

Competence, Competency, and Competency Assessment

Ruth C. Willard, DNP, MBA, RN-BC

June 17, 2021



Kentucky Public Health
Prevent. Promote. Protect.

Why is this important to me?

PROFESSIONAL
RESPONSIBILITY

COMPETENCE
AND
COMPETENCY

TOOLS USED TO
MEASURE
INDIVIDUAL'S
PERFORMANCE

MORE THAN A
CHECKLIST

Council of Public Health Nursing Organizations

- Formally the Quad Council Coalition of Public Health Nursing Organizations
 - National policy agenda
 - Advocates for excellence in PHN education, practice, leadership, and research
 - Crosswalk the community/public health nursing competencies with Council on linkages between academia and public health practice
- 10 essential public health services

KDPH Core Competencies for PHN

- KDPH Core Competencies for PHN 2021
- Consistent with 2018 Community/Public Health Nursing Competencies
- Eight Domains
- Structured into tier system
 - Tier 1 basic or generalist
 - Tier 2 specialist or mid-level
 - Tier 3 executive level nurse

Usage of PHN competencies at local level

- Integrate into orientation
 - Self-assessment
- In conjunction with annual evaluation
 - Added goal to standardized Performance Management tool

Examples

➤ QCC of PHN Competencies 2018

- Appendix A Evaluation Tool example for tier I
- Uses “action “ language for attributes of each of the eight domains
- Consider choosing 1-2 as goals for Performance Management tool
- Adapt for orientation if used as a self-assessment tool

Questions

Ruth C. Willard, DNP, MBA, RN-BC

Director of Nursing

Department for Public Health

Office: 502-564-6663 ext. 3910

Mobile: 502-229-8922

ruth.willard@ky.gov