Using the New MCH Leadership Competencies to Strengthen Public Health Knowledge and Skills:

MCH Navigator Adaptations in Response to Title V Program Needs and Updates to the MCH Leadership Competencies

MCH NAVIGATOR
www.mchnavigator.org

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The MCH Navigator is:

- A centralized learning portal providing state public health professionals with continuous MCH-focused learning to improve the health of children and families.
- MCH Leadership Competency driven with all tools, trainings and resources designed to be impactful and useful for Title V programs.
- A source for cutting edge interactive technology that is MCH-based and user friendly.

Background

MCH Leadership Competencies and Navigator Learning Modalities

MCH Leadership Competencies. The competencies, drawn from both theory and practice, are designed to support MCH professionals by[1]:

- Defining MCH leadership, and being applicable to a variety of audiences.
- Providing a conceptual framework for the development of an MCH leader.
- Outlining the knowledge and skill areas required of MCH leaders.
- Linking to tools for implementation.

MCH Leadership Competency Timeline. The competencies were first released in 2007. Since that time, they have been refined and modified to reflect changes in the field.

2007 – Initial development; Input from MCHB grantees, AMCHP and CityMatCH

2009 – Refined using rigorous 2-phase Delphi validation Process

2018 – Refined using feedback from stakeholders, literature review and large multi-org workgroup

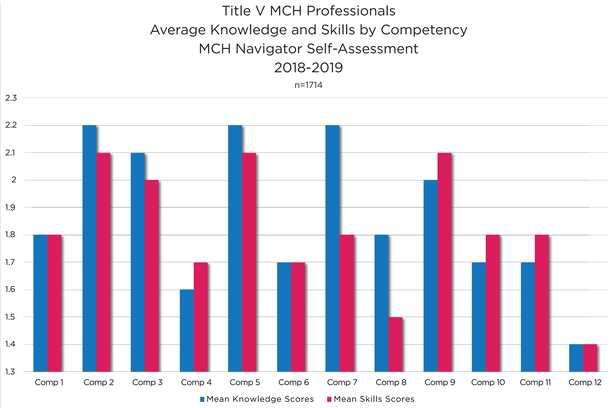
MCH Navigator Learning Modalities. With the MCH Leadership Competencies as the underlying structure of the MCH Navigator, the site offers four ways to access resources and address learning needs.

SELF-DIRECTED LEARNING	Quick Finds, Advanced Search Page, A-Z Trainings List and New Trainings List.
SEMI-STRUCTURED LEARNING	Core MCH Training Bundles, Training Spotlights and Briefs.
SELF-REFLECTIVE LEARNING	Identify needs, match needs to trainings, receive a personalized learning plan.
FAST-INTERACTIVE LEARNING	Microlearning Programs: 5-Minute MCH and Public Health Pronto.

1. MCH Leadership Competencies Workgroup (2018), "MCH Leadership Competencies Version 4.0", available at https://mchb.hrsa.gov/training/leadership-00.asp.

Need

Self-Assessment Data Trends and Learner Feedback Findings



Self-Assessment Data Trends. Self-assessment is considered to be a major component of learning in public health[2]. It provides an opportunity for health professionals to reflect on competency-based strengths and weaknesses in order to identify learning needs and reinforce new skills or behaviors in order to improve performance.

With nearly 3,000 completed assessments in the MCH Navigator database, learners consistently report:

- High levels of knowledge but low levels of skills across cultural competency (comp 7), and
- Low knowledge and skills scores for Policy (comp 12).

User Feedback. The Navigator collects feedback from our users on a continual basis in an effort to improve products and provide learners the information they need and the format in which it is preferred.

Two overwhelmingly consistent findings regarding the online self-assessment were:

- The self-assessment is too long, and
- The personalized learning plan provides too much information and too many targeted learning opportunities.

2. Sujata, B., Oliveras, E., and Edson, W.N. (2001). How Can Self-Assessment Improve the Quality of Healthcare? Operations Research Issue Paper 2(4). Published for the U.S. Agency for International Development (USAID) by the Quality Assurance (QA) Project.

Response

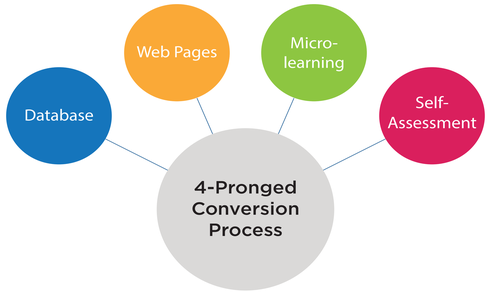
MCH Leadership Competencies Version 4.0 and Navigator Adaptation

Changes Reflected in Version 4.0 Updates. In May 2018 MCHB released version 4.0 of the MCH Leadership Competencies. Changes were made in competency titles and subcompetency knowledge and skills content. Below are the major recommendations addressed by sphere of influence[1].

Self	Others	Wider Community
• Highlight the importance of assembling a cohesive, well-functioning team with diverse & complementary styles. • Elevate cultural competence as an MCH leadership ethic.	• Address how culture, power and inequities shape conflict and the ability to come to resolution. • Recognize and address cultural differences from a broad range of experiences and perspectives.	• Include coaching as an important skill for leaders and add the term "interprofessional" to all mentions of "interdisciplinary." • Focus on the importance of systems thinking & implementation science.

MCH Navigator Completed Conversion Process. The MCH Navigator developed a framework to adapt the website to the updated version 4.0 competencies by employing a 4-pronged approach:

- Re-programming the database that serves as the underlying structure for our learning opportunities.
- Converting our webpages that run independently from the database.
- Updating our microlearning programs to reflect the new competencies.
- Converting our online Self-Assessment.



Improvements

Newly Updated Online Self-Assessment and Navigator Organization

New Online Self-Assessment. In response to user feedback the Navigator has relaunched the online self-assessment. Highlighting updated content and streamlined features, the new tool has:

- A reduced number of questions, while still reflecting on all 140 sub-competencies.
- A more focused learning plan, both in length and in number of learning opportunities provided.

Overview of Self-Assessment Changes:

Redesign changes aimed to shorten the tool and personalized learning plan while still maintaining a comprehensive review of the 12 MCH Leadership Competencies. Major areas of change include:

1. **Main Menu:** Streamlined current language for brevity and added a section helping users to understand the importance of the self-assessment process and how it should be viewed as a learning opportunity itself.
2. **Competency Pages:** Streamlined the amount of questions that users have to fill out, while still addressing all sub-competencies and perceived level of importance.
3. **Personalized Learning Plan:** Streamlined the plan, both in length and in the number of learning opportunities provided while still customizing learning based on user's knowledge and skills.

New MCH Navigator Website Organizing Structure. In response to needs expressed in the field for resources that assist in transferring knowledge gained into practice, the Navigator reorganized our website and incorporated a section on translational learning to support users on implementation practices and health transformation.

Users can now quickly access information by our 4 learning modalities or by 1) core MCH collections, 2) advanced learning, and 3) translational learning.

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