

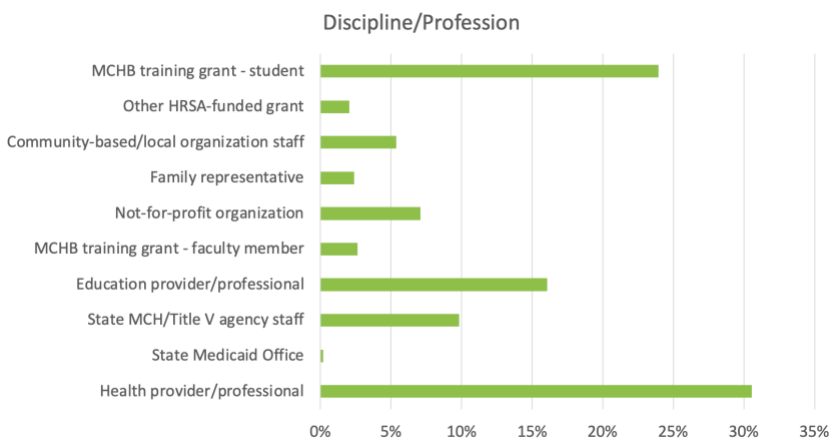
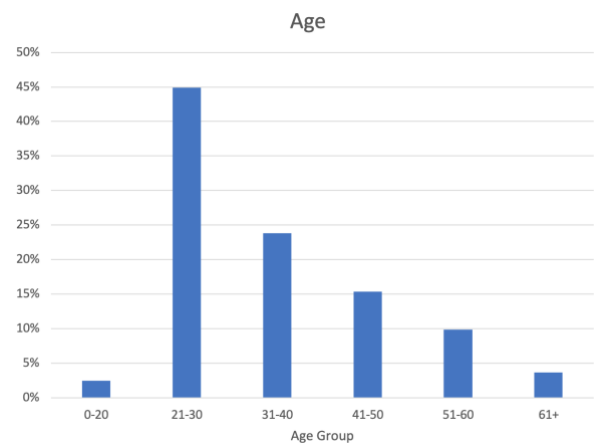
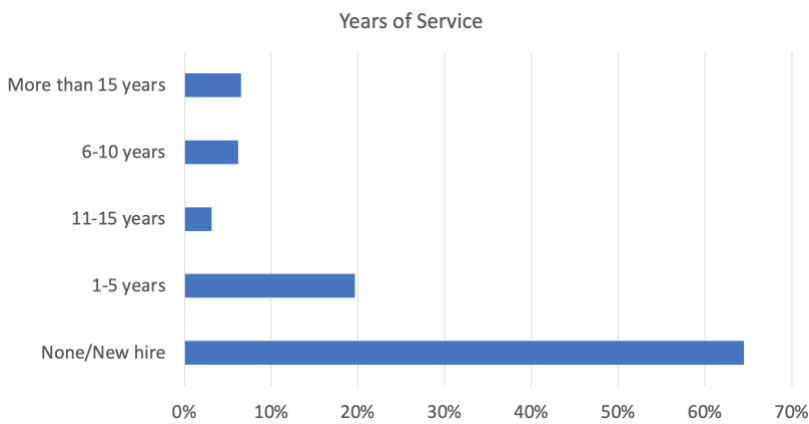
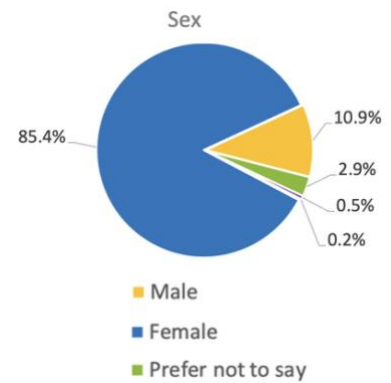
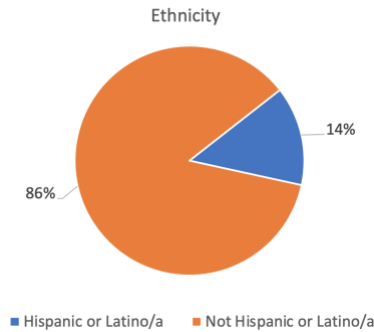
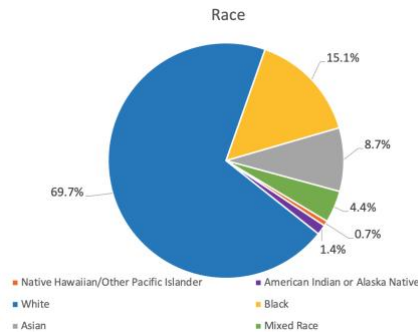


## National MCH Leadership Competencies: Knowledge and Skills Snapshot

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.



**Note:** This report summarizes all users in the state who have taken the self-assessment. However, an analysis of two-tailed t tests found no statistically significant differences between state Title V staff and total averages. The largest difference (still statistically small) was in Title V skill scores for MCH Knowledge Base. This indicates that state Title V staff have a slightly higher self-efficacy average related to conducting skills associated with this competency. Similarly, both knowledge and skill scores related to policy (historically, the lowest scoring competency) were slightly higher among Title V staff. These data differences were still statistically small, but show increased understanding and efficacy in this key area among state staff.

## 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 Competency 7: Creating Responsive and Effective MCH systems. **In response to this timely need, the Navigator has developed the microlearning platform, [MCHwork](#)**, in collaboration with the National MCH Workforce Development Center.

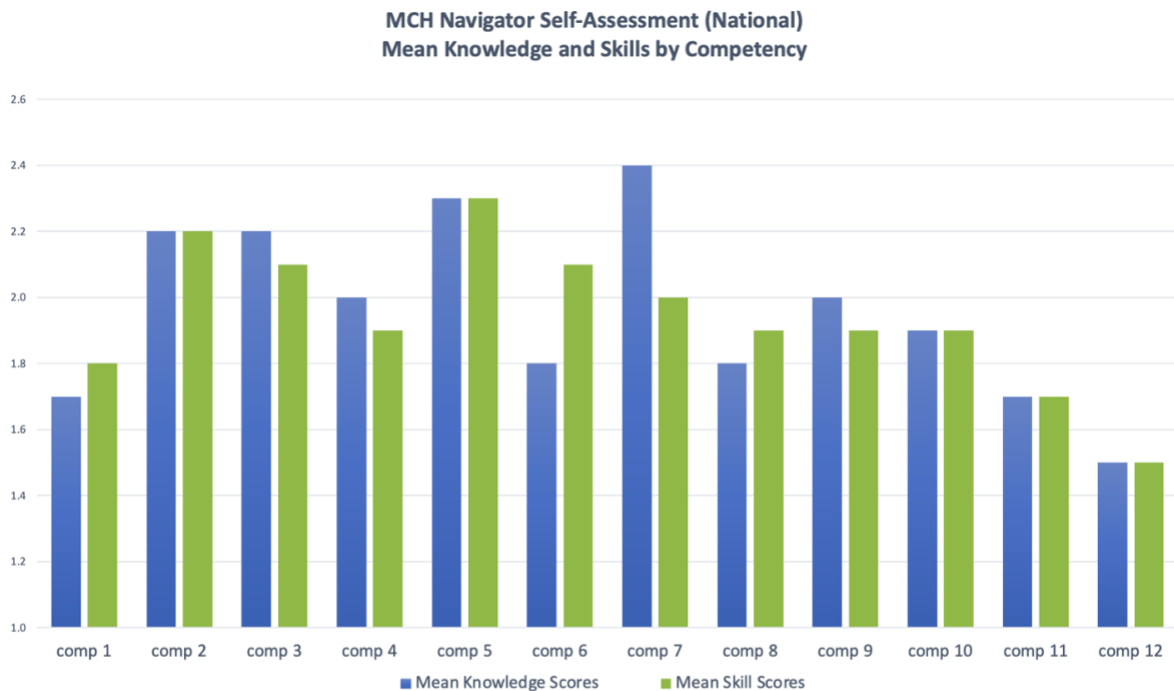
**Trend #2:** Learners have shown less knowledge of the basics of Competency 6: Negotiation and Conflict Resolution but higher efficacy of dealing with issues as they arise. **In response to this trend, the Navigator has expanded the background on this competency through an updated [Competency Video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



- MCH Leadership Competency Key:**
- |  |   |
|--|---|
| Comp 1 - MCH Knowledge Base/Context        | Comp 7 - Creating Responsive & Effective MCH Systems        |
| Comp 2 - Self-Reflection                   | Comp 8 - Community Expertise & Perspectives                 |
| Comp 3 - Ethics                            | Comp 9 - Teaching, Coaching, & Mentoring                    |
| Comp 4 - Critical Thinking                 | Comp 10 - Interdisciplinary/Interprofessional Team Building |
| Comp 5 - Communication                     | Comp 11 - Systems Approach                                  |
| Comp 6 - Negotiation & Conflict Resolution | Comp 12 - Policy  |