

Core Competencies for Comprehensive Community Health Coalitions (CCHC)

Healthy Maine Partnership Kick Off
June 22, 2011
Augusta Civic Center

Next Steps: Capitalizing Upon Recommendations made by the Public Health Workgroup

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Core Competencies

Definition of 'competency' per Webster's Dictionary

- Com.pe.ten.cy: Competence
- Com.pe.tence: n. 1. the quality or state of being competent. 2. Sufficient resources for a comfortable existence. 3. *law*. Legal qualification, eligibility, or admissibility. 4. *genetics*. The ability of bacteria to be genetically transformable.

Definition of 'competence' per Blakiston's New Gould Medical Dictionary

- * Com.pe.tence: In embryology, the ability to react to a developmental stimulus; a state of reactivity or unstable equilibrium necessary for induction to occur.

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Core Competencies

The concept of competencies as a measure of Comprehensive Community Health Coalitions (CCHC)s was introduced to us by the Public Health Workgroup (PHWG) in 2006 and later reinforced in legislation.

MRS Title 22 Section 412 states: “The Department and other appropriate state agencies shall provide funds as available to coalitions in HMPs that meet measurable criteria as set by the Department for CCHCs.”

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Core Competencies

Definition of ‘threshold’ per Webster’s Dictionary

Thresh.old: n. 1. The piece of wood or stone placed beneath a door: DOORSILL. 2. An entrance or doorway. 3. A place or point of beginning: OUTSET. 4. The intensity below which a mental or physical stimulus cannot be perceived and can produce no response.

Definition of ‘threshold’ per Blakiston’s New Gould Medical Dictionary

Thresh.old: 1. The lower limit of stimulus capable of producing an impression upon consciousness or of evoking a response in an irritable tissue. 2. The entrance of a canal.

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Core Competencies

The last RFP cycle (FY '07 to FY '11) presented the idea of threshold competencies in addition to the full competencies identified earlier.

- At that point in history, there were not many coalitions that met the full competencies identified, but it was necessary that CCHCs meet the threshold standards in order to be funded as HMPs.
- There was a recognition that achieving the full competencies as written would take a few years for most coalitions.

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So, if we already “met” the competencies in the last grant cycle, why do we have to continue to devote time to it?

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Core Competencies – Why? # 1

In these days of strengthened evaluation and accountability, a means of measuring achievement is vital to program sustainability and quality improvement.

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Core Competencies – Why? # 2

Measurement also provides increased comprehension of the value of the community building and health promotion work being done by Healthy Maine Partnerships at the local level.

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Core Competencies – Why? # 3

We do not operate in a static environment. Just because you may have a phenomenal board member with public health training now, they may relocate and leave you without representation in the future.

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Core Competencies

- This is a good time to give a “sneak peek” of the Core Competency portion of the Component A Work Plan.
- Please remember that this is a just a small taste. Additional guidance, technical assistance, and an edited template will be provided to HMPs in the near future.

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Core Competencies for Comprehensive Community Health Coalitions							
I. Governance Core Competency: A HMP has a transparent process that includes an independent advisory or governance board.							
Threshold Competency Standards: 1.a. Includes public health in its core mission 1.b. Has a board with representatives that reflect the community, including people who represent vulnerable populations and those at increased risk 1.c. The board meets regularly, with a minimum frequency of bi-monthly 1.d. One or more board members has significant experience, training or education in public or community health			Ongoing Threshold Work as applicable:				
Full Competency Standards:		Identified Next Steps		FY 11-12 Q1	FY 11-12 Q2	FY 11-12 Q3	FY 11-12 Q4
1. HMP advisory or governance board has representatives that reflect the community, including people who represent vulnerable populations and those at increased risk		1.1					
2. HMP advisory or governance board follows best-practice standards for written by-laws and/or policies to guide its governance		1.2					
3. HMP is in compliance with applicable laws and regulations and follows written policies and procedures regarding financial management and reporting, human resources, conflict of interest, and conflict resolution		1.3					
1.4 HMP has an effective committee/task force structure to oversee its functions, programs, and strategies		1.4					
Expected Measure / Means of Evaluation: Coalition member roster, Coalition by-laws or governance guidance,							

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Core Competencies

Potential Action Step to populate the table in the previous slide might be:

- Expand the number of X Healthy Maine Partnership board members with significant experience, training or education in public or community health by March 2012.

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		1.2					
		1.3					
		1.4					

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- Don't Panic!
- The next slide looks worse than it actually is – I promise!



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			1.4c					
			1.2a	1.2a	1.2a			
			1.2b	1.2b	1.2c			

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Core Competencies

How do you measure a concept like quality?

- Good News – You have already started the process!
 - Achievement of the competency can be supported by membership roster.

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Core Competencies

Utilizing supporting documentation of the accomplishment of the threshold competencies as part of the 'Letter of Intent' process was an important step in our quality improvement processes.

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*“Coming together is
a beginning;
keeping together is
progress;
working together is
success.”*

Henry Ford



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Thank you for your time!

Core Competencies are a barometer for how well HMPs are connected to the local service area.

Where is your HMP at now:

- Coming together?
- Keeping together?
- Working together?

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