

CFHS Management Self Assessment

Public Health Core Competencies

Please fill out the following survey using your best objective judgement. This survey will be used to evaluate core public health competencies of CFHS managers in order to guide training for us and identify expertise among us. This survey is confidential and will only be used to target training efforts. It will not be used to evaluate your performance for this year.

Please print, fill out, and return to me on or before February 23rd. Thank you in advance for your participation.

Sincerely,
Dr. Delavan

Name: _____

Date: ___/___/___

Job title: _____

Program: _____

Bureau Director: _____

Years experience in your current position: __ __. __

Years experience in public health (UDOH or elsewhere): __ __. __

In what ways have you received formal public health training? Please check all that apply.

- Workshops on the job or at conferences
- Individual public health courses
- Public health academic program

DIRECTIONS:

For each of the following public health activities, indicate your knowledge level by circling the appropriate number.

1 = Awareness (You have heard of it but not exactly sure what it is or entails)

2 = Working Knowledge (Comfortable completing this task)

3 = Proficient (Very comfortable, expert, could teach this skill to others)

NA = Not applicable to the job (**If selected, please explain why it doesn't apply under Comments.** Use attached sheet if necessary. Include section number and question number.)

I. ANALYTIC/ASSESSMENT SKILLS

					COMMENTS
1. Defining a public health problem	1	2	3	NA	
2. Determining appropriate use and limitations of data	1	2	3	NA	
3. Selecting and defining variables relevant to defined public health problems	1	2	3	NA	
4. Partnering with communities to attach meaning to collected data	1	2	3	NA	
5. Making relevant inferences from data	1	2	3	NA	

6. Understanding data collection process, information technology applications, transmission capability and computer systems storage/retrieval capacities	1	2	3	NA
7. Identifying relevant and appropriate data and information sources	1	2	3	NA
8. Applying ethical principles to the collection, maintenance, use, and dissemination of data and information	1	2	3	NA
9. Evaluating the integrity and comparability of data and identifying gaps in data sources	1	2	3	NA
10. Understanding how the data illuminate ethical, political, scientific, economic, and overall public health issues	1	2	3	NA
11. Obtain and interpret information regarding risks and benefits to the community	1	2	3	NA

II. BASIC PUBLIC HEALTH SCIENCES SKILLS

1. Understanding individual's and organization's responsibilities within the context of the Essential Public Health Service's and core functions	1	2	3	NA
2. Defining, assessing, and understanding the health status of population, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services	1	2	3	NA
3. Understanding the historical development, structure, and interaction of public health and health care systems	1	2	3	NA

COMMENTS

4. Understanding basic research methods used in public health	1	2	3	NA
5. Applying the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries	1	2	3	NA
6. Developing a lifelong commitment to rigorous critical thinking	1	2	3	NA
7. Knowing how to identify and access current relevant scientific evidence	1	2	3	NA
8. Understanding the limitations of research and the importance of observations and interrelationships	1	2	3	NA

III. CULTURAL COMPETENCY SKILLS

1. Understanding the dynamic forces contributing to cultural diversity	1	2	3	NA
2. Learning appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences	1	2	3	NA
3. Identifying the role of cultural, social, and behavioral factors in determining the delivery of public health services	1	2	3	NA
4. Developing and adapting approaches to problems that take into account cultural differences	1	2	3	NA
5. Understanding the importance of a diverse public health workforce	1	2	3	NA

COMMENTS

IV. COMMUNICATION SKILLS**COMMENTS**

- | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|----|
| 1. Communicating effectively both in writing and orally (unless a handicap precludes one of these forms of communication) | 1 | 2 | 3 | NA |
| 2. Soliciting input from individuals and organizations | 1 | 2 | 3 | NA |
| 3. Advocating for public health programs and resources | 1 | 2 | 3 | NA |
| 4. Leading and participating in groups to address specific issues | 1 | 2 | 3 | NA |
| 5. Using the media, advanced technologies, and community networks to communicate information | 1 | 2 | 3 | NA |
| 6. Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives | 1 | 2 | 3 | NA |
| 7. Effectively presenting accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences | 1 | 2 | 3 | NA |

V. COMMUNITY DIMENSIONS OF PRACTICE SKILLS**COMMENTS**

- | | | | | |
|---------------------------------------------------------------------------------------------------------------------|---|---|---|----|
| 1. Establishing and maintaining linkages with key stakeholders | 1 | 2 | 3 | NA |
| 2. Collaborating with community partners to promote the health of the population | 1 | 2 | 3 | NA |
| 3. Understanding how public and private organizations operate within a community | 1 | 2 | 3 | NA |
| 4. Utilizing leadership, team building, negotiation, and conflict resolution skills to build community partnerships | 1 | 2 | 3 | NA |

5. Identifying community assets and available resources	1	2	3	NA
6. Understanding how to accomplish effective community engagement	1	2	3	NA
7. Developing, implementing, and evaluating a community health assessment	1	2	3	NA

VI. FINANCIAL PLANNING AND MANAGEMENT SKILLS

COMMENTS

1. Developing and presenting a budget	1	2	3	NA
2. Managing programs within budget constraints	1	2	3	NA
3. Understanding budget processes	1	2	3	NA
4. Developing strategies for determining budget priorities	1	2	3	NA
5. Monitoring program performance	1	2	3	NA
6. Preparing proposals for funding from external sources	1	2	3	NA
7. Applying basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts	1	2	3	NA
8. Managing information systems for collection, retrieval, and use of data for decision-making	1	2	3	NA
9. Negotiating and developing contracts and other documents for the provision of population-based services	1	2	3	NA
10. Conducting cost-effectiveness, cost-benefit, and cost utility analyses	1	2	3	NA

VII. LEADERSHIP AND SYSTEMS THINKING SKILLS						COMMENTS
1. Understanding theory of organizational structure and its relation to professional practice	1	2	3	NA		
2. Contributing to development, implementation, and monitoring of organizational performance standards	1	2	3	NA		
3. Promoting team learning and organizational learning	1	2	3	NA		
4. Helping create key values and shared vision and uses these principles to guide action	1	2	3	NA		
5. Identifying internal and external issues that may impact delivery of essential public health services (i.e. strategic planning)	1	2	3	NA		
6. Using the legal and political system to affect change	1	2	3	NA		
7. Facilitating collaboration with internal and external groups to ensure participation of key stakeholders	1	2	3	NA		
8. Creating a culture of ethical standards within organizations and communities	1	2	3	NA		
VIII. POLICY DEVELOPMENT/PROGRAM PLANNING SKILLS						COMMENTS
1. Collecting, summarizing, and interpreting information relevant to an issue	1	2	3	NA		
2. Stating policy options and writing clear and concise policy statements	1	2	3	NA		
3. Articulating the health, fiscal, administrative, legal, social, and political implications of each policy option	1	2	3	NA		

4. Stating the feasibility and expected outcomes of each policy option	1	2	3	NA
5. Deciding on the appropriate course of action	1	2	3	NA
6. Utilizing current techniques in decision analysis and health planning	1	2	3	NA
7. Identifying, interpreting, and implementing public health laws, regulations, and policies related to specific programs	1	2	3	NA
8. Preparing and implementing emergency response plans	1	2	3	NA
9. Developing a plan to implement policy, including goals, outcome and process objectives, and implementation steps	1	2	3	NA
10. Translating policy into organizations plans, structures, and programs	1	2	3	NA
11. Developing mechanisms to monitor and evaluate programs for their effectiveness and quality	1	2	3	NA

ADDITIONAL COMMENTS

Please include any other comments you have. Include the section number and question number.