

**Problem Statement (Updated 10/07)**

An OCPHS Leadership Council self-evaluation of Basic Public Health Sciences Skills shows that fifty-four percent of Leadership Council evaluated themselves as being "Knowledgeable" and thirty-six percent evaluated themselves as being "Advanced". The Project on Linkages recommends that one hundred percent of supervisory and management staff be "Advanced" in this domain of Public Health Competencies.

**Aim Statement**

By March 2008, 65% of Leadership Council will evaluate their proficiency level in Basic Public Health Science Skills as "Advanced".

**Measures**

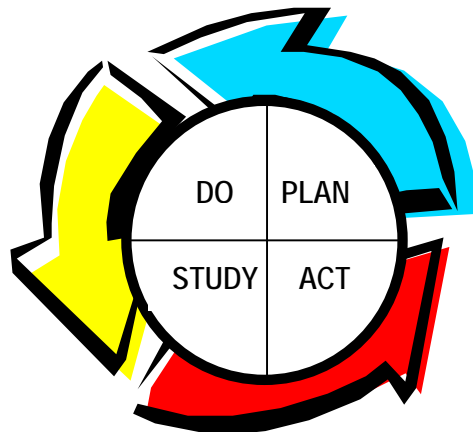
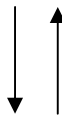
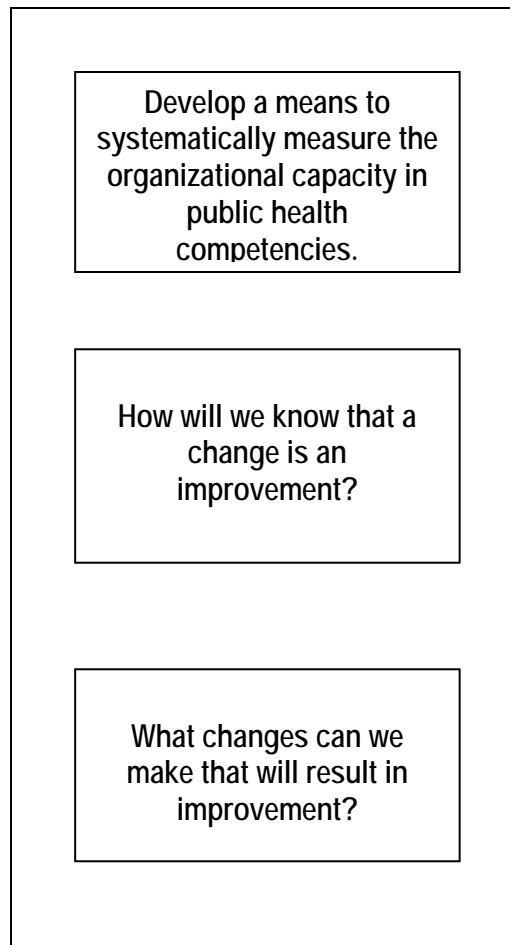
By December 2007, 100% of Leadership Council members will rate their understanding of public health competencies at 3 or higher (1-5 scale)

By January 2008, Leadership Council will evaluate the current performance management system and identify and select up to 5 "best practices" to incorporate into the system.

By February 2008, 2 Leadership Council members will have participated in a revised pilot performance appraisal process that includes selected public health competencies.

By March 2008, 100% of Leadership Council members will demonstrate how to identify competency gaps and how to create a development plan to address the gaps.

By March 2008, a plan for systematically measuring leadership council proficiency in public health competencies in order to develop annual training plans will be established. (As a first step in using PH competencies agency wide)



Assess leadership awareness level of PH competencies and their use in professional development and performance management

*"On a scale of 1 – 5 rate your understanding of public health competencies and their use in professional development and performance management"*

1	2	3	4	5
<i>I have heard about PH competencies, but don't know specifics about their use in professional development and staff performance appraisal</i>		<i>I understand PH competencies and how they can be used for professional development and staff performance appraisal</i>		<i>I regularly use PH competencies as a model for professional development and staff performance management appraisal</i>

Each supervisor completes a self-assessment of their proficiency levels in the public health core competencies.

Prioritize training needs and begin an overall L.C. training plan and individual training plans.

Survey leadership to obtain feedback regarding factors within the current performance appraisal system that contribute to and limit staff performance improvement/professional development efforts

*"Within the current performance appraisal process, what contributes to success in improving staff performance and professional development?"*

*"Within the current performance appraisal process, when staff performance improvement or professional development efforts are not successful, what is missing?"*

Group evaluation of the current performance appraisal system to identify opportunities for improvement

*Decrease variation in the process; Simplify the process*

**Plan:** Make recommendations for 1-2 ways to improve our performance appraisal process. Determine a timeline for adding the eight domains of public health competencies into the performance appraisal process for L.C.

**Do:** Begin conducting performance appraisals, for L.C. staff who are due for their appraisals, using the improved process.

**Study:** Discuss how the improved performance appraisal process is working and make recommendations for any changes.

**Act:** Continue using the improved performance appraisal process, based on new recommendations.

Project Plan				→ Outcome Plan →		
Target Group	Activities <i>What we do</i>	Inputs <i>What we invest</i>	Outputs <i>What we deliver</i>	Outcome Statement		
				"Learning"	"Action"	"Conditions"
	Activities, Tasks	Resources	Deliverables	Short-Term	Intermediate (Impact)	Long-Term (Impact)
* <b>Phase One</b> <i>Leadership Council</i>	<ul style="list-style-type: none"> <li>Assess LC awareness of PH Competencies</li> <li>Assess LC proficiency in selected PH competencies</li> <li>Compare the recommended vs. actual proficiency levels of public health core competencies of Leadership Council (L.C.). Prioritize training needs based on this comparison.</li> <li>Begin an overall L.C. development plan and individual development plans.</li> </ul>	<ul style="list-style-type: none"> <li>Staff time for the Steering committee involved in planning, meeting, training development</li> <li>Staff time for LC and CI Committee members involved in meeting, and training</li> </ul>	<ul style="list-style-type: none"> <li>A set of PH competencies specifically deemed to be important to our work at OCPHS, for use in professional development and performance management for all LC positions</li> <li>A professional development plan for leadership council and for each LC member</li> <li>A measure of LC understanding of PH competencies</li> <li>Enhanced LC understanding of how to identify and decrease public health competency gaps <ul style="list-style-type: none"> <li>A system to measure the organizational capacity in public health competencies.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Increased LC understanding of PH competencies and their use in professional development and performance management"</li> </ul> <p><b>END OF MLC2 PROJECT</b></p>	<ul style="list-style-type: none"> <li>Adjust process as needed for roll-out to all OCPHS staff</li> </ul>	
<b>Beyond Phase One</b> <i>all OCPHS Staff</i>  GOES BEYOND MLC2 PROJECT	<ul style="list-style-type: none"> <li>LC members "work" their development plans</li> <li>Lessons learned from phase one to adjust process as needed for roll out to all staff</li> </ul>	<ul style="list-style-type: none"> <li>LC time for professional development planning</li> </ul>	<ul style="list-style-type: none"> <li>A set of PH competencies specifically deemed to be important to our work at OCPHS, for use in professional development and performance management for all positions at OCPHS</li> </ul>	<ul style="list-style-type: none"> <li>Increased staff understanding of PH competencies</li> </ul>	<ul style="list-style-type: none"> <li>Increase LC ability to effectively develop PH competencies in their staff</li> </ul>	<ul style="list-style-type: none"> <li>Increase staff ability to meet specific PH competencies as shown through increased PH competency ratings in performance appraisals</li> <li>Maximize PH competency within our agency (maintain a competent public health workforce)</li> </ul>
				<b>Public Health Outcome</b>	Improved PH system performance Improved population health	