

Student Name: _____

MCH Year: _____



Competencies for MCH Leaders: A Self-Assessment

Maternal and Child Health Leadership Training Program, University of Washington

- 1) Indicate whether you have these skills or would like more expertise.
- 2) Skills can be obtained through courses, practicum, thesis, or independent study.
- 3) Discuss methods for strengthening skills in areas of weakness with advisor.

	Yes, have skills	Need more expertise	Activities or Resources
A. MCH KNOWLEDGE BASE*			
Demonstrate knowledge of history and current structure of key MCH programs serving women, children, and families; core values and strategic objectives that necessitate a special focus on women and children; and services available through major MCH programs and their limitations.			
B. SCIENTIFIC BASIS AND CRITICAL THINKING*			
Describe MCH problems in terms of time, magnitude and severity, dispersion and location, and co-occurrence and co-morbidity.			
Identify the scientific underpinnings and determine the validity of evidence for interventions addressing MCH problems.			
Apply knowledge of demographic, health, familial, socio-cultural, and community factors to the design of MCH programs and services.			
Critically analyze health disparities based on race, class, and gender.			
Recognize different strengths, needs, and practices of diverse cultural, racial, ethnic, and socioeconomic groups, and determine how these factors affect health status, health behaviors, and program design.			
C. METHODOLOGICAL AND ANALYTIC SKILLS*			
Prepare and interpret data from vital statistics, censuses, surveys, and reports on the health of MCH populations, and have the ability to make meaningful inferences from data.			
Conceptualize and appropriately use data, and statistical and epidemiological methods for problem and asset identification and assessment, and program planning, implementation, and evaluation.			

	Yes, have skills	Need more expertise	Activities or Resources
Formulate hypotheses or research questions, and develop and implement an analytic strategy.			
Evaluate the integrity and comparability of data and identify existing gaps.			
D. MANAGEMENT AND COMMUNICATION SKILLS*			
Apply knowledge of management and organizational theories and practices to the development, planning, staffing, administration, and evaluation of public health programs, including the implementation of strategies promoting integrated service systems for MCH populations.			
Develop mechanisms to monitor and evaluate programs and service networks for their effectiveness and quality, including the use of performance measures.			
Develop, justify, and present a budget.			
Develop the background and significance section of a grant application or develop the rationale for a program or intervention, incorporating scientific, methodological, and practice knowledge and skills.			
Tailor information for an intended audience using appropriate communication modalities.			
Refine active listening skills to understand and evaluate information shared by others.			
Craft a convincing MCH story designed to motivate constituents and policymakers to take action.			
E. WORKING WITH OTHERS AND THE WIDER COMMUNITY*			
Develop and maintain positive relationships with colleagues, administrative staff, mentees, and stakeholders.			
Apply strategies and techniques of effective negotiation and conflict management.			
Understand the concept of family-centered care* ; solicit and use family input in the design and delivery of clinical services, and program planning and evaluation. Ensure that this model plays a pivotal role in MCH research, clinical practice, programs, and policies.			
Develop other peoples' potential through teaching and mentoring.			
Develop interdisciplinary teams that include stakeholders and encourage the sharing of leadership, investment in the team process, and acceptance of responsibility and accountability for outcomes.			
Articulate principles of building constituencies and collaborations in communities and between organizations.			

	Yes, have skills	Need more expertise	Activities or Resources
F. POLICY AND ADVOCACY SKILLS*			
Identify gaps in existing MCH programs and implement appropriate policy and advocacy measures to ensure optimal care.			
Identify public health laws, regulations, and policies related to specific programs.			
Place a MCH program within the historical and current context of related programs.			
Collect and summarize data relevant to a particular policy or problem; articulate the health, fiscal, administrative, legal, social, and political implications of each policy option.			
State the feasibility and expected outcomes of and barriers to achieving each policy option and decide on the appropriate course of action.			
Write a clear and concise policy statement position paper, and/or testimony appropriate for a specific audience.			
Develop a plan to implement a policy, including goals, outcome and process objectives, implementation steps and evaluation plan.			
Translate policy into organizational plans, structures, and programs.			
G. VALUES AND ETHICS IN MCH PUBLIC HEALTH PRACTICE*			
Articulate personal values and beliefs; and use self- reflection techniques to enhance program development, scholarship, and interpersonal relationships.			
Conduct yourself ethically in practice, program management, research, and data collection and storage.			
Promote cultural competence* within diverse MCH settings.			
Build partnerships* within MCH communities and constituencies to foster community empowerment, reciprocal learning, and involvement in design, implementation, and research aspects of MCH programs and systems.			

*For further details of definitions and skills, see **Maternal and Child Health Leadership Competencies**, Version 3. 0, MCH Leadership Competencies Workgroup, June 2009 at http://mchb.hrsa.gov/training/goal_mchleaders.asp