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™ Toronto Public Health	
2012 CHNC Conference	
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Wisdom to Action: Building Leadership Capacity to Inspire Excellence in Public Health Nursing Practice	
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Professional Practice Leader Nursing, Public Health Nurse	
Toronto Public Health 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.	
TORONTO Context	
Public Health Context	
✓ Toronto Public Health	
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✓ Healthy Families Directorate	

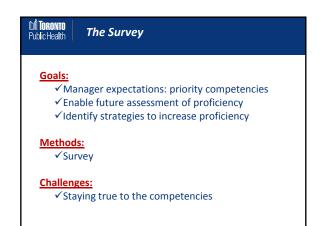
2003: Initial release of the standards 2006: Certification becomes available 2011: New standards, competencies





TORONTO Public Health 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"

Public Health	Next Steps
Fol	low upnot as easy:
✓	How to take it to the next step?
✓	"Overwhelming" number of competencies!
~	Which ones to start with?
Sur	vey: A first step in setting proficiency expectations.
<u>Fol</u>	low up meeting: To develop integration strategies.



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Results

66 competency statements

√Top and second priority identified

17 top statements overall

✓EY - 16, HBHC -17, MIH - 15

*Amazing similarity

Toronto Resul	ts	
	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

1 Toronto
Public Health

Day 2 - October 2011

Further Demystifying Standards and Competencies

Objectives:

- \checkmark Increased understanding of the \mathbf{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

TORONTO Public Health 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
Public Health 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
MTORONTO Legislar Standards Shared
Public Health Learning Strategies Shared
✓ Certification
✓ Professional Development✓ Mentoring
✓ Stretch Opportunities✓ Peer Learning
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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:** $\checkmark \textbf{Continued follow-up}$ √Theme the results ✓ Create pre roll out activities ✓ Recommendation to the NPC for ongoing PHN Competency development **Streams Commitments:**

Thank you! Katie Dilworth KDilwor@toronto.ca Mary Lou Walker mwalker1@toronto.ca Debra Williams-Conliffe dwillia5@toronto.ca

• Case studies for use in Post Rollout follow-up activities

✓ Identify their top 2 competencies