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2012 CHNC Conference


COMMUNITY HEALTH NURSES OF CANADA / INFERMIÈRES ET INFIRMIERS EN SANTÉ COMMUNAUTAIRE DU CANADA


Wisdom to Action: Building Leadership Capacity to Inspire Excellence in Public Health Nursing Practice

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Learning Objectives

- ✓ Describe a professional development event for public health nursing managers.
- ✓ Describe a strategy utilized to identify key priority competency statements for PHNs.
- ✓ Describe innovative strategies to assess and improve proficiency.
- ✓ Identify strategies for integration of CCHN standards and PHN competencies into practice.

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Context

- ✓ Toronto Public Health
- ✓ Healthy Families Directorate

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Standards and Competencies Integration

2003: Initial release of the standards

2006: Certification becomes available

2011: New standards, competencies

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HF PHN Management Team Meetings



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Day 1 - April 2011
Demystifying Standards and Competencies

Objectives

- ✓ difference / relationships between standards and competencies
- ✓ provincial and National structures
- ✓ identify strategies for integration
- ✓ certification

Strategies

- ✓ presentations
- ✓ integration strategies
- ✓ sharing personal experiences
- ✓ networking

 **Evaluation Results**

What insights did we gain?

- ✓ "felt like this was getting back to nursing roots"
- ✓ "increase in understanding and the "fit"
- ✓ "enjoyed watching Kim speak with such passion & knowledge"
- ✓ "loved the chocolate exercise"

Still more needed...

- ✓ "not sure yet ... given the complexities ... some additional follow up may be in order"
- ✓ "Need more about competencies, standards ... how to implement with staff"


 **Next Steps**

Follow up...not as easy:

- ✓ How to take it to the next step?
- ✓ 'Overwhelming' number of competencies!
- ✓ Which ones to start with?

Survey: A first step in setting proficiency expectations.

Follow up meeting: To develop integration strategies.

 **The Survey**

Goals:

- ✓ Manager expectations: priority competencies
- ✓ Enable future assessment of proficiency
- ✓ Identify strategies to increase proficiency

Methods:

- ✓ Survey

Challenges:

- ✓ Staying true to the competencies

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66 competency statements
 ✓ Top and second priority identified

17 top statements overall
 ✓ EY - 16, HBHC -17, MIH – 15

***Amazing similarity**

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Priority Statements		
EY	HBHC	MIH
1.1	1.3	1.3
2.6	2.6/2.7	2.7
3A6	3A4/3A7	3A4
3B3	3B3	low
3C9/3C10	3C5	3C5
3D1/3D3	3D1	low
4.2	4.5	4.2/4.5
5.1/5.3	5.1/5.3	5.1/5.3
6.1	6.1	6.1/6.2
7.6	7.3	7.3/7.4/7.6
8.1/8.2/8.6	8.1/8.2/8.3/8.6	8.1/8.2


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Further Demystifying Standards and Competencies

Objectives:

- ✓ Increased understanding of the new CCHN Standards and competencies
- ✓ Identify priority PHN competencies
- ✓ Identified strategies develop and support PHN competency.

Strategies:

- ✓ Presentations
- ✓ Stream specific work groups and analysis
- ✓ Report back and large group discussion

 **Evaluation Results**

What insights did we gain?

- ✓ Amazing connection between competencies/nursing work
- ✓ Shared strategies to assess proficiency and improving competency
- ✓ Managers were now very familiar with the competencies
- ✓ "re-instilled my belief in Nursing Leadership"

Where to from here...


- ✓ Pre and post rollout activities
- ✓ Theme suggestions shared

 **Inspiring Excellence in Public Health Practice**

- ✓ Improved knowledge in Standards and Competencies
- ✓ Survey results shared
- ✓ Identified Ideas for priority action
- ✓ Explored preferred methods of learning
- ✓ Plan to involved staff in next steps

 **Learning Strategies Shared**

- ✓ Certification
- ✓ Professional Development
- ✓ Mentoring
- ✓ Stretch Opportunities
- ✓ Peer Learning

 **Identified Plans for the Future Initiatives**

- ✓ Engage PHNs
- ✓ Develop stream specific initiatives
- ✓ Increased role of certified nurses
- ✓ Encourage reflective practice
- ✓ Encourage leadership
- ✓ Continue the discussion
 - **Emphasis on: why does this matter?**


 **Next Steps**

Planning Group Commitments:

- ✓ Continued follow-up
- ✓ Theme the results
- ✓ Create pre roll out activities
- ✓ Recommendation to the NPC for ongoing PHN Competency development

Streams Commitments:

- ✓ Identify their top 2 competencies
 - Case studies for use in Post Rollout follow-up activities

 **Questions?**

Thank you!

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