

Domain #1: Analytic Assessment Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|---|---------------------------|---------------------------|---|
| 1. Defines a problem | Knowledgeable to advanced | Advanced | Advanced |
| 2. Determines appropriate uses and limitations of both quantitative and qualitative data | Aware to knowledgeable | Advanced | Advanced |
| 3. Selects and defines variables relevant to defined public health problems | Aware to knowledgeable | Advanced | Advanced |
| 4. Identifies relevant and appropriate data and information sources | Knowledgeable | Advanced | Advanced |
| 5. Evaluates the integrity and comparability of data and identifies gaps in data sources | Aware | Advanced | Advanced |
| 6. Applies ethical principles to the collection, maintenance, use, and dissemination of data and information | Knowledgeable to advanced | Advanced | Advanced |
| 7. Partners with communities to attach meaning to collected quantitative and qualitative data | Aware to knowledgeable | Advanced | Advanced |
| 8. Makes relevant inferences from quantitative and qualitative data | Aware to knowledgeable | Advanced | Advanced |
| 9. Obtains and interprets information regarding risks and benefits to the community | Aware to knowledgeable | Advanced | Advanced |
| 10. Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies | Aware to knowledgeable | Knowledgeable to advanced | Knowledgeable to advanced |
| 11. Recognizes how the data illuminates ethical, political, scientific, economic, and overall public health issues | Aware | Knowledgeable to advanced | Advanced |

Domain #2: Policy Development/Program Planning Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|--|-------------------------|---------------------------|---|
| 1. Collects, summarizes, and interprets information relevant to an issue | Knowledgeable | Advanced | Advanced |
| 2. States policy options and writes clear and concise policy statements | Aware | Knowledgeable to advanced | Advanced |
| 3. Identifies, interprets, and implements public health laws, regulations, and policies related to specific programs | Aware | Knowledgeable to advanced | Advanced |
| 4. Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option | Aware | Knowledgeable | Advanced |
| 5. States the feasibility and expected outcomes of each policy option | Aware | Knowledgeable | Advanced |
| 6. Utilizes current techniques in decision analysis and health planning | Aware | Knowledgeable to advanced | Advanced |
| 7. Decides on the appropriate course of action | Aware | Knowledgeable to advanced | Advanced |
| 8. Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps | Aware | Knowledgeable to advanced | Advanced |
| 9. Translates policy into organizational plans, structures, and programs | Aware | Knowledgeable to advanced | Advanced |
| 10. Prepares and implements emergency response plans | Aware to knowledgeable | Knowledgeable to advanced | Advanced |
| 11. Develops mechanisms to monitor and evaluate programs for their effectiveness and quality | Aware to knowledgeable | Advanced | Advanced |

Domain #3: Communication Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|---|---------------------------|---------------------------|---|
| 1. Communicates effectively both in writing and orally, or in other ways | Advanced | Advanced | Advanced |
| 2. Solicits input from individuals and organizations | Knowledgeable to advanced | Advanced | Advanced |
| 3. Advocates for public health programs and resources | Knowledgeable | Advanced | Advanced |
| 4. Leads and participates in groups to address specific issues | Knowledgeable | Advanced | Advanced |
| 5. Uses the media, advanced technologies, and community networks to communicate information | Aware to knowledgeable | Advanced | Advanced |
| 6. Effectively presents accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences | Knowledgeable | Advanced | Advanced |
| Attitudes | | | |
| 1. Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives | Advanced | Advanced | Advanced |

Domain #4: Cultural Competency Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|---|-------------------------|---------------------------|---|
| 1. Utilizes 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 | Advanced | Advanced | Advanced |
| 2. Identifies the role of cultural, social, and behavioral factors in determining the delivery of public health services | Knowledgeable | Advanced | Advanced |
| 3. Develops and adapts approaches to problems that take into account cultural differences | Advanced | Advanced | Advanced |
| Attitudes | | | |
| 1. Understands the dynamic forces contributing to cultural diversity | Knowledgeable | Knowledgeable to advanced | Advanced |
| 2. Understands the importance of a diverse public health workforce | Knowledgeable | Advanced | Advanced |

Domain #5: Community Dimensions of Practice Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|--|---------------------------|---------------------------|---|
| 1. Establishes and maintains linkages with key stakeholders | Knowledgeable | Advanced | Advanced |
| 2. Utilizes leadership, team building, negotiation, and conflict resolution skills to build community partnerships | Aware to advanced | Advanced | Advanced |
| 3. Collaborates with community partners to promote the health of the population | Knowledgeable to advanced | Advanced | Advanced |
| 4. Identifies how public and private organizations operate within a community | Knowledgeable | Advanced | Advanced |
| 5. Accomplishes effective community engagements | Aware to knowledgeable | Advanced | Advanced |
| 6. Identifies community assets and available resources | Knowledgeable to advanced | Advanced | Advanced |
| 7. Develops, implements, and evaluates a community public health assessment | Knowledgeable | Advanced | Advanced |
| 8. Describes the role of government in the delivery of community health services | Knowledgeable | Advanced | Advanced |

Domain #6: Basic Public Health Sciences Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|---|---------------------------|---------------------------|---|
| 1. Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions | Knowledgeable | Advanced | Advanced |
| 2. Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services | Knowledgeable | Advanced | Advanced |
| 3. Understands the historical development, structure, and interaction of public health and health care systems | Aware | Knowledgeable | Advanced |
| 4. Identifies and applies basic research methods used in public health | Aware | Advanced | Advanced |
| 5. Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries | Knowledgeable | Advanced | Advanced |
| 6. Identifies and retrieves current relevant scientific evidence | Knowledgeable | Advanced | Advanced |
| 7. Identifies the limitations of research and the importance of observations and interrelationships | Knowledgeable | Advanced | Advanced |
| Attitudes | | | |
| 1. Develops a lifelong commitment to rigorous critical thinking | Knowledgeable to advanced | Advanced | Advanced |

Domain #7: Financial Planning and Management Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|--|-------------------------|---------------------------|---|
| 1. Develops and presents a budget | Aware | Knowledgeable | Advanced |
| 2. Manages programs within budget constraints | Aware | Knowledgeable to advanced | Advanced |
| 3. Applies budget processes | Aware | Knowledgeable | Advanced |
| 4. Develops strategies for determining budget priorities | Aware | Knowledgeable | Advanced |
| 5. Monitors program performance | Aware to knowledgeable | Advanced | Advanced |
| 6. Prepares proposals for funding from external sources | Aware | Advanced | Advanced |
| 7. Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts | Aware to knowledgeable | Advanced | Advanced |
| 8. Manages information systems for collection, retrieval, and use of data for decision-making | Aware | Knowledgeable to advanced | Advanced |
| 9. Negotiates and develops contracts and other documents for the provision of population-based services | Aware | Knowledgeable | Advanced |
| 10. Conducts cost-effectiveness, cost-benefit, and cost utility analyses | Aware | Knowledgeable | Advanced |

Domain #8: Leadership and Systems Thinking Skills

| Specific Competencies | Front Line Staff | Senior Level Staff | Supervisory and Management Staff |
|---|---------------------------|---------------------------|---|
| 1. Creates a culture of ethical standards within organizations and communities | Knowledgeable to advanced | Advanced | Advanced |
| 2. Helps create key values and shared vision and uses these principles to guide action | Aware to knowledgeable | Knowledgeable to advanced | Advanced |
| 3. Identifies internal and external issues that may impact delivery of essential public health services (i.e. strategic planning) | Aware | Knowledgeable to advanced | Advanced |
| 4. Facilitates collaboration with internal and external groups to ensure participation of key stakeholders | Aware | Knowledgeable to advanced | Advanced |
| 5. Promotes team and organizational learning | Knowledgeable | Knowledgeable to advanced | Advanced |
| 6. Contributes to development, implementation, and monitoring of organizational performance standards | Aware to knowledgeable | Knowledgeable to advanced | Advanced |
| 7. Uses the legal and political system to effect change | Aware | Knowledgeable | Advanced |
| 8. Applies theory of organizational structures to professional practice | Aware | Knowledgeable | Advanced |