**Name:** Joan H. Ellison

**Email address:** jellison@co.livingston.ny.us

**Organization Name: Livingston County Department of Health**

**Organization Address: 2 Murray Hill Drive**

**Mt. Morris, New York 14510**

**Category:** Please place an X next to the category that best fits your example:

\_\_\_\_ Curriculum review and development

\_\_\_\_ Discipline-specific competency development

**XXX** Workforce needs assessment

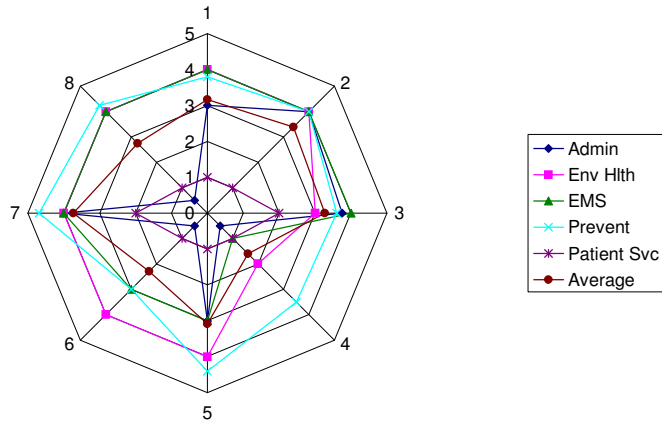\_\_\_\_ Performance Measurement

\_\_\_\_ Personnel System Refinement

**Project title:  Using the Core Competencies for Public Health Professionals to Measure and Improve Performance**

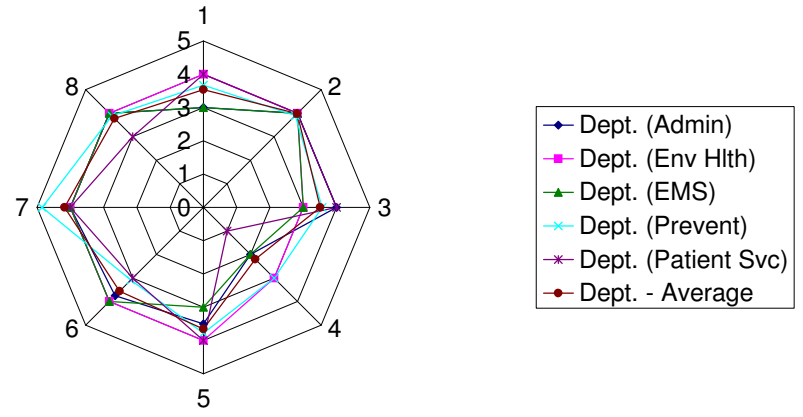**Description of How the Core Competencies Were Used:**

The Accreditation Team at Livingston County Department of Health, NY (the Department) reviewed the Core Competencies and used them in two ways:

- ***To Update Its Performance Appraisal Form***: The Department's old "Performance Appraisal Form" lacked specificity with regard to the Core Competencies. As such, as part of the Department's improvement process, the team identified "Fundamental Core Competencies" that each staff member (regardless of title and responsibilities) would be expected to meet.  These Fundamental Core Competencies were incorporated into the Department's Performance Appraisal Form in July 2009.

- ***To Conduct Workforce Needs Assessment:*** Using a scale of 0-4 (0=low competence; 4=high competence) and a radar chart with 8 spokes (representing the 8 domains of the Core Competencies framework), the team gave each Center a score (there are six Centers in the Department), basing each score on what it perceived to be the Center's competence level were each of the 8 domains was concerned.  Following this exercise, each Center was given the opportunity to rate the Department, using the 0-4 scale, and basing each score on its perception of the Department's competence level in each of the 8 domains.  Each Center's score was mapped on a radar chart, and overlays were done. This would help the team to determine Center and Department strengths and challenges.  The team was pleasantly surprised to find consistency. Check out the **radar charts** below!
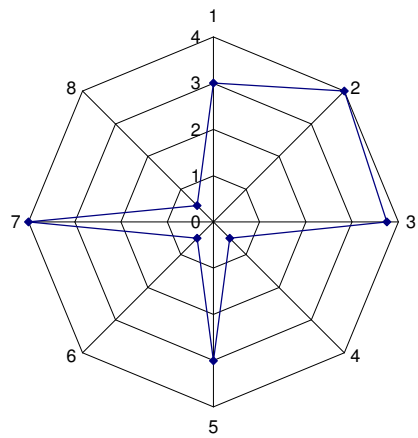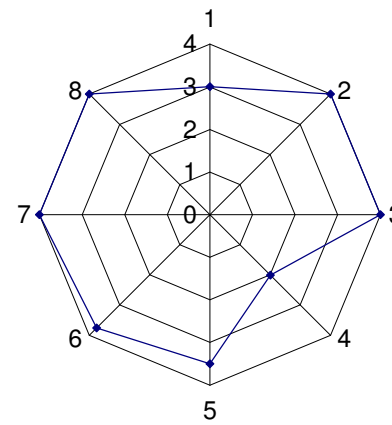
# Center



Legend:
- Admin
- Env Hlth
- EMS
- Prevent
- Patient Svc
- Average

# Department



Legend:
- Dept. (Admin)
- Dept. (Env Hlth)
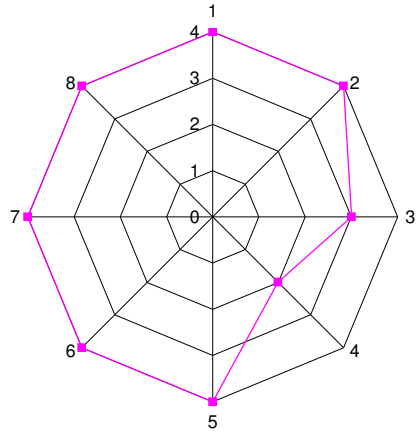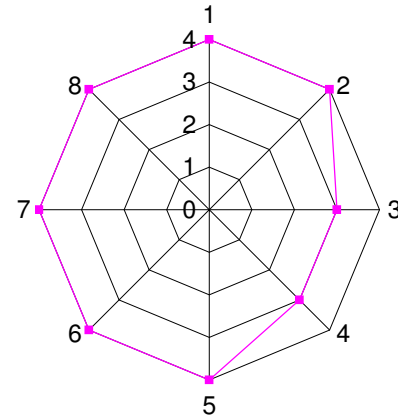- Dept. (EMS)
- Dept. (Prevent)
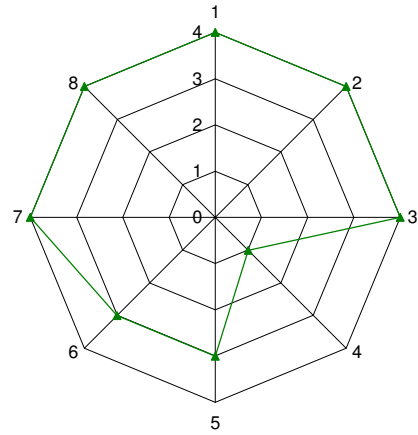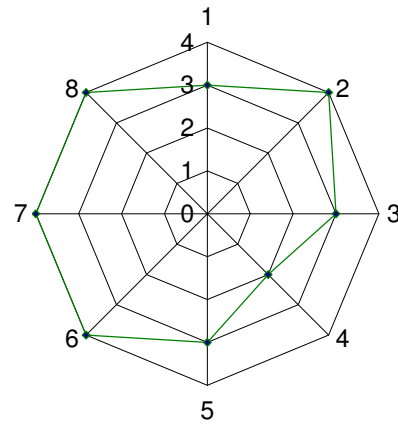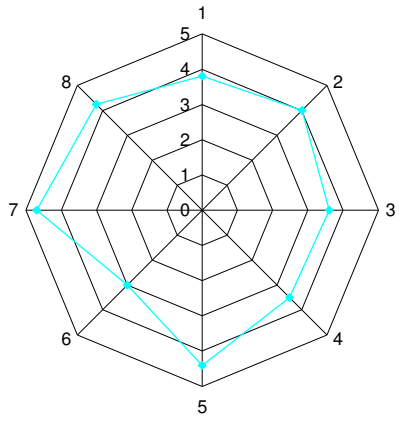- Dept. (Patient Svc)
- Dept. - Average

# Admin



# Dept. (Admin)
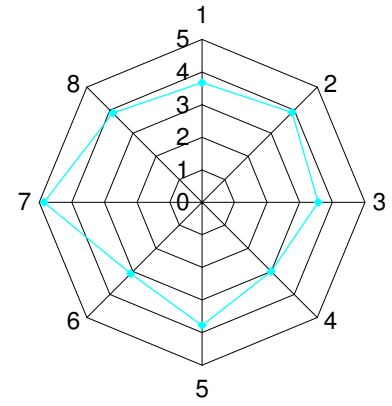
Env Hlth

Dept. (Env Hlth)
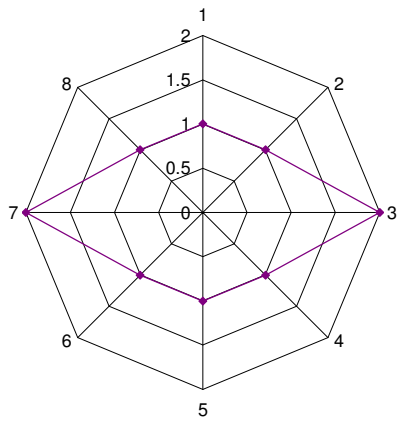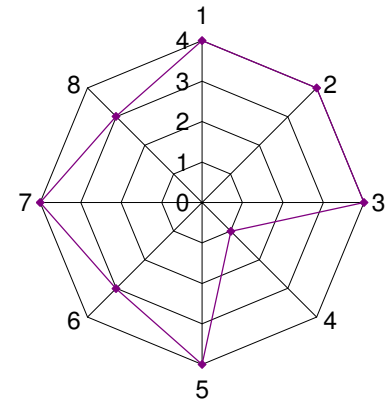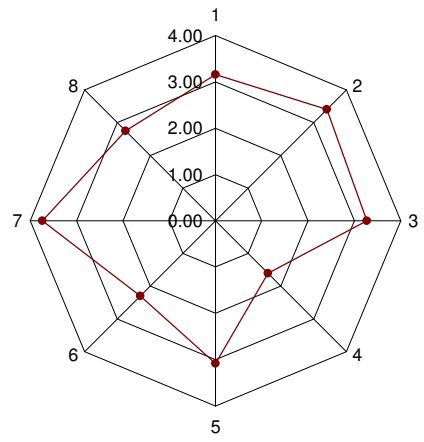
EMS

Dept. (EMS)

Prevent

Dept. (Prevent)

Patient Svc

Dept. (Patient Svc)

Average



Dept. - Average