

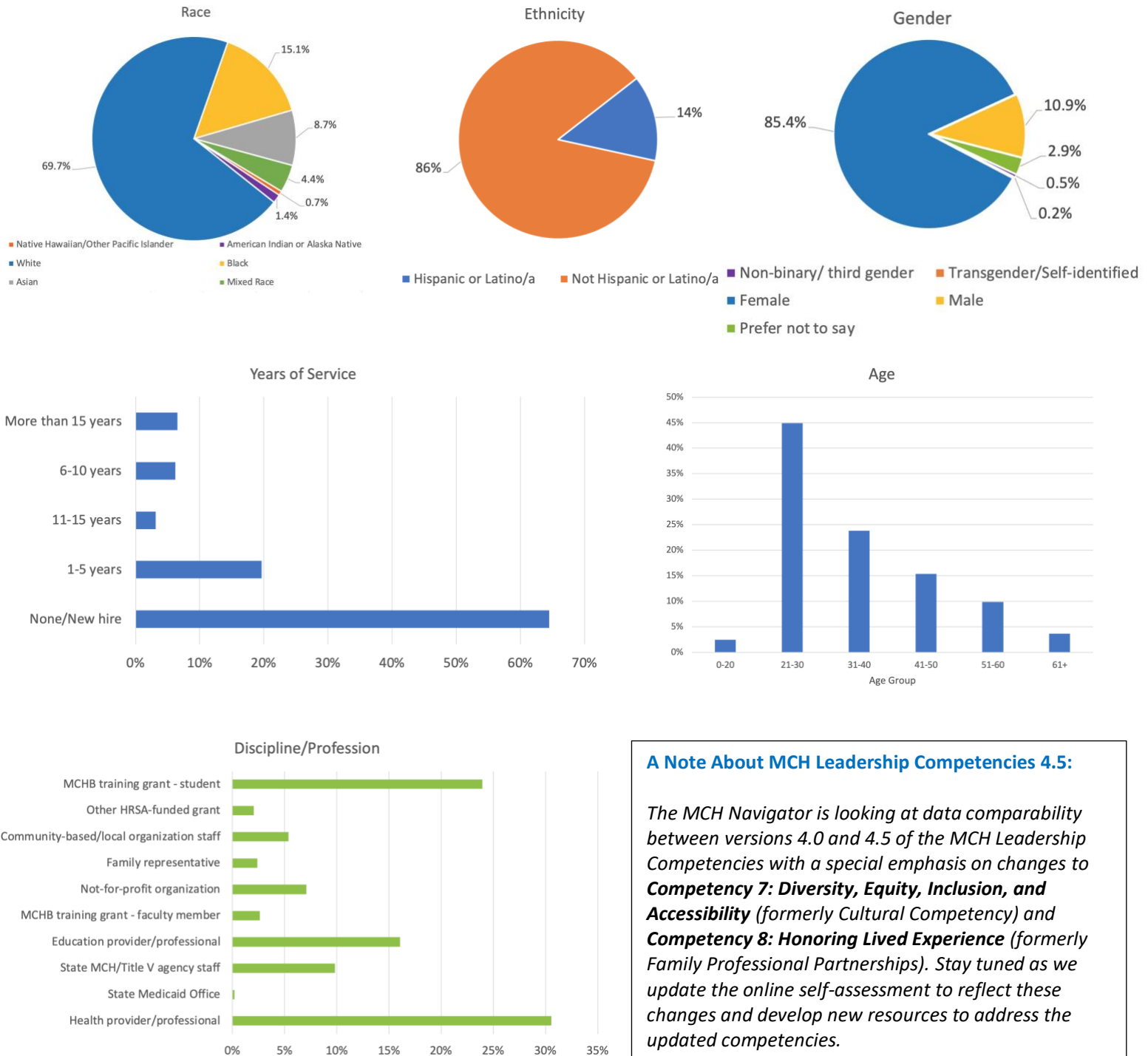


National MCH Leadership Competencies: Knowledge and Skills Snapshot

Demographics and Learning Needs Based on Self-Assessment Data 2014 – 2022

As Title V agencies are developing strategies to address their **5-year needs assessment**, an understanding of learning needs is essential to gauge strengths and areas of growth. The **MCH Navigator** has prepared this report of learners in all 59 states and jurisdictions who have taken the online self-assessment from 2014 – 2022 to serve as a **snapshot of learner demographics and knowledge/skills across the MCH Leadership Competencies**.

Demographic data was analyzed across six measures with an overall sample size of n=12,610.



A Note About MCH Leadership Competencies 4.5:

The MCH Navigator is looking at data comparability between versions 4.0 and 4.5 of the MCH Leadership Competencies with a special emphasis on changes to **Competency 7: Diversity, Equity, Inclusion, and Accessibility** (formerly Cultural Competency) and **Competency 8: Honoring Lived Experience** (formerly Family Professional Partnerships). Stay tuned as we update the online self-assessment to reflect these changes and develop new resources to address the updated competencies.

Understanding Knowledge and Skills of the MCH Leadership Competencies

Self-assessment provides an opportunity for professionals to reflect on competency-based strengths and areas to grow in order to identify learning needs and reinforce new skills in order to improve performance. The MCH Navigator has been collecting data from our online [Self-Assessment](#) since 2014 (with over 12,000 completed assessments) and during that time have identified a number of data trends:

Trend #1: Learners most often report lower skill levels related to sub-competencies that address health equity (e.g., 1S4: Address health disparities in MCH populations, 3S2: Identify ethical implications of health disparities, 6S5: Address how inequities shape conflict). **In response to this timely need, the Navigator has developed Strategies for [Promoting Health Equity in Your State](#) in collaboration with the National MCH Workforce Development Center.**

Trend #2: Learners have shown less knowledge of the basics of **Competency 6: Negotiation and Conflict Resolution** but higher efficacy of dealing with issues as they arise. **In response to this trend, the Navigator has expanded the background on this competency through an updated [Competency Video Summary](#).**

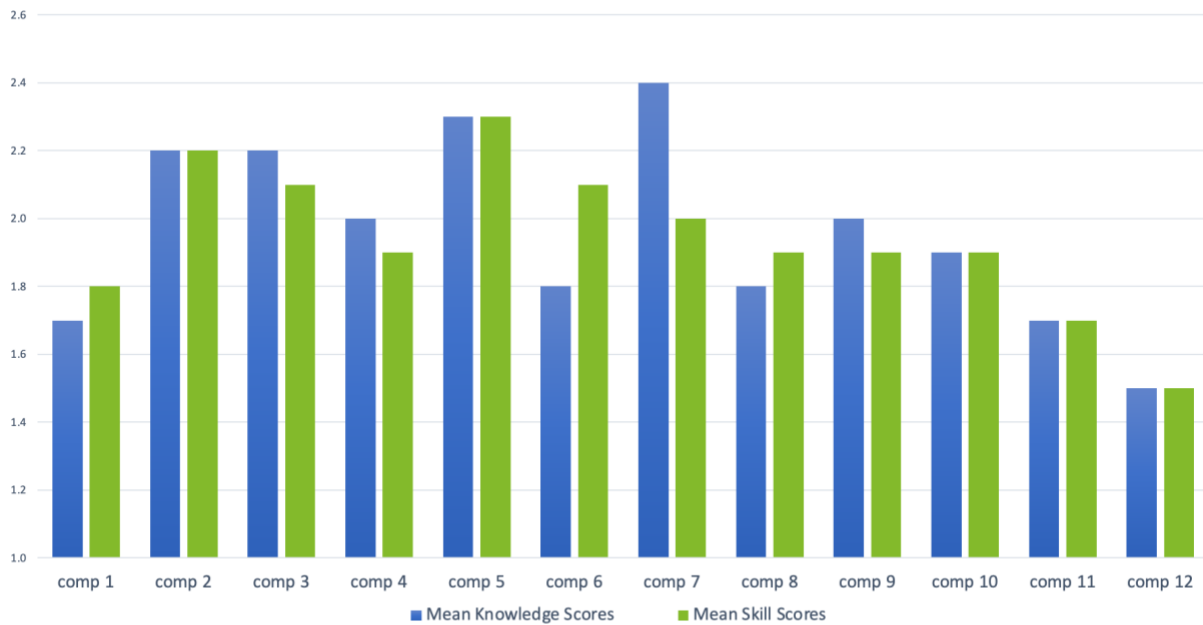
Trend #3: Learners consistently report low knowledge and skills scores for policy. **In response to this finding, the Navigator has developed a [Policy 101 Portal](#) to aid the workforce in this area.**

Trend #4: Overall knowledge and skills in **Competency 1: MCH Knowledge Base** have been decreasing slightly across the country over the past five years. This could be in line with a younger generation becoming active in MCH. You may want to encourage your team to engage in some professional development activities, such as [MCH Navigator learning programs](#).

The chart at the bottom of this page analyzes mean knowledge and skill scores for each of the 12 MCH Leadership Competencies for all 59 states and jurisdictions from 2014-2022.

Stay tuned for more [Navigator](#) updates and new programs. And contact us anytime: mchnavigator@ncemch.org

**MCH Navigator Self-Assessment (National)
Mean Knowledge and Skills by Competency**



MCH Leadership Competency Key:

- | | |
|---|---|
| Comp 1 – MCH Knowledge Base/Context | Comp 7 –Cultural Competency |
| Comp 2 – Self-Reflection | Comp 8 –Family Professional Partnerships |
| Comp 3 – Ethics | Comp 9 –Developing Others Through Teaching Coaching and Mentoring |
| Comp 4 – Critical Thinking | Comp 10 –Interdisciplinary/Interprofessional Team Building |
| Comp 5 –Communication | Comp 11 –Working with Communities and Systems |
| Comp 6 –Negotiation and Conflict Resolution | Comp 12 – Policy |