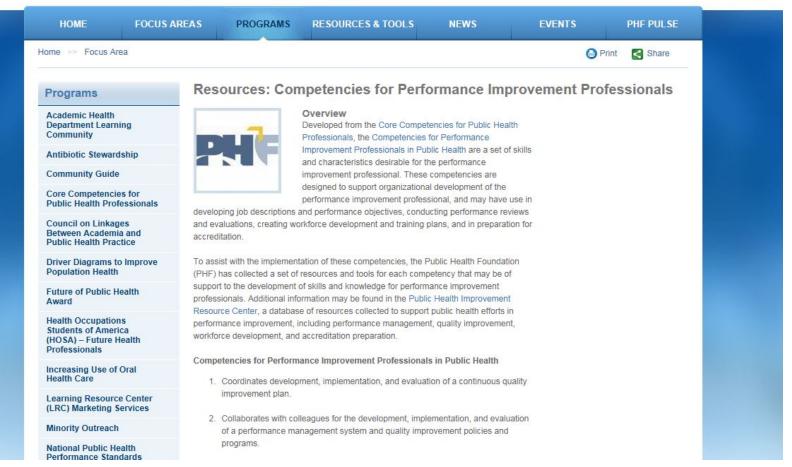
www.phf.org/PICompetenciesResources

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Resources: Draft Competencies for Performance Improvement Professionals

Resources: Draft Competencies for Performance Improvement Professionals

HOME   **FOCUS AREAS**   **PROGRAMS**   **RESOURCES & TOOLS**   **NEWS**   **EVENTS**   **PHF PULSE**

Home >> Focus Area   🖶 Print

Performance Improvement

Public Health Improvement Resource Center

Performance Improvement Services

Resources: Competencies for Performance Improvement Professionals

Resources for Competency 1:
Coordinates Development, Implementation, and Evaluation of a Continuous Quality Improvement Plan

- *Public Health Quality Improvement Handbook*: A collaboration of the American Society for Quality and PHF this book contains practical examples and tools from subject matter experts successfully using quality improvement (QI) to meet client needs, maximize outcomes, and partner with communities.
- *Public Health Quality Improvement Encyclopedia*: This comprehensive encyclopedia, written and published by PHF, includes 75 QI tools and when and how to use each.
- Roadmap to a Culture of Quality Improvement: This National Association of County and City Health Officials website guides local health departments through six levels of QI maturity toward a culture of quality. Included in the website are examples of common organizational characteristics, strategies, and supplemental resources for each phase.
- *Designing and Implementing a QI Plan*: This PHF webinar addresses why a public health department should build a quality plan, what it should include, who should be involved in its development, and how this plan will help in accreditation activities.
- Agency QI Plans: The Public Health Quality Improvement Exchange provides links to several QI plans from - health departments accredited by the Public Health Accreditation Board (PHAB), including PHAB site reviewer comments.
- *Embracing Quality in Public Health*: A Practitioner's Quality Improvement Guidebook: Michigan Public Health Institute's Office of Accreditation and Quality Improvement provides a guidebook about the implementation and use of QI in the field of public health.
- Quality Improvement Plan Toolkit: Guidance and Resources to Assist State and Territorial Health Agencies in Development a Quality Improvement Plan: The Association of State and Territorial Health Officials have developed a free QI Plan Toolkit to support QI plan development and preparation for accreditation by PHAB.

Developed from the Core Competencies for Public Health Professionals, the Competencies for Performance Improvement Professionals in Public Health are a set of skills and characteristics desirable for the performance improvement professional. To assist with the implementation of these competencies, the Public Health Foundation (PHF) has collected a set of resources and tools for each competency that may be of support to the development of skills and knowledge for performance improvement professionals.

Ready to Get Started?
Performance Management Technical Assistance and Training: PHF offers a number of training and technical assistance options in the area of performance management. All are facilitated on-site at a location of your choice and taught by quality improvement and performance management experts. If you're ready to get started, PHF is ready to assist. Contact Margie Beaudry at (202)218-4415

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PI Competencies Project: 2016-2017

> Conducting a robust environmental scan:

>> Literature reviews

>> Reviews of web-based resources

>> Key informant interviews

>> Queries of the public health community

>> Evaluation of past PI Competencies work

> Development of Core Competencies Workgroup Subgroup on PI Competencies

> Develop more refined/vetted set of PI Competencies (2017-2018)

Core Competencies Workgroup Subgroup on PI Competencies

› We need your help!

› What we will need from you:

› Feedback on the development of competencies for PI professionals

› Identification of other potential members for this group

› Suggestions of materials to include in the environmental scan

› Feedback on resources identified for the environmental scan

› Support in the development of the environmental scan report

› Set the foundation for ongoing work in year two

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Additional Resources

> Stay Informed:
> > Council on Linkages Update – Janelle Nichols, jnichols@phf.org
> > PHF E-News –
> > www.phf.org/AboutUs/Pages/Email_Newsletters.aspx

> Join the Core Competencies Workgroup Subgroup on PI Competencies: Julie Sharp, jsharp@phf.org

> Email Questions and Examples: Janelle Nichols, jnichols@phf.org

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Thank You!

www.phf.org/corecompetencies