Define Core Competency

Discuss the Importance of Core Competency & PHN’s Scope of Practice

Describe How Core Competency can be used in Performance Evaluation & Professional Development
What is Core Competency?

The Quad Council of Public Health Nursing Organizations define Core Competency as “The individual skill desirable for the delivery of Essential Public Health Services. Intended levels of mastery (and therefore learning objectives) for workers within each competency will differ depending upon workers’ backgrounds, job duties, and years of experience”.

QuadCouncilPHN.org
The Quad Council of Public Health Nursing Organizations revised the Core Competencies for Public Health Nurses (CCPHN) to align with the Council on Linkages between Academia and Public Health Practice. CCPHN reflect the unique competencies required for the practice of public health nursing in entry-level to senior management positions from a variety of settings.
Core Competencies are organized by eight practice domains in a three-tier structure.

- **Tier 1** *the generalist or basic level*
- **Tier 2** *the specialist or midlevel*
- **Tier 3** *the executive and/or multi-systems level*
Eight Domains

- **Domain 1**: Analysis & Assessment (assess skill using 13 items per tier)

- **Domain 2**: Policy Development & Program Planning (assess skill using 12 items per tier)

- **Domain 3**: Communication (assess skill using 7 items per tier)

- **Domain 4**: Cultural Competency (assess skill using 6–7 items per tier)
Domains

- **Domain 5**: Community Dimensions of Practice (assess skill using 10–11 items per tier)

- **Domain 6**: Public Health Sciences (assess skill using 9–10 items per tier)

- **Domain 7**: Financial Planning & Management (assess skill using 15–17 items per tier)

- **Domain 8**: Leadership and Systems Thinking (assess skill using 6 items per tier)
American Nurses Association (ANA) recognizes Public Health Nursing as a specialty with a defined scope and standard of practice. Population health is the focus of PHN practice. Standards were developed to ensure the promotion of health, prevention of disease, injury and premature death (ANA, 2013).
Competencies are aligned with the scope and standards of practice for PHN’s. Core Competencies define our skill sets. This method is used to recognize the value and distinction of the Public Health Nurse. It is important for PHN’s to translate prevention/early intervention services; it provides value to our profession in the Public Health workforce.
ANA PHN Scope & Standard

- Advocacy
- Environmental Health
- Resource Utilization
- Professional Practice Evaluation
- Collaboration

- Leadership
- Communication
- Quality of Practice
- Evidence Base Practice & Research
- Education

- Ethics
- Evaluation
- Regulatory Activity
- Prescriptive Authority
- Consultation

- Health Teaching & Health Promotion
- Coordination of Care
- Implementation
- Planning
- Outcomes Identification

- Population, Diagnosis & Priorities
- Assessment
- Implementation
- Outcomes Identification

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Core Competencies for Public Health Nursing can be incorporated with performance evaluation, professional development and job description.

1. Supervisors can evaluate or identify specific skills or knowledge needing further development
2. Staff can use as a tool to identify goals for professional development
3. Job descriptions or new postings can reflect PHN competency and evaluate potential employees
Objective: *Job Knowledge, Skills, and Abilities*

Description: Consistently demonstrates familiarity with goals, policies, procedures, equipment, and materials necessary to fulfill essential functions of the job with only occasional supervision.

Domain 1:5 Identifies sources of public health data and information. Collects, interprets & documents data in terms that are understandable to all who were involved in the process including communities.
Objective: Quality of Work
Work is accurate, well organized, neat thorough, and requires few revisions. Maintains quality standards under pressure.

- Domain 3: 1–7
- Domain 6: 1–9
- Domain 7: 7
- Domain 2 and 7 components are noted as broader applications
Sample PE

Objective: Dependability
Follows through on tasks; requires minimum supervision and follows County policy for leave. Prompt attendance at meetings/assignments. Observes County break rules; completes tasks within deadlines; observes policy, rules and regulations.

Domain 1: 3, 4, 5, 6, 8
Domain 2: 2, 7, 9
Domain 7: 3
Domain 8: 8
**Objective: Communications**
Tactful and assertive in oral and written responses to others; listens attentively; correctly interprets instructions; written communications are clear, concise & complete; encourages & maintains open communication; accepts criticism well

**Domain 3:** 1–7
**Domain 1:** 4, 5
**Domain 6:** 5, 6, 7
Objective: Customer Service
Creates a positive and professional image in dealing with the public; effectively and efficiently meets the needs of internal and external customers.

Domain 2: 12
Domain 3: 1–7
Domain 4: 1–6.
Objective: Quantitative job expectations
Maintains adequate case load for position support in the CC4C and NBPPA Programs while following State guidelines for Provider services.

Domain 1: 1–13
Domain 2: 1–4; 7–9
Domain 5: 3–4; 10
Objective: Qualitative Job Expectations
Care Coordinator will provide appropriate service delivery that follows both CCNC and state mandates as outlined in the program manual and agency policy and procedures.
Objective: Collaboration
CC4C care manager will establish communication with medical homes and will be linked with each medical home. CC4C care managers will also establish an ongoing relationship with the CCNC care manager.
GOALS

Professional Workforce Development through CEU
Maintains competency within the public health workforce through lifelong learning and if applicable maintain licensure requirements by setting and maintaining annual continuing education

ACTION TO ACCOMPLISH

Domain 8: 1–8.
How Can I Use CCPH in Practice

- CCPHN can be linked to the current PE tool in your practice area
- COPE sample handout can be used as a resource for linking your tool and CCPHN
- ANA Scope & Standards of Practice for PHN’s 2nd edition is recommended as an additional tool
- Contact a COPE committee member for assistance
- QuadCouncilPHN.org
Questions???

http://quadcouncilphn.org

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