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**Crosswalk of ANA Scope and Standards for PHNs, Quad Council, CDC's Essential Public Health Services.**

ANA (2007)	Quad Council Competencies (2004)	EPSH
<p>Standard 1: Assessment The public health nurse collects comprehensive data pertinent to the health status of populations.</p>	<p>1.3 Selects and defines variables relevant to defined public health problems 1.4 Identifies relevant and appropriate data and information sources 1.5 Evaluates the integrity and comparability of data and identifies gaps in data sources 1.9 Obtains and interprets information regarding risks and benefits to the community 1.11 Recognizes how the data illuminates ethical, political, scientific, economic, and overall public health issues 5.4 Identifies how public and private organizations operate within a community 5.6 Identifies community assets and available resources 5.7 Develops, implements, and evaluates a community public health assessment. 6.2 Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services</p>	<p>1. Monitor health status to identify community health problems.</p>
<p>Standard 2: Population Diagnosis and Priorities The public health nurse analyses the assessment data to determine the population diagnoses and priorities.</p>	<p>1.1 Defines a problem 1.8 Makes relevant inferences from quantitative and qualitative data 2.1 Collects, summarizes, and interprets information relevant to an issue</p>	<p>2. Diagnose and investigate health problems and health hazards in the community.</p>

<p>Standard 3: Outcomes Identification The public health nurse identifies expected outcomes for a plan that is based on population diagnoses and priorities.</p>	<p>2.5 States the feasibility and expected outcomes of each policy option</p>	
<p>Standard 4: Planning The public health nurse develops a plan that reflects best practices by identifying strategies, action plans, and alternatives to attain expected outcomes.</p>	<p>2.6 Utilizes current techniques in decision analysis and health planning 2.7 Decides on the appropriate course of action. 2.8 Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps 2.9 Translates policy into organizational plans, structures, and programs 8.3 Identified internal and external issues that may impact delivery of essential public health services (i.e. strategic planning)</p>	<p>5. Develop policies and plans that support individual and community health efforts.</p>
<p>Standard 5: Implementation The public health nurse implements the identified plan by partnering with others.</p>	<p>2.10 Prepares and implements emergency response plans</p>	
<p>-Std 5a: Coordination of Services The public health nurse coordinates programs, services, and other activities to implement the identified plan.</p>		<p>7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable.</p>
<p>-Std 5b: Health Education and Health Promotion The public health nurse employs multiple strategies to promote health, prevent disease, and ensure a safe environment for populations.</p>		<p>3. Inform, educate, and empower people about health issues</p>

<p>-Std 5c: Consultation The public health nurse provides consultation to various community groups and officials to facilitate the implementation of programs and services.</p>		
<p>-Std 5d: Regulatory Activities The public health nurse identifies, interprets, and implements public health laws, regulations, and policies.</p>	<p>2.3 Identifies, interprets, and implements public health laws, regulations, and policies related to specific programs 2.2 States policy options and writes clear and concise policy statements 2.4 Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option 5.8 Describes the role of government in the delivery of community health services.</p>	<p>6. Enforce laws and regulations that protect health and ensure safety.</p>
<p>Standard 6: Evaluation The public health nurse evaluates the health status of the population.</p>	<p>2.11 Develops mechanisms to monitor and evaluate programs for their effectiveness and quality 7.5 Monitors program performance 1.10 Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies</p>	<p>9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.</p>
<p>Standard 7: Quality of Practice The public health nurse systematically enhances the quality and effectiveness of nursing practice.</p>	<p>2.11 Develops mechanisms to monitor and evaluate programs for their effectiveness and quality 8.6 Contributes to development, implementation, and monitoring of organizational performance standards</p>	<p>8. Assure a competent public health and personal healthcare workforce.</p>
<p>Standard 8: Education The public health nurse attains knowledge and competency that reflects current nursing and public health practice.</p>	<p>6.8 Attitudes: Develops a lifelong commitment to rigorous critical thinking 7.8 Manages information systems for collection, retrieval, and use of data for decision-making</p>	

<p>Standard 9: Professional Practice Evaluation</p> <p>The public health nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.</p>	<p>6.1 Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions</p> <p>6.5 Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries</p>	
<p>Standard 10: Collegiality and Professional Relationships</p> <p>The public health nurse establishes collegial partnerships while interacting with representatives of the population, organizations, and health and human services professionals, and contributes to the professional development of peers, students, colleagues, and others.</p>	<p>5.1 Establishes and maintains linkages with key stakeholders</p>	
<p>Standard 11: Collaboration</p> <p>The public health nurse collaborates with representatives of the population, organizations, and health and human service professionals in providing for and promoting the health of the population.</p>	<p>1.7 Partners with communities to attach meaning to collected quantitative and qualitative data</p> <p>3.2 Solicits input from individuals and organizations</p> <p>5.3 Collaborates with community partners to promote the health of the population</p> <p>5.5 Accomplishes effective community engagements</p> <p>8.4 Facilitates collaboration with internal and external groups to ensure participation of key stakeholders</p>	<p>4. Mobilize community partnerships to identify and solve health problems.</p>
<p>Standard 12: Ethics</p> <p>The public health nurse integrates ethical provisions in all areas of practice.</p>	<p>1.6 Applies ethical principles to the collection, maintenance, use, and dissemination of data and information</p> <p>8.1 Creates a culture of ethical standards within organizations and communities</p> <p>8.2 Helps create key values and shared vision and uses these principles</p>	

	to guide action	
Standard 13: Research The public health nurse integrates research findings into practice.	1.2 Determines appropriate uses and limitations of both quantitative and qualitative data 6.4 Identifies and applies basic research methods used in public health 6.6 Identifies and retrieves current relevant scientific evidence 6.7 Identifies the limitations of research and the importance of observations and interrelationships	10. Research for new insights and innovative solutions to health problems.
Standard 14: Resource Utilization The public health nurse considers factors related to safety, effectiveness, cost, and impact on practice and on the population in the planning and delivery of nursing and public health programs, policies, and services.	7.1 Develops and presents a budget 7.2 Manages programs with budget constraints 7.3 Applies budget processes 7.4 Develops strategies for determining budget priorities 7.6 Prepares proposals for funding from external sources 7.10 Conducts cost-effectiveness, cost-benefit, and cost utility analyses 8.8. Applies theory of organizational structures to professional practice	
Standard 15: Leadership The public health nurse provides leadership in nursing and public health.	3.4 Leads and participates in groups to address specific issues. 5.2 Utilizes leadership, team building, negotiation, and conflict resolution skills to build community partnerships 7.7 Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts 8.5 Promotes team and organizational learning 8.7 Uses the legal and political system to effect change 7.9 Negotiates and develops contracts and other documents for the provision of population-based services	
Standard 16: Advocacy The public health nurse advocates to protect the health, safety, and rights of the population.	3.3 Advocates for public health programs and resources.	

Two competencies from the Associations of Schools of Public Health related to additional Quad Council competencies which do not seem to be reflected in the ANA Scope and Standards of Practice for PHNs.

ASPH Competency	Quad Council Competency
<p>F: Communication and Informatics</p> <p>F.1. Describe how the public health information infrastructure is used to collect, process, maintain, and disseminate data.</p> <p>F.2. Describe how societal, organizational, and individual factors influence and are influenced by public health communications.</p> <p>F.3 Discuss the influences of social, organizational and individual factors on the use of information technology by end users.</p> <p>F.4 Apply theory and strategy-based communication principles across different settings and audiences.</p> <p>F.5 Apply legal and ethical principles to the use of information technology and resources in public health settings.</p> <p>F.6 Collaborate with communication and informatics specialists in the process of design, implementation, and evaluation of public health programs.</p> <p>F.7 Demonstrate effective written and oral skills for communicating with different audiences in the context of professional public health activities.</p> <p>F.8 Use information technology to access, evaluate, and interpret public health data.</p> <p>F.9 Use informatics methods and resources as strategic tools to promote public health.</p> <p>F.10 Use informatics and communication methods to advocate for community public health programs and policies.</p>	<p>3.1 Communicates effectively both in writing and orally, or in other ways.</p> <p>3.5 Uses the media, advanced technologies, and community networks to communicate information</p> <p>3.6 Effectively present accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences.</p> <p>3.7 Attitudes: Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives</p>
<p>G: Diversity and Culture</p> <p>G.1 Describe the roles of, history, power, privilege and structural inequality in producing health disparities.</p> <p>G.2 Explain how professional ethics and practices relate to equity and accountability in diverse community settings.</p> <p>G.3 Explain why cultural competence alone cannot address health disparity.</p> <p>G.4 Discuss the importance and characteristics of a sustainable diverse public health workforce.</p> <p>G.5 Use the basic concepts and skills involved in culturally appropriate</p>	<p>4.1 Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences</p> <p>4.2 Identifies the role of cultural, social, and behavioral factors in determining the delivery of public health services</p> <p>4.3 Develops and adapts approaches to problems that take into account cultural differences</p>

<p>community engagement and empowerment with diverse communities</p> <p>G.6 Apply the principles of community-based participatory research to improve health in diverse populations.</p> <p>G.7 Differentiate among availability, acceptability, and accessibility of health care across diverse populations.</p> <p>G.8 Differentiate between linguistic competence, cultural competency, and health literacy in public health practice.</p> <p>G.9 Cite examples of situations where consideration of culture-specific needs resulted in a more effective modification or adaptation of a health intervention.</p> <p>G.10 Develop public health programs and strategies responsive to the diverse cultural values and traditions of the communities being served.</p>	<p>4.4 Attitudes: Understands the dynamic forces contributing to cultural diversity</p> <p>4.5 Attitudes: Understands the importance of a diverse public health workforce</p>
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