

Competencies for Public Health Nursing Practice

| Practice Area | Domains | Competencies |
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| Population health | Community health assessment | Use multiple data sources to assess the health of communities |
| | | Interpret and apply health information to develop, adapt or eliminate community programs |
| | | Identify trends and monitor disease incidence |
| | | Assess for adequate access to health services and identify specific gaps |
| | | Collaborate with community partners to identify health priorities and eliminate duplication of services |
| | Population-based health education | Provide health education and outreach in schools, work sites and other community settings based on community needs, resources and cultural diversity |
| | | Educate all people to practice wellness behaviors for the prevention of chronic diseases |
| | | Plan, conduct and/or evaluate community health fairs and other outreach activities |
| | | Collaborate with community partners and stakeholders in developing resources for and the design of health promotion, wellness, and disease prevention activities |
| | Policy development | Advocate for health policy to benefit unserved and underserved populations and to address community needs |
| | | Identify and articulate the health impact of current or proposed health policy |
| | | Interpret the public health impact of health policy with community partners, policy-makers, and other health stakeholders |
| | Coalition-building | Build and sustain community coalitions |
| | | Group facilitation |
| Personal/Preventive Health | Case management | Provide case management |
| | | Provide consultation about case management to public and private sector health agencies and individuals |
| | | Collaborate with community partners in designing and developing CM systems and appropriate referral protocols |
| | | Promote appropriate linkages between and among the components of the case management and referral systems |
| | | Monitor trends in case management |
| | | Advocate for the creation and use of a set of quality standards for case management |

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| | Clinical care | Provide primary prevention services (including immunizations) with methods appropriate to the demographics of the population served (e.g. rural vs. urban) |
| | | Determine appropriate and non-clinical activities for delegation to paraprofessionals and other personnel |
| | | Assure the provision of clinical services to unserved and underserved populations in need through collaboration with local community partners |
| | | Provide culturally competent services to a diverse population |
| | | Make home visits and provide clinical services in other community-based settings (e.g., school, work, church, prison, other) |
| | Personal health assessment | Perform evidence-based health assessments for designated or assigned ages, sexes and populations |
| | | Communicate effectively via written, oral, electronic and other means with various, diverse individuals and populations |
| | | Elicit data for a health history including physical, cultural, social, nutritional, mental, developmental and environmental information |
| | | Differentiate normal/abnormal findings |
| | | Interpret and apply findings to develop an appropriate plan of care to improve health |
| Emergency Preparedness | Response planning | Identify and locate the emergency response plan and describe PHN role in emergency response |
| | | Demonstrate PHN role effectively during drills, including basic therapeutic interventions and knowledge/skill related to personal protection and safety |
| | | Describe the role of public health in a range of responses to possible emergencies |
| | | Identify, interpret and implement public health laws, regulations and policies related to public health emergency response |
| | Communication | Describe the chain of command and management system for emergency response and the emergency chain of command in his/her agency |
| | | Demonstrate the correct use of all emergency communication equipment |

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| | Collaboration | Utilize community information to identify community resources, assets and vulnerabilities; demonstrate the ability to access other relevant information sources to aid in appropriate and effective decision-making during an emergency |
| | | Develop and maintain partnerships with emergency response partners. Include regular communication, maintaining a current directory of partners and their emergency contact numbers, and team-building |
| Leadership & Workforce Advocacy | Workforce development | Develop competencies to serve the needs of culturally diverse populations |
| | | Recruit a culturally and gender-diverse workforce |
| | | Create an integrated training system for public health nurses |
| | | Support mentoring as a recruitment and retention strategy |
| | | Promote the use of succession plans |
| | | Apply principles of lifelong learning in the workplace |
| | Business management | Negotiate contracts |
| | | Apply principles of cost benefit analysis to document the impact and value of public health nursing and other health services |
| | | Develop proposals to seek external funding in support of new initiatives |
| | | Develop and negotiate business plans to support community health improvement activities |
| | | Plan, develop and evaluate health programs and activities |
| | | Contribute to cross-program consolidation, integration and coordination to avoid duplication and omission |
| | | Select appropriate performance indicators to measure health outcomes |
| | Leadership | Provide leadership to support achieving a safe and healthy Georgia |
| | | Complete competency-based training to provide public health nursing leadership |
| | | Stay abreast of current trends in public health and nursing |
| | | Participate in the national effort for developing a formula to determine the appropriate staffing ratio of public health nurses to population |
| | | Develop programs that support public health policy and/or health priorities |
| | | Let go of things no longer appropriate or valid |

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| | | Identify, inform and educate policy makers on public health issues |
| | Identify best practices | |
| | Determine the best application of standardization across districts and the state | |
| | Create environment supportive of public health nursing practice | |
| | Demonstrate flexible and creative problem-solving | |
| | Practice quality assurance and improvement | |
| | Identify, plan for and guide change | |
| | Advocate for policies enabling nurses to complete continuing and formal education | |
| | Communication technology | Integrate communication technology to enhance effectiveness and efficiency of public health nursing practice |
| | Advocate for the development of a statewide standardized electronic clinical record | |
| | Use distance learning technology to enhance practice and incorporate current research | |