

Houston Department of Health and Human Services

Isaac Joyner, Bureau Chief, Health Planning and Evaluation

The following responses were received from Mr. Joyner via email on December 5, 2007

1) How long have you been using the Core Competencies?

The department does not use the core competencies in any systematic way. Because of turnover in the Human Resources bureau, there has not been a systematic effort to provide training or development of staff using a format such as the core competencies such as the systematic efforts devoted to providing training in preparedness topics including NIMS and ICS.

The department has initiated general training efforts that relate to some of the core competencies:

- The department has a monthly grand rounds series providing information on public health science and practice developments.*
- The department has a ongoing set of seminars on cultural competency issues.*
- The department has a ongoing lunch time brown bag video series on topics such as aging, mental health, correctional health care system, etc.*

2) How have you used them (i.e., curriculum review and development, discipline specific competency development, workforce needs assessment, performance measurement, or personnel system refinement)?

Not applicable.

3) Overall, have you found them helpful/useful?

Not applicable.

4) In which areas have they been most useful?

Not applicable.

5) In which areas have they been least useful?

Not applicable.

6) Have they been more or less useful for a specific group of professionals (e.g., nurses, epidemiologists)?

Not applicable.

7) What suggestions do you have for revising them?

- a. *Align the items with the Operational Definition of a local public health department developed by NACCHO.*
- b. *Reduce the redundancy. It may be more useful to see the list as part of a hypertext document, rather than a list. A model for this is the Community Tool Box at University of Kansas.*
- c. *It would help if we could link these competencies with the city's electronic employee evaluation system. This system has canned set of competencies that supervisors can use to build an employees evaluation document.*
- d. *It would be useful to have these competencies organized by a set of generic public health positions such as epidemiologists, sanitarian, nurse, mid-level manager, senior manager.*