

Preceptor Resource Guide for the Professional Development Plan

For learning opportunities related to each of the Core Public Health Competencies, go to [Public Health Competencies | MCH Navigator](#)

For information defining the scope of public health nursing practice by type of intervention and level of practice (individual/family, community, or systems) go to: [Public health interventions: Applications for public health nursing practice, 2nd ed. \("The Wheel Manual"\) \(state.mn.us\)](#)

Core competency	Related resources
I. Assessment and analytical skills	
Assess the health status and health literacy of individuals and families, including determinants of health, using multiple sources of data	MN Public Health Data Access Home - MN Data (state.mn.us) Community Health Assessment, CHIP, Healthy People, County Data Analytics professional, grant reports
Use an ecological perspective and epidemiological data to identify health risks for a population	https://www.health.state.mn.us/data/mchs/genstats/countyttables/index.html CDC data, MDH data, https://www.cityhealthdashboard.com/ personal health literacy assessment: https://www.ahrq.gov/health-literacy/research/tools/index.html
Interpret valid and reliable data that impacts the health of individuals, families, and communities to make comparisons that are understandable to all who were involved in the assessment process Search for local area epidemiological risks	Data: Quality, analysis, and interpretation - MN Dept. of Health (state.mn.us) Family Home Visiting models, CDC: https://www.cdc.gov/datastatistics/index.html MMWR MDH: Environmental Health Division - MN Dept. of Health (state.mn.us) MDH: Childhood Lead Exposure: Risk Factors: MNPH Data Access - MN Dept. of Health - MN Data (state.mn.us)

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Contribute to comprehensive community health assessments through the application of quantitative and qualitative public health nursing data	Community health assessment and planning: Handbook for local public health (state.mn.us) Common Data Types in Public Health Research NIH Library
Apply ethical, legal, and policy guidelines and principles in the collection, maintenance, use, and dissemination of data and information	Ten Guiding Principles for Data Collection, Storage, Sharing, and Use CDC SDOH Ethical Guidelines 6.27.19 FINAL.pdf (ehidc.org)
Use evidence-based strategies or promising practices from across disciplines to promote health in communities and populations	Evidence-Based Practices & Programs Public Health Research ODP (nih.gov) Review the Evidence Base for Your Program (ruralhealthinfo.org)
II. Policy development and program planning skills	
Describe the implications and potential impacts of public health programs and policies on individuals, families, and groups within a population	What is Public Health? CDC Foundation 5 Ways Public Policy Impacts Health (sycamoreinstitutetn.org)
Use organizations strategic plans and decision-making methods in the development of program goals and objectives for individuals, families, and groups	Review organizational strategic plan (ask the local public health director for the plan) Strategic plan - MN Dept. of Health (state.mn.us) Tools and resources for community engagement - MN Dept. of Health (state.mn.us)
Plan public health nursing services consistent with laws and regulations	Scope of Practice / Minnesota Board of Nursing (mn.gov)
Function as a team member in developing organizational plans while assuring compliance with established policies and program implementation guidelines	How to Be a Team Player in the Field of Nursing – Express Healthcare Professionals (expresshealthcarenw.com)
Comply with organizational procedures and policies	Ask the local public health director for a link to organizational procedures and/or

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	policies.
Use program planning skills and CBPR (i.e., collaboration, reflection, capacity building) to implement strategies to engage marginalized/disadvantaged population groups in making decisions that affect their health and well-being	Tools and resources for community engagement - MN Dept. of Health (state.mn.us) CBPR Toolkit - AAPCHO
III. Communication skills	
Determine the health, literacy, and the health literacy of the population served to guide health promotion and disease prevention activities	Understanding Health Literacy Health Literacy CDC Health Literacy & Public Health: Introduction PHTC Online (phtc-online.org) Evaluation Measures and Tools for Health Literacy Programs - RHlhub Toolkit (ruralhealthinfo.org) Universal Precautions for Health Literacy – Canberra Health Literacy (cbrhl.org.au)
Apply critical thinking and cultural awareness to all communication modes (i.e., verbal, non-verbal, written, and electronic) with individuals, the community, and stakeholders	How can you use critical thinking to better understand other cultures? (linkedin.com) (26) Tips for Communicating with Cultural Sensitivity LinkedIn
Use input from individuals, families, and groups when planning and delivering health care programs and services	Beyond the Survey: Engaging Patients and Communities as Partners Commonwealth Fund
Use a variety of methods to disseminate public health information to individuals, families, and groups within a population	Making-Communications-Work-For-You-Strategies-and-Tools_vf-1.docx (live.com)
Create a presentation of targeted health information Communicate information to multiple audiences including groups, peer professionals, and agency peers	Health Department Communications - NACCHO Appendix A: Developing Effective Communication The CDC Clear Communication Index Centers for Disease Control and Prevention

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Use communication models to communicate with individuals, families, and groups effectively and as a member of the interprofessional team(s) or interdisciplinary partnerships	(26) Mastering Effective Communication and Teamwork for Success LinkedIn
IV. Cultural competency skills	
Use determinants of health effectively when working with diverse individuals, families, and groups	Social Determinants of Health - Healthy People 2030 health.gov
Deliver culturally responsive public health nursing services for individuals, families, and groups	3.8 Culturally Responsive Care – Nursing Fundamentals (pressbooks.pub)
Demonstrate the use of evidence-based cultural models in a work environment when providing services to individuals, families, and groups	Comparison of Four Cultural Competence Models in Transcultural Nursing: A Discussion Paper (clinmedjournals.org)
V. Community dimensions of practice skills	
Use formal and informal relational networks among community organizations and systems conducive to improving the health of individuals, families, and groups within communities	Building community relationships - MN Dept. of Health (state.mn.us)
Select stakeholders needed to address public health issues impacting the health of individuals, families, and groups within the community	Identifying and Determining Involvement of Stakeholders (cdc.gov)
Use community assets and resources, including the government, private, and non-profit sectors, to promote health and to deliver services to individuals, families, and groups	Chapter 3. Assessing Community Needs and Resources Section 8. Identifying Community Assets and Resources Main Section Community Tool Box (ku.edu)
Use input from varied sources to structure public health programs and services for individuals, families, and groups	Community health assessment and planning: Handbook for local public health (state.mn.us)
Identify evidence of the effectiveness of community engagement strategies on individuals, families, and groups	How to Measure Community Engagement and Its Impact with KPIs (maptionnaire.com)

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VI. Public health sciences skills	
<p>Use the determinants of health and evidence-based practices from public health and nursing science, when planning health promotion & disease prevention interventions for individuals, families, and groups</p>	<p>Preventing Chronic Disease Tools for Implementing an Evidence-Based Approach in Public Health Practice - CDC</p> <p>Use Healthy People 2030 Evidence-Based Resources in Your Work - Healthy People 2030 health.gov</p> <p>Social Determinants of Health - Healthy People 2030 health.gov</p>
<p>Assess hazards and threats to individuals, families, and populations and reduce their risk of exposure and injury in natural and built environments (i.e., chemicals and products)</p>	<p>Introduction to Environmental Public Health Tracking (cdc.gov)</p> <p>Risk Assessment - MN Dept. of Health (state.mn.us)</p>
<p>Use evidence-based practice in population-level programs to contribute to meeting core public health functions and the 10 essential public health services</p>	<p>CDC - 10 Essential Public Health Services - Public Health Infrastructure Center</p> <p>Public health interventions: Applications for public health nursing practice, 2nd ed. ("The Wheel Manual") (state.mn.us)</p>
<p>Use a wide variety of sources and methods to access public health information (i.e., GIS mapping, community health assessment, local/state/and national sources)</p>	<p>MN Public Health Data Access Home - MN Data (state.mn.us)</p> <p>Data: Quality, analysis, and interpretation - MN Dept. of Health (state.mn.us)</p>
<p>Use research to inform the practice of public health nursing</p>	<p>Public health interventions: Applications for public health nursing practice, 2nd ed. ("The Wheel Manual") (state.mn.us)</p> <p>The EBP Process - Nursing Experts: Translating the Evidence - Public Health Nursing - Subject and Course Guides at University of Illinois at Chicago (uic.edu)</p>
<p>Demonstrate compliance with the requirements of patient confidentiality and human subject protection</p>	<p>Health Insurance Portability and Accountability Act of 1996 (HIPAA) CDC</p> <p>Office for Human Research Protections HHS.gov</p> <p>Lesson 3: What are IRBs? HHS.gov</p>

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VII. Financial planning, management, and planning skills	
Explain the public health nurse's role in emergency preparedness and disaster response during public health events (i.e., infectious disease outbreak, natural or made-made disasters)	Nurses in Disaster Preparedness and Public Health Emergency Response - The Future of Nursing 2020-2030 - NCBI Bookshelf (nih.gov) Role of PHN in Disaster PRR_APHN 2014 (Ref updated 2015) (phnurse.org)
Interpret the impact of budget constraints on the delivery of public health nursing services to individuals, families, and groups	Costing the implementation of public health interventions in resource-limited settings: a conceptual framework Implementation Science Full Text (biomedcentral.com) 2021_PHFunding_Fnl.pdf (tfah.org)
Explain implications of organizational budget priorities on individual, groups, and communities	Financial Management Skills for Nurse Managers ANA (nursingworld.org)
Explain public health nursing services and programmatic needs to inform budget priorities	Public Health Nursing - Uniting to Improve Public Health ANA (nursingworld.org)
Identify data to evaluate services for individuals, families, and groups	Program Evaluation Home - CDC
Use public health informatics skills pertaining to public health nursing services of individuals, families, and groups	Introduction to Public Health Informatics Public Health 101 Series CDC Defining Public Health Informatics - PHII
VIII. Leadership and systems thinking skills	
Demonstrate ethical standards of practice in all aspects of public health and public health nursing as the basis of all interactions with individuals, communities, and organizations	Ethical considerations in public health nursing - MN Dept. of Health (state.mn.us)
Apply systems thinking to public health nursing practice with individuals, families, and groups	Thinking in Systems Overview POLARIS Policy, Performance, and Evaluation CDC

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	Systems thinking in public health - Public Health Network Cymru
Participate in stakeholder meetings to identify a shared vision, values, and principles for community action	Chapter 7. Encouraging Involvement in Community Work Section 8. Identifying and Analyzing Stakeholders and Their Interests Main Section Community Tool Box (ku.edu) Overview Community Tool Box (ku.edu)
Identify internal and external factors affecting public health nursing practice and opportunities for interprofessional collaboration	Resilience in nursing: The role of internal and external factors - PubMed (nih.gov) Interprofessional collaboration: transforming public health through team work – Public Health in Pharmacy Practice: A Casebook (geneseo.edu)
Model personal commitment to lifelong learning, professional development, and advocacy	Domain 10: Personal Professional and Leadership Development (aacnursing.org)
Facilitate the development of interprofessional teams and workgroups	Interprofessional Collaboration Transitions to Professional Nursing Practice (lumenlearning.com) The Partnership for Public Health Community Health Center AHA Lead-the-Community.pdf (naccho.org)

Minnesota Department of Health
Center for Public Health Practice
651-201-3880
health.ophp@state.mn.us
www.health.state.mn.us/phnresidency

February 2024 – updated annually. If you have resources you would like to see added or if you would like to report a broken link, email health.ophp@state.mn.us
To obtain this information in a different format, call: 651-201-3880.