

# Strengthening The Partnership Of Education And Practice Through Quad Council Competencies

Issues from the public health practice setting related to  
BSN education

New York State Public Health Nursing Summit



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# New York State Public Health Nursing Summit

- Sponsored by the New York New Jersey Public Health Training Center (NYNJPHTC)
- Development of workgroups and membership:
  1. Assurance of preceptor quality at public health agencies
  2. Issues from the practice settings related to BSN education
  3. Compare Quad Council to SON curriculum competencies in public health nursing
  4. New graduate mentorship to public health nursing /community health nursing

# Workgroup #2

## Issues From The Public Health Practice Setting Related to BSN Education

### Academia:

- Joan Arnold: The College of New Rochelle
- Paula Dunn Tropello: Wagner College
- Jill Gallin: Columbia University School of Nursing
- Laurel Janssen Breen: St. Joseph's College – Patchogue
- Kathy Nokes: Hunter-Bellevue School of Nursing
- Amy Shaver: SUNYIT School of Nursing and Health Systems

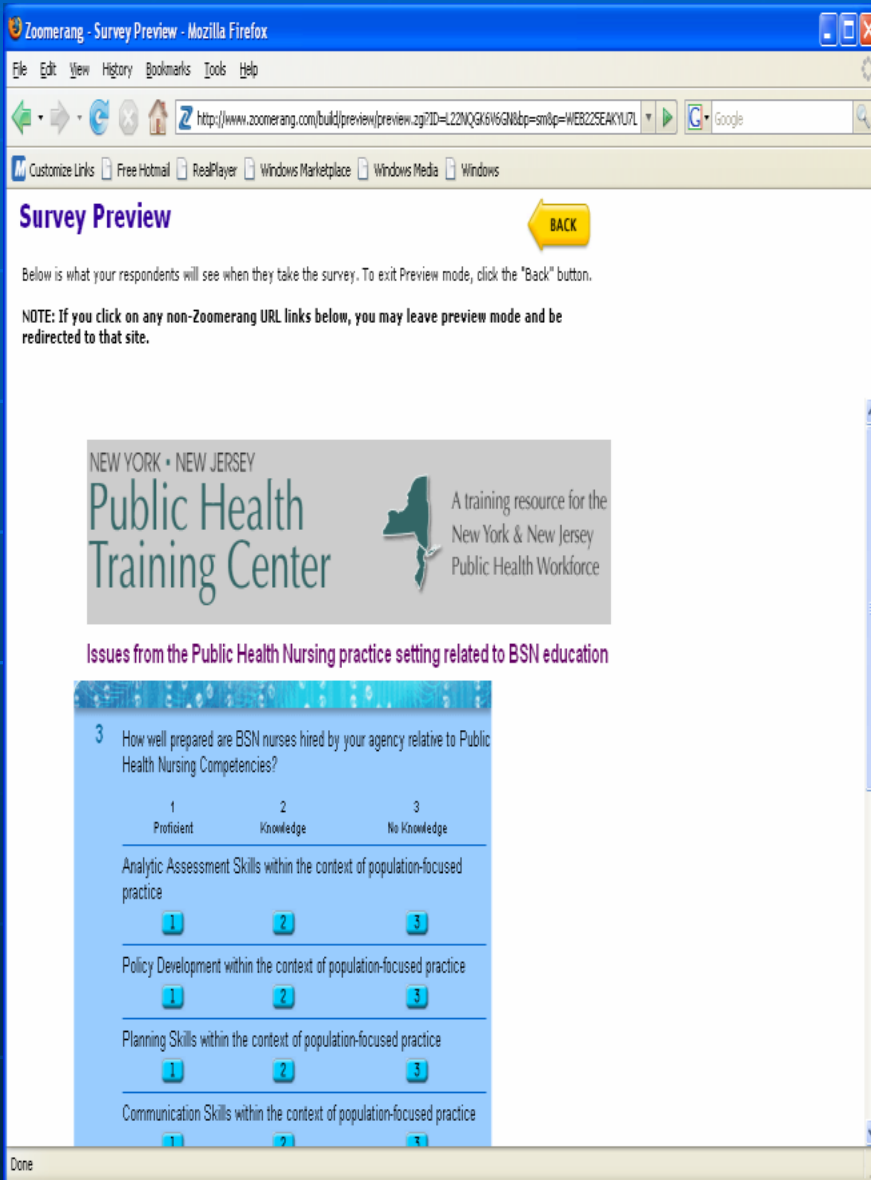
### Local Health Departments:

- Cate Bohn : New York State Department of Health
- Sigrid Connors: Tompkins County Health Department
- Donna Dyke: Westchester County Health Department
- Lauren Snyder: Yates County Health Department
- Antonia Brewer: Dutchess County Health Department
- Patricia Bogan: Oneida County Health Department

# Issues From Public Health Practice and Academia Related to BSN Education

- ANA (2005) draft document
  - Public Health Nursing: Scope and Standards of Practice
- Nursing shortage
- Movement away from traditional home care services
- Quad Council Competencies
- Community Health vs. Public Health Nursing
- Decreased clinical opportunities for students
- New models of partnerships between academia and practice were being sought
- Desire to provide clinical experiences for students which emphasized the reality of public health today

# Survey Submission Process



- Descriptive survey
- Sent to PHN supervisors in NY LHDs
- Aim: To identify how well prepared, in relation to Quad Competencies, were BSN nurse hires

# Survey Questions

1. What are your agency's minimum civil service qualifications for nurse hires?
2. Does your agency have internal qualifications in addition to civil service qualifications?
3. How well prepared are BSN nurses hired by your agency relative to Public Health Nursing Competencies?
4. How important are these competencies to new hires for public health in your agency?
5. What recommendations do you have for faculty in Schools of Nursing relative to the preparation of their graduates for Public Health Nursing in local health departments?

# Quad Council Competencies

- Assessing competencies
  - Proficient: Advanced level of the competency. Individuals are able to synthesize, critique or teach the skill.
  - Knowledge: Intermediate level of mastery of the competency. Individuals are able to apply and describe the skill.
  - No Knowledge: No knowledge or ability to perform the skill.

# Survey Results

- 64 visits to the survey site
- 37 completed surveys
- 10 partially completed surveys



# Who Responded

- New York State
  - 2 state regional office
  - **26** LHDs
  - 2 Schools of Nursing
- **45%** *response rate from targeted NYS local health departments*

# Minimum Qualifications

- Question #1: What are your agency's minimum civil service qualifications for nurse hires?
  - ADN 38%
  - BSN 32%
  - Other 30%

# Internal Qualifications

- Question #2: Does your agency have internal qualifications in addition to civil service qualifications?
  - BSN Only 8%
  - 1-2 yrs exp. 54%
  - 2+ yrs exp. 15%
  - BSN & exp. 8%
  - Other 15%

# How Well Prepared are BSN Nurses?

Competency	How well prepared are BSN nurse hires		
	Proficient	Knowledge	No Knowledge
<b>Thinking Skills</b>	<b>12%</b>	<b>67%</b>	<b>21%</b>
<b>Cultural Competency</b>	20%	64%	16%
<b>Communication Skills</b>	20%	60%	20%
<b>Community Dimensions</b>	8%	58%	33%
<b>Analytic Assessment Skills</b>	8%	56%	36%
<b>Leadership</b>	4%	52%	44%
<b>Planning Skills</b>	8%	44%	48%
<b>Management Skills</b>	4%	42%	54%
<b>Policy Development</b>	4%	24%	72%
<b>Financial Planning</b>	0%	24%	76%

# How Important are These Competencies?

Competency	How important are these competencies for practice		
	High Essential to have	Medium Important, but can learn on the job	Low Okay not to have
<b>Thinking</b>	92%	8%	0%
<b>Communication</b>	88%	12%	0%
<b>Cultural Competency</b>	40%	60%	0%
<b>Community Dimensions</b>	40%	60%	0%
<b>Analytic Assessment</b>	36%	64%	0%
<b>Planning</b>	36%	64%	0%
<b>Leadership</b>	28%	68%	4%
<b>Management</b>	24%	64%	12%
<b>Policy Development</b>	12%	72%	16%
<b>Financial Planning</b>	8%	62%	29%

# Top Three Recommendations From Practice to Academia

1. Increase the amount of time students spend in the public health clinical
2. Stress with students the distinct difference between community health and public health nursing
3. Develop an educational component to the community health course that focuses on population-based practice and public health nursing in the LHDs

# Challenges of Survey Implementation

## ■ Logistics

- Survey went out at the same time period as two other surveys
- Survey came out from DOH email not NYNJ PHTC
- Lack of a listserv for LHD nursing leaders
- The Summit lacked publicity

# Next Steps

- Summit & workgroups are seen as one way for academia and practice to share experiences, network and work together
- Use of survey in other geographic areas
- Strengthen collaboration between public health nursing practice and academia
- Influence changes to civil service regulations
- Address barriers and challenges of public health nursing shortages