



NEVADA COUNTY
Public Health

Nevada County Public Health Professional Development and Training Plan

Public Health Core Competencies

- **Analytical/Assessment Skills** - focus on identifying and understanding data, turning data into information for action, assessing needs and assets to address community health needs, developing community health assessments, and using evidence for decision making.
- **Policy Development/Program Planning Skills** - focus on determining needed policies and programs; advocating for policies and programs; planning, implementing, and evaluating policies and programs; developing and implementing strategies for continuous quality improvement; and developing and implementing community health improvement plans and strategic plans.
- **Communication Skills** - focus on assessing and addressing population literacy; soliciting and using community input; communicating data and information; facilitating communications; and communicating the roles of government, health care, and others.
- **Cultural Competency Skills** - focus on understanding and responding to diverse needs, assessing organizational cultural diversity and competence, assessing effects of policies and programs on different populations, and taking action to support a diverse public health workforce.
- **Community Dimensions of Practice Skills** - focus on evaluating and developing linkages and relationships within the community, maintaining and advancing partnerships and community involvement, negotiating for use of community assets, defending public health policies and programs, and evaluating effectiveness and improving community engagement.
- **Public Health Sciences Skills** - focus on understanding the foundation and prominent events of public health, applying public sciences to practice, critiquing and developing research, using evidence when developing policies and programs, and establishing academic partnerships.
- **Financial Planning and Management Skills** - focus on engaging other government agencies that can address community health needs, leveraging public health and health care funding mechanisms, developing and defending budgets, motivating personnel, evaluating and improving program and organization performance, and establishing and using performance management systems to improve organization performance.
- **Leadership and Systems Thinking Skills** - focus on incorporating ethical standards into the organization; creating opportunities for collaboration among public health, health care, and other organizations; mentoring personnel; adjusting practice to address changing needs and environment; ensuring continuous quality improvement; managing organizational change; and advocating for the role of governmental public health.



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<i>Employee</i>	<i>Supervisor</i>
<i>Class Title</i>	<i>Date</i>

This form is to be completed in addition to staff performance evaluations. It is recommended that the Stay Questions are sent to staff ahead of time. Improving skills defined in the Public Health Core Competencies along with topics identified in the Stay Questions should be used to develop training goals/opportunities for the year ahead.

Stay Questions:

1. What do you like best about your current role? What would you like more of?

2. What frustrates you in your current job? What restricts productivity and innovation?

3. Where would you like to be in the County in two years?

4. What are the most challenging but exciting aspects of your current job? How can we challenge you further?

5. Do you want to move into a leadership role, or more of one? What are your expectations, timetable and concerns?

Training Plan:

- 1.

- 2.

SIGNED:

Employee

Date

Supervisor