

2018-2019

**UW LEND Individual Leadership Training Plan (ILTP):  
Guide to Leadership Development**

Name \_\_\_\_\_

Discipline \_\_\_\_\_

Date of Training \_\_\_\_\_

Prepare a Written Reflection of ILTP experiences & accomplishments at the end of  Fall,  Winter,  Spring Quarters

Competency 1 Master Maternal and Child Health Leadership Competencies (MCH 4.0: 1, 9, 11)		
Learning Outcomes	Required Activities	Activities
<ul style="list-style-type: none"> <li>• Acquire knowledge and skill to support MCH values, mission, and goals: leadership; interdisciplinary collaboration, cultural competence, family-centeredness, evidence-based practice.</li> <li>• Acquire ability to think critically about MCH issues at the population and individual levels and use self-reflection.</li> <li>• Acquire skills to stay informed of the ever-changing demographic, political, social, and scientific climate and be prepared to anticipate, change and adapt in response to emerging challenges and opportunities affecting children with ASD/DD, their families and the systems serving this population.</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Attend the UW LEND orientation</li> <li><input type="checkbox"/> Complete Strengths Based Leadership survey and participate in MCH Leadership Workshop: Leadership</li> <li><input type="checkbox"/> Participate in UW LEND Seminars in person, synchronously by Zoom, or as needed asynchronously via archived presentation</li> <li><input type="checkbox"/> Participate in UW LEND Skills Station Evaluation</li> <li><input type="checkbox"/> Present a mentored leadership research project at the annual <i>LEND DAY-Leadership Presentations</i>.</li> <li><input type="checkbox"/> Participate in advocacy leadership activities as assigned</li> <li><input type="checkbox"/> Complete <b>All Required</b> items on the ILTP.</li> <li><input type="checkbox"/> Participate in quarterly review session with UW LEND Mentor</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Complete the MCH Navigator Leadership Self-Assessment (Competency 1) on the <a href="#">MCH Navigator Website</a></li> <li><input type="checkbox"/> View the Johns Hopkins Bloomberg School of Public Health’s <a href="#">Mini Lecture #1: Tapping Into Your Leadership Potential</a></li> <li><input type="checkbox"/> View <math>\geq 3</math> <a href="#">AUCD Tuesdays with Liz</a> recordings (disability advocate) in each of Fall, Winter and Spring quarters</li> <li><input type="checkbox"/> Accompany CTU/LEND faculty to a meeting with MCH community partners (workgroup, task force, etc)</li> <li><input type="checkbox"/> Participate with CTU/LEND faculty in presentations for community agencies or professional organizations.</li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Complete the <a href="#">MCH Self-Assessments</a> for competencies 2-12</li> <li><input type="checkbox"/> Attend/participate in a Washington State Legislative Day activity or other advocacy activity related to ASD/DD</li> <li><input type="checkbox"/> Prepare a policy brief about an emerging local MCH public health issue</li> <li><input type="checkbox"/> Participate on a community-based committee or board meeting <input type="checkbox"/> Write an article on an MCH topic for a lay audience. Upload copy to ePortfolio.</li> <li><input type="checkbox"/> Submit an article to <a href="#">AUCD 360</a> newsletter highlighting an activity in the UW LEND</li> </ul>

**Competency 2**

**Acquire/Demonstrate Knowledge and Clinical Skill in Evaluation and Management of ASD/DD (MCH 4.0: 1)**

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>• Acquire knowledge and skill to improve the health and development of children with, or at risk for developing a developmental or related disability such as ASD or DD.</li> <li>• Be familiar with types of neurodevelopmental disabilities occurring in infancy, childhood, or adolescence.</li> <li>• Be familiar with the assessment process, use of screening and diagnostic tools, and evidence-based interventions for children with ASD/DD..</li> <li>• Interpret assessment results and communicate to interdisciplinary team members and family.</li> <li>• Understand State and Federal systems that provide services for children with ASD/DD and their families.</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Screening and Early Identification of ASD</li> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: School-Based Practices</li> <li><input type="checkbox"/> Review <a href="#">CDC Facts about Developmental Disabilities</a></li> <li><input type="checkbox"/> Review <a href="#">CDC website on Autism Spectrum Disorders</a></li> <li><input type="checkbox"/> Be familiar with <a href="#">CDC Typical Developmental Milestones</a> or review other resources on developmental milestones.</li> <li><input type="checkbox"/> Participate in/or observe <math>\geq 1</math> CTU/CHDD clinics AND/OR participate in <math>\geq 1</math> community-based clinic as approved by the UW LEND mentor or training director.</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Review the Arc of <a href="#">King County's Resource Guide</a> for children and adults with intellectual disabilities</li> <li><input type="checkbox"/> Complete the module on <a href="#">Early Identification of Autism Spectrum Disorders</a> and take the on line quiz.</li> <li><input type="checkbox"/> Review <a href="#">Adolescent Health Care Transition website</a></li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Read <math>\geq 1</math> article from the <a href="#">UW LEND recommended readings</a> or other readings on ASD/DD topics</li> <li><input type="checkbox"/> Participate in the Infant Assessment Training Course with permission of OT/PT department.</li> <li><input type="checkbox"/> Observe/participate in a clinic serving adolescents or adults with DDD/ASD</li> <li><input type="checkbox"/> Serve as Case Manager in Child Development Clinic</li> <li><input type="checkbox"/> Other</li> </ul>

### Competency 3

#### Acquire Knowledge, and Mastery of Interdisciplinary Team Practice *(MCH 4.0: 10, 6)*

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Know the roles of UW LEND core disciplines and their contribution to the assessment.</li> <li>▪ Know principles of interdisciplinary, multidisciplinary, and uni-disciplinary practice.</li> <li>▪ Recognize and respect diverse perspectives (e.g. ethnic, cultural, economic, professional discipline) of team members.</li> <li>▪ Recognize and respect the perspectives of self-advocate UW LEND fellows</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in ≥ 1 Child Development Clinic’s Pre-assessment discussion and follow-up</li> <li><input type="checkbox"/> View all online <a href="#">UW LEND Discipline Modules</a> and document completion</li> <li><input type="checkbox"/> Read article on interdisciplinary team process: <a href="#">Team Processes and Team Care for Children with Developmental Disabilities.</a>, Chapter 23. Or read another reference on interdisciplinary team process – cite reference</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Observe and/or participate in team assessments in CTU/CHDD interdisciplinary clinics</li> <li><input type="checkbox"/> Attend ≥ 1 case discussion in a CTU/CHDD clinic and prepare a written reflection on interpersonal communication, negotiation, and/or conflict resolution strategies observed</li> <li><input type="checkbox"/> Participate in the Self-Advocate Leadership Curriculum to increase purposeful inclusion of individuals with ASD/ID/DD</li> <li><input type="checkbox"/> Observe in a community-based interdisciplinary clinic/agency (at least 3 different disciplines); prepare written reflection</li> <li><input type="checkbox"/> Attend an interdisciplinary meeting, task force, workgroup, or similar venue.</li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Read ≥1 article from the <a href="#">UW LEND recommended reading list</a> on interdisciplinary practice/team building skills.</li> <li><input type="checkbox"/> Facilitate or co-facilitate an interdisciplinary task force, or work group activity.</li> <li><input type="checkbox"/> Participate in a research activity involving more than one discipline or requiring team collaboration.</li> <li><input type="checkbox"/> Present evaluation summary, recommendation, or other case material in a CTU/CHDD Clinic case conference</li> <li><input type="checkbox"/> Other; describe in ePortfolio</li> </ul>

**Competency 4**

**Acquire Knowledge of Life Course Theory and other Social Determinants of Health** (MCH 4.0: 1, 11)

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Understand how race, ethnicity, and socioeconomic factors influence the access to health care services.</li> <li>▪ Understand the long-term impacts of significant adversity Early in Life.</li> <li>▪ Understand the key life course concepts: timeline, timing, environment, and equity.</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Adverse Child Affects (ACEs)</li> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Implicit Bias and Health Equity</li> <li><input type="checkbox"/> Review <a href="#">AUCD Life Course information and PowerPoint</a>; take the health equity Quiz; prepare a reflection statement</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Read article and commentaries: <a href="#">The Influence of Health Care Policies on Children’s Health and Development</a></li> <li><input type="checkbox"/> Read article: <a href="#">Building a Framework for Global Surveillance of the Public Health Implications of Adverse Childhood Experiences.</a></li> <li><input type="checkbox"/> View Life Long Overview Video; Jack Shokcoff, MD: <a href="#">The Science of Child Development and the Future of Early Childhood Policy</a></li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Review ≥ 1 articles from the <a href="#">UW LEND recommended readings</a> on the topic of Life Course.</li> <li><input type="checkbox"/> Other; describe in ePortfolio.</li> </ul>

**Competency 5**  
**Acquire Knowledge and Skill in Family-Centered, Culturally Competent,**  
**Community-based Health Care** (MCH 4.0: 7,8)

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Understand the value of parent-professional partnerships.</li> <li>▪ Understand how your own cultural beliefs and values have an impact on interactions with families</li> <li>▪ Understand the impact of policies and practice upon children and families from racial and ethnic groups.</li> <li>▪ Acquire the knowledge and skills to provide cultural competent care (understand, appreciate, honor, and respect cultural differences and similarities within and between cultures.</li> <li>▪ Understand how cultural, ethnic, and socioeconomic factors influence the access to health care services for children with ASD/DD.</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Family Communication</li> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Implicit Bias and Health Equity</li> <li><input type="checkbox"/> Read article, <a href="#">Family Centered Care and Future Directions</a> <input type="checkbox"/> Read article <a href="#">Cultural Competence in Clinician Communication</a>;</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Visit a <a href="#">Birth to Three Center in King County</a>, or other early intervention setting in your community; and prepare written reflection to include agency mission and family-centered practices</li> <li><input type="checkbox"/> Use an interpreter on <math>\geq 1</math> clinical contact when interviewing and working with clients for whom English is not their primary language.</li> <li><input type="checkbox"/> Visit online resource <a href="#">ETHNO-MED</a>; review/read resources for <math>\geq 2</math> different cultures on topics that relate to pediatric or family care</li> <li><input type="checkbox"/> Participate in the UW LEND Families as Mentors Program</li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> During observation/participation in a CTU/CHDD clinic, or other clinic, pay specific attention to family-partnership strategies</li> <li><input type="checkbox"/> Attend a meeting or visit a community agency that serves families from diverse cultures <input type="checkbox"/> Other; describe in ePortfolio</li> </ul>

**Competency 6**

**Acquire Knowledge and Skill to Evaluate, Apply, and Conduct Research (MCH 4.0: 4)**

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Acquire a working understanding of research principles, methodology, and practical application.</li> <li>▪ Acquire ability to critically evaluate research related to diagnosis, treatment, etc. for children, adolescents, or adults with ASD/DD.</li> </ul>	<p><b><i>Complete activity:</i></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in MCH Leadership Workshop: Evidence in Practice</li> <li><input type="checkbox"/> Read article: <a href="#">Evidence-Based Practice in Developmental Disabilities: What Is It and Why Does It Matter?</a></li> </ul> <p><b><i>Complete at least 1 activity:</i></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Be familiar with and review resources for evidence-based research specific to your discipline; discuss with your mentor</li> <li><input type="checkbox"/> During case conferences/case presentations in CTU/CHDD and/or community-based clinics, document types of evidence used to guide recommendations for families</li> </ul>	<p><b><i>Complete at least 1 activity:</i></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Familiarize yourself with information and resources available at the <a href="#">Data Resource Center for Children &amp; Adolescents</a></li> <li><input type="checkbox"/> Familiarize yourself with information and resources on evidenced-based research on disability - <a href="#">CanChild</a></li> <li><input type="checkbox"/> Present research at a regional or national meeting.</li> <li><input type="checkbox"/> Disseminate information on MCH Issues (e.g., Peer-reviewed publications, key presentations, training manuals, issue briefs, best practices documents, standards of care).</li> <li><input type="checkbox"/> Conduct research or quality improvement on MCH issues</li> <li><input type="checkbox"/> Serve as a reviewer (e.g., for a journal, conference abstracts, grant, quality assurance process)</li> </ul>

**Competency 7**  
**Acquire Knowledge and Skill Applying Title V Legislation and Public Health Core Principles to**  
**Maternal and Child Health Programs and Practices** (MCH 4.0: 12)

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Be familiar with MCH core functions of public health: assessment, policy development, and assurance</li> <li>▪ Be familiar with key factors that affect public health core functions for MCH populations (economic, political, and social trends).</li> <li>▪ Be familiar with federal, state, and local programs that support children with neurodevelopmental disabilities and their families (SSI, MA, CHIP).</li> <li>▪ Acquire skills necessary to defend and advocate for the MCH population in competitive economic and political environments.</li> </ul>	<p><b>Complete activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Read “About Title V”  <a href="http://www.amchp.org/AboutTitleV/Pages/default.aspx">http://www.amchp.org/AboutTitleV/Pages/default.aspx</a></li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in WA State Title V activities and collaborative projects between the CTU and WA Depts. of Health: <ul style="list-style-type: none"> <li><input type="checkbox"/> <a href="#">Nutrition Network</a></li> <li><input type="checkbox"/> <a href="#">WA Dept. of Health: CSHCN Communication Network Meeting</a></li> <li><input type="checkbox"/> <a href="#">Washington State Medical Home Partnership Project</a></li> <li><input type="checkbox"/> Medical Home Project: <a href="#">Community Asset Mapping Activity</a></li> </ul> </li> <li><input type="checkbox"/> Attend a Washington Autism Advisory Council (WAAC) meeting</li> <li><input type="checkbox"/> Participate in Advocacy leadership activities as assigned</li> <li><input type="checkbox"/> Read ≥1 article from the <a href="#">UW LEND recommended readings</a> on advocacy and policy</li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Write/contribute to a Child Health Note for the Medical Home Project; upload to ePortfolio</li> <li><input type="checkbox"/> Write an article on an MCH topic for a lay audience; upload to ePortfolio</li> <li><input type="checkbox"/> Write a convincing MCH story designed to motivate constituents and policymakers to take action on a topic related to services for individuals with ASD/DD; upload to ePortfolio</li> <li><input type="checkbox"/> Accompany CTU/LEND faculty to a meeting with MCH community partners (workgroup, task force, etc); write a reflection summary</li> <li><input type="checkbox"/> Other; describe in ePortfolio</li> </ul>

**Competency 8**

**Utilize Information Technology to Promote Innovative Practice Models** (MCH 4.0: 10, 9, 11)

Learning Outcomes	Required Activities	Complementary Activities
<ul style="list-style-type: none"> <li>▪ Be familiar with UW computing and technology services: ePortfolio, electronic medical record system; viewing archived core and leadership seminars, webinars, etc.</li> </ul>	<p><b>Complete all activities:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Acquire a UW Net ID/Sponsored UW Net ID</li> <li><input type="checkbox"/> Develop and maintain a UW LEND ePortfolio</li> <li><input type="checkbox"/> Join the <a href="#">AUCD trainee listserv</a> and participate in discussions</li> </ul> <p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Visit the <a href="#">AUCD Emerging Leaders</a> trainee networking website; join one of the online networking opportunities</li> <li><input type="checkbox"/> Participate in ≥ 1 live or archive webinar: MCHB, AUCD, or other. Click on link to access live and archived webinars: <a href="#">AUCD resource for webinars</a>; list webinars in ePortfolio reflection.</li> </ul>	<p><b>Complete at least 1 activity:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Participate in a professional listserv, blog, or other type of online discussion specific to your discipline or other MCH topic; List in ePortfolio</li> <li><input type="checkbox"/> Conduct a literature search on a topic related to ASD/DD, public health, or other topic related to your personal UW LEND training objectives; share with mentor and upload to ePortfolio</li> </ul>