Core Competencies for Public Health Nursing

Quad Council of Public Health Nursing Organizations
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Learning Objectives

By the end of this session, the Public Health Nurse will be able to:

- Discuss the origins and necessity for the Core Competencies for Public Health Nurses;
- Discuss how the Core Competencies are structured into Domains and Tiers;
- Apply the Core Competencies to her/his own practice of public health nursing;
- Identify educational resources for developing/enhancing the Core Competencies
Quad Council of Public Health Nursing Organizations

Quad Council CCHPN

- History of Competencies in Nursing
- Council on Linkages Competencies
- Quad Council Competencies (2003)
- Council on Linkages Revision (2010)
- Quad Council revisions (2012)
  - Task Force
  - Expert review
  - Public comments
  - Final version
Quad Council Revision Process

- Workgroup appointed
- CoL reviewed and adapted/revised
- Quad Council document reviewed by Board Members and selected experts; revisions
- Reviewed by members of ASTDN, ACHNE, APHA–PHN section; Revisions
- Final Approval by QC Board

Quad Council CCHPN

- Scope and Standards of Practice for Public Health Nurses (ANA)
- Core Competencies for Public Health Professionals (CoL)
- Core Competencies for Public Health Nurses (Quad Council)
- Public Health Accreditation Board (PHAB)
Assumptions

- Reflects unique practice of PHNs
- Core competency: individual skills desirable for delivery of Essential Public Health Services
- PHN: practice of promoting and protecting health of populations using knowledge from nursing, social and public health sciences
- PHNs have generalist nursing competencies (BSN)
- Demonstrable and measurable
- Tiers on a continuum
- Support Scope and Standards of PHN
- Reflect **minimum** competencies at each tier

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Quad Council CCPHN

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
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<tbody>
<tr>
<td>ENTRY LEVEL GENERALIST PRACTICE</td>
<td>ADVANCED LEVEL SPECIALIST PRACTICE</td>
<td>EXECUTIVE LEVEL SYSTEMS LEADERSHIP PRACTICE</td>
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Quad Council CCPHN

TIER 1
- Individuals
- Families
- Groups

TIER 2
- Communities
- Populations

TIER 3
- Organizations
- Systems

Quad Council CCPHN

TIER 1
- Clinical Services
- Home Visiting
- Population Services

TIER 2
- Develop & Implement Programs
- Manage & Supervise
- Community Relations

TIER 3
- Organizational Vision
- Strategic Planning
- Operational Leadership
- Systems Capacity
CCPHN: Domains I – IV

I. Analytic and Assessment Skills
II. Policy Development/Program Planning Skills
III. Communications Skills
IV. Cultural Competency Skills

CCPHN: Domains V – VIII

V. Community Dimensions of Practice Skills
VI. Public Health Sciences Skills
VII. Financial Management & Planning Skills
VIII. Leadership & Systems Thinking Skills
Quad Council Competencies for Public Health Nurses
Summer 2011

The Quad Council of Public Health Nursing Organizations is comprised of:
- The Association of Community Health Nurse Educators (ACHNE)
- The Association of State and Territorial Directors of Nursing (ASTDN)
- The American Public Health Association - Public Health Nursing Section (APHA)
- The American Nurses Association & Congress on Nursing Practice and Economics (ANA)

The Quad Council of Public Health Nursing Organizations was founded in the early 1980s to address priorities for public health nursing education, practice, leadership, and research, and as the voice for public health nursing.

| Domain 1: Analytic and Assessment Skills |  
|----------------------------------------|---|
| 1. Identify the determinants of health and illness of individuals and families, using multiple sources of data. | 1. Conducts comprehensive, included system/organizational assessment as it relates to population health. |
| 2. Uses epidemiologic data and the ecological perspective to identify health risks for a population, identifies individual and family assets and needs, values and beliefs, resources and relevant environmental factors. | 2. Uses organizational and other theories to guide development of system-wide approaches to reduce population-level health risks. |
| 3. Identifies variables that measure health and public health conditions. | 3. Utilizes a wide variety of relevant variables to measure health conditions for a community or population. |
| 4. Uses valid and reliable methods and instruments for collecting quantitative and qualitative data from multiple sources. | 4. Designs systems that support the collection of valid and reliable quantitative and qualitative data on individuals, families, and groups. |
| 5. Identifies sources of public health data and information, collects, interprets, and documents data in terms that are understandable to all who are involved in the process, including communities. | 5. Designs systems that ensure that assessments are documented and integrated in terms that are understandable to all who are involved in the process, including individuals, communities, and populations. |
| 6. Uses valid and reliable data sources to make comparisons for assessment. | 6. Designs data collection systems that uses multiple methods and sources when collecting and analyzing data for a comprehensive assessment process. |

- Designs data collection systems that uses multiple methods and sources when collecting and analyzing data for a comprehensive assessment process.
Analytic and Assessment Skills

- **Tier 1**: Identifies the determinants of health and illness of individuals and families, using multiple sources of data.

- **Tier 2**: Assesses the health status of populations and their related determinants of health and illness. Partners with populations, health professionals, and other stakeholders to attach meaning to collected data.

- **Tier 3**: Conducts comprehensive, in depth system/organizational assessment as it relates to population health.
Policy Development/Program Planning Skills

- **Tier 1**: Identifies the implications of policy options on public health programs and the potential impacts on individuals, families, and groups within a population.
- **Tier 2**: Plans population-level interventions guided by relevant models and research findings.
- **Tier 3**: Synthesizes complex policy options to plan public health services at the systems level.

Communications Skills

- **Tier 1**: Assesses the health literacy of the individuals, families, and groups served.
- **Tier 2**: Assesses the health literacy of communities/populations served.
- **Tier 3**: Ensures health literacy principles are integrated into all agency communication.
Cultural Competency Skills

- **Tier 1**: Utilizes the social and ecological determinants of health to work effectively with diverse individuals, families, and groups.
- **Tier 2**: Utilizes social and ecological determinants of health to develop culturally responsive interventions with communities and populations.
- **Tier 3**: Ensures recognition and respect for diversity is integrated into the organizational culture. Recognizes the dynamic nature of a diverse workforce.

Community Dimensions of Practice Skills

- **Tier 1**: Utilizes an ecological perspective in health assessment, planning, and interventions with individuals, families, and groups.
- **Tier 2**: Utilizes an ecological perspective in health assessment, planning, and interventions with communities and populations.
- **Tier 3**: Utilizes an ecological perspective to evaluate community linkages and relationships across agencies and systems.
Public Health Sciences Skills

- **Tier 1**: Incorporates public health and nursing science in the delivery of care to individuals, families, and groups.
- **Tier 2**: Utilizes public health and nursing science in practice at population and community level.
- **Tier 3**: Serves as an expert in utilizing public health and nursing science in the design of public health practice environments.

Financial Management and Planning Skills

- **Tier 1**: Provides data for inclusion in a programmatic budget.
- **Tier 2**: Develops a programmatic budget.
- **Tier 3**: Develops an organization-wide budget. Defends an organization-wide budget.
Leadership and Systems Thinking Skills

- **Tier 1**: Participates in quality initiatives that identify opportunities for improvement. Provides data to measure, report, and improve organizational performance.
- **Tier 2**: Uses evidence-based models to design and implement quality initiatives. Establishes indicators to monitor organizational performance.

PHN Competency and Education

- Competency based curricula across levels
  - Generalist
  - Specialist
- Measuring competencies via educational outcomes
- Measuring competencies in Clinical
- Continuing Education for developing competencies
- BSN entry to practice
PHN Competency and Research

- Evaluating practice competencies
- Evaluating PHN practice outcomes across levels/tiers
- Competency based PHN interventions
- Demonstrating value added of nursing and public health competencies

PHN Competency & Practice
Applications to PHN Practice

- Self-assessment of current skills as compared to needed skills
- Self-improvement
- Determining what skills and levels of skills are necessary for given assignments
- Preparing for advanced practice certification (APHN–BC)

Agency-Level Applications

- Assessment of workforce competencies
- Position planning – What will PHN staff do?
- Job announcements/hiring
- Standardizing language in job descriptions
- Pre-employment education/orientation – course and program design
- Designing continuing education programs and offerings
- Performance evaluation systems
- Agency accreditation efforts
QUESTIONS...

Resources:

➢ Core Competencies for Public Health Professionals:
  http://www.phf.org/resourcestools/Pages/Core_Public_Health_Competencies.aspx

➢ Quad Council of Public Health Nursing Organizations: http://quadcouncilphn.org/