

Crosswalk of Missouri's FPHS Model and Capacity Assessment to Core Public Health Competencies (2021)

Missouri FPHS Model Capacities	Core Competencies 2021
Assessment and Surveillance	Domain 1: Data Analytics and Assessment Skills
Describes factors affecting the health of a community	1.1 Describes factors that affect the health of a community
Identifies/Determines quantitative and qualitative data and information needed for assessing the health of a community	1.2 Accesses existing quantitative and qualitative data
Collects/Ensures collection of valid and reliable quantitative and qualitative data	1.3. Collects quantitative and qualitative data
Describes application/Analyzes/Determines trends from quantitative and qualitative data	1.4. Analyzes quantitative and qualitative data
Uses/Interprets/Integrates findings from quantitative and qualitative data into organizational plans and operations	1.5. Manages quantitative and qualitative data
	1.6. Uses quantitative and qualitative data
Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1.7. Applies public health informatics in using data, information, and knowledge
Explains/Develops/Ensures development of community health assessments using information about health status, factors influencing health, and assets and resources	1.8. Assesses community health status
Policy Development and Support	Domain 2: Policy Development and Program Planning Skills
Ability to develop evidence-based and legally feasible public health policy recommendations for legislative decision-makers	2.1. Develops policies, programs, and services
Ability to work with partners and policymakers to enact policies that are evidence-based and that address the social determinants of health	2.2. Implements policies, programs, and services
Ability to continuously evaluate and improve organizational processes, including using planning tools such as Plan-Do-Study-Act (PDSA) cycles (Accountability/Performance Management)	2.3. Evaluates policies, programs, services, and organizational performance
Ability to maintain an organization-wide culture of quality improvement using nationally recognized framework quality improvement tools and methods (Accountability/Performance Mgt)	2.4. Improves policies, programs, services, and organizational performance
Ability to work with partners and policymakers to enact policies that are evidence-based and that address the social determinants of health	2.5. Influences policies, programs, and services external to the organization

Organizational Administrative Competencies	
Ability to lead internal and external stakeholders to consensus and in action planning	2.6. Engages in organizational strategic planning
	2.7. Engages in community health improvement planning
Communications	Domain 3: Communication Skills
Communicates information/Evaluates strategies for communicating information to influence behavior and improve health	3.1. Determines communication strategies
Solicits input from/Ensures that the organization seeks input from other organizations and individuals for improving the health of a community Conveys data and information to professionals and the public using a variety of approaches	3.2. Communicates with internal and external audiences
Ability to transmit timely, accurate, and credible routine communications to the public 24/7	3.3. Responds to information, misinformation, and disinformation
Facilitates communication among individuals, groups, and organizations	3.4. Facilitates communication among individuals, groups, and organizations
Health Equity and SDOH	Domain 4: Health Equity Skills
	4.1. Applies principles of ethics, diversity, equity, inclusion, and justice
	4.2. Engages in continuous self-reflection about one's biases
Recognize, support, and incorporate diverse perspectives in developing, implementing, and evaluating policies, programs, and services that affect the health of a community	4.3. Recognizes the diversity of individuals and populations
Describe, address, and evaluate the effects of policies, programs, and services on different populations in a community	4.4. Reduces systemic and structural barriers that perpetuate health inequities
Ability to include the needs of vulnerable populations within recommendations for public health policies Ability to work with partners and policymakers to enact policies that are evidence-based and that address the social determinants of health	4.5. Implements organizational policies, programs, and services to achieve health equity and social and environmental justice
Describe and demonstrate the value of a diverse public health workforce Advocate for and take measures to support a diverse public health workforce	4.6. Contributes to achieving and sustaining a diverse, inclusive, and competent public health workforce
Address, ensure, and advocate for the diversity of individuals and populations being addressed in policies, program, and services that affect the health of a community	4.7. Advocates for health equity and social and environmental justice

Community Partnership Development	Domain 5: Community Partnership Skills
	5.1. Describes conditions, systems, and policies affecting community health and resilience
Ability to create and maintain strategic, non-program-specific relationships with key community partners	5.2. Establishes relationships to improve community health and resilience
	5.3. Maintains relationships that improve community health and resilience
Ability to engage community members to develop and implement community health improvement plans to address priorities identified in health assessments Ability to mobilize key community partners to support development of public health policies	5.4. Collaborates with community members and organizations
Ability to maintain trust with and engage community residents at the grassroots level	5.5. Shares power and ownership with community members and others
Assessment and Surveillance	Domain 6: Public Health Sciences Skills
Describes factors affecting the health of a community	6.1. Describes systems, policies, and events impacting public health
	6.2. Applies public health sciences in delivering the 10 Essential Public Health Services
Describes/Uses/Ensures the use of evidence in developing, implementing, evaluating, and improving policies, programs, and services	6.3. Uses evidence in developing, implementing, evaluating, and improving policies, programs, and services
Describes/Makes evidence-based decisions	6.4. Contributes to the evidence base for improving health
	Domain 7: Management and Finance Skills
	7.1. Describes factors that affect the health of an organization
Ability to recruit, train, and retain a competent public health workforce Ability to engage in and document workforce performance review and succession planning (Organizational Administrative Competencies)	7.2. Secures human resources
Ability to engage in and document workforce performance review	7.3. Manages human resources
Ability to deliver workforce training	7.4. Engages in professional development
Ability to manage all grants/contracts bringing money into the agency, including monitoring the compliance with state, federal, and sponsor requirements for the use of the dollars	7.5. Secures financial resources

	Domain 7: Management and Finance Skills (continued)
Ability to comply with federal, state, and local fiscal standards and policies regarding fiscal management, contract, and procurement services Ability to perform accounting activities including payroll, accounts receivable, general ledger, chart of accounts, and accounts payable	7.6. Manages financial resources
	7.7. Implements organizational policies, programs, and services to achieve diversity, equity, inclusion, and justice
Ability to strategically coordinate health equity programs for the communities served (Organizational Administrative Competencies) Ability to manage all contracts providing services for the agency (Organizational Administrative Competencies)	7.8. Manages programs and services
	7.9. Engages in contingency planning
	7.10. Applies critical thinking in decision making
	7.11. Engages individuals and teams to achieve program and organizational goals
Ability to convene a broad, multi-sector assembly of public health and medical stakeholders to promote health, prevent disease, and protect residents within the community (Community Partnership Development) Ability to create and maintain strategic, non-program-specific relationships with key community partners (i.e. health care organizations, governmental agencies, community groups, private businesses.) (Community Partnerships)	7.12. Facilitates collaboration among individuals, groups, and organizations
Ability to develop and maintain a performance management system to monitor achievement of organizational objectives (Accountability and Performance Management)	7.13. Engages in performance management
	Domain 8: Leadership and Systems Thinking Skills
Ability to lead internal and external stakeholders to consensus and in action planning (Organizational Administrative Competencies)	8.1. Creates opportunities to achieve cross-sector alignment
	8.2. Implements a vision for a healthy community
	8.3. Addresses facilitators and barriers impacting delivery of the 10 Essential Public Health Services

	Domain 8: Leadership and Systems Thinking Skills (continued)
	8.4. Creates opportunities for creativity and innovation
	8.5. Responds to emerging needs
	8.6. Manages organizational change
<p>Ability to develop evidence-based and legally feasible public health policy recommendations for legislative decision-makers (Policy Development and Support)</p> <p>Ability to work with partners and policymakers to enact policies that are evidence-based and that address the social determinants of health (Policy Development and Support)</p>	8.7. Engages politicians, policymakers, and the public to support public health infrastructure
<p>Ability to articulate governmental public health roles in programmatic and policy activities to key community partners (Community Partnership Development)</p>	8.8. Advocates for public health