Core Competencies for Public Health Nursing

Quad Council of Public Health Nursing Organizations
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July 24, 2012

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.
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

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

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

Quad Council CCPHN

TIER 1
ENTRY LEVEL
GENERALIST
PRACTICE

TIER 2
ADVANCED LEVEL
SPECIALIST
PRACTICE

TIER 3
EXECUTIVE LEVEL
SYSTEMS LEADERSHIP
PRACTICE

Quad Council CCPHN
Quad Council CCHPN

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

CCHPN: Domains I – IV

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

CCHPN: 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 Comm and Health Nurses (ACHN)
- The Association of State and Territorial Directors of Nursing (ASTD)
- The American Public Health Association – Public Health Nursing Section (APHN)
- The American Nurses Association/Consortium for Nursing Practice and Education (ANA)

The Quad Council of Public Health Nursing Organizations was founded in the early 1980s to address priority issues 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 and describe the components of effective community health assessment.
2. Use advanced epidemiological and statistical techniques to analyze data to identify trends, evaluate health status, and make informed decisions.
3. Apply statistical methods to analyze and interpret health data.
4. Use evidence-based approaches to assess and evaluate public health programs and policies.

Domain 1: (Continued)

5. Identify and describe the components of effective community health assessment.
6. Use advanced epidemiological and statistical techniques to analyze data to identify trends, evaluate health status, and make informed decisions.
7. Apply statistical methods to analyze and interpret health data.
8. Use evidence-based approaches to assess and evaluate public health programs and policies.

Domain 2: Nursing Practice and Public Health Leadership

1. Implement evidence-based practice in public health nursing.
2. Coordinate and manage care across settings and disciplines.
3. Apply community health and public health principles to improve health outcomes.
4. Conduct research and evaluate outcomes.

Domain 2: (Continued)

5. Implement evidence-based practice in public health nursing.
6. Coordinate and manage care across settings and disciplines.
7. Apply community health and public health principles to improve health outcomes.
8. Conduct research and evaluate outcomes.

Domain 3: Policy and Advocacy

1. Analyze and communicate the impact of public health policies on health promotion, disease prevention, and health care delivery.
2. Advocate for policies that promote health equity and social justice.
3. Develop and implement strategies to influence policy decisions.
4. Collaborate with partners to advance public health initiatives.

Domain 3: (Continued)

5. Analyze and communicate the impact of public health policies on health promotion, disease prevention, and health care delivery.
6. Advocate for policies that promote health equity and social justice.
7. Develop and implement strategies to influence policy decisions.
8. Collaborate with partners to advance public health initiatives.

Domain 4: Education and Training

1. Design and deliver education programs that meet the needs of public health nurses.
2. Evaluate the effectiveness of education programs.
3. Collaborate with partners to develop and implement education initiatives.
4. Conduct research on education and training.

Domain 4: (Continued)

5. Design and deliver education programs that meet the needs of public health nurses.
6. Evaluate the effectiveness of education programs.
7. Collaborate with partners to develop and implement education initiatives.
8. Conduct research on education and training.
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/resourcetools/Pages/Core_Public_Health_Competencies.aspx](http://www.phf.org/resourcetools/Pages/Core_Public_Health_Competencies.aspx)