

Core Competencies for Adolescent Sexual and Reproductive Health Providers Overview and Resources

Expanding Our Experience and Expertise:
Implementing Effective Teenage Pregnancy Prevention Programs
March 12-14, 2012
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Cardea

*Training, Organizational Development and
Research*

CA Adolescent Sexual Health Work Group (ASHWG)

Disclaimer

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Objectives

- Share the purpose and applicability of the Core Competencies
- Model the ways that the Core Competencies can be applied
- Review the available resources to support implementation of the Core Competencies

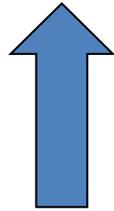
What do you want our youth to

- Know
- Feel
- Do

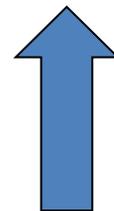
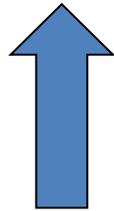
In relation to their sexuality?



Adolescent Reproductive Health Outcomes



Interventions: Curriculum, Counseling,
Modeling, Health Care, Immunizations



Provider Knowledge, Skills, Attitudes

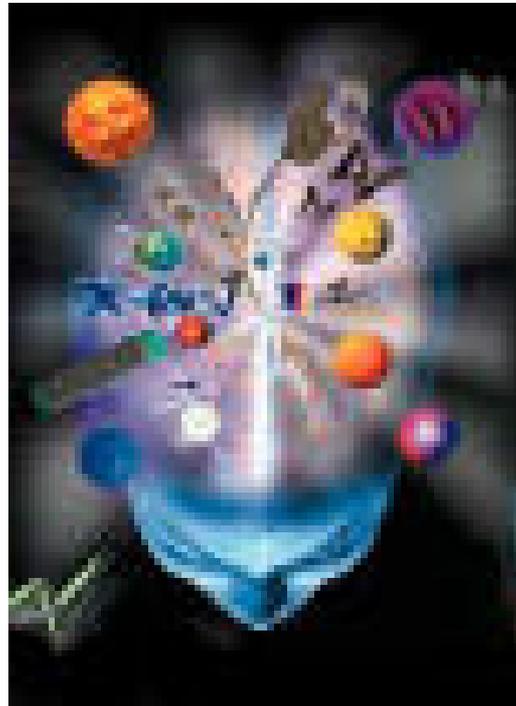
What are 5 things that someone who works with adolescents in the area of reproductive health should know or do well?

- Knowledge
- Skill
- Attitude



Core Competencies

- The knowledge, skills, and/or attitudes common to all who work with adolescents in the area of reproductive health.



Definitions

Core - mutually-*inclusive* across each competency domain and across all provider job types/roles (such as health educators, clinicians, counselors, teachers, etc.)

Competency - a benchmark for the knowledge, ability, or skill that a provider should possess in order to deliver effective and appropriate sexual and reproductive health programs and services to adolescents.

NEED

for Core Competencies

- A variety of reproductive health programs with different standards, training, strategies and messages targeting the same youth.



NEED

for Core Competencies

Need for a common standard that all providers share to measure growth, learning and determine staff development needs.



Core Competencies for Adolescent Sexual and Reproductive Health

- Developed by a Subcommittee of the California Adolescent Sexual Health Workgroup (ASHWG)
- 2006—2008
- Over 100 professionals gave input into the process

Other Disciplines That Have Developed Core Competencies

- Public Health
- Health Education
- Public Health Nursing
- Addiction Counseling
- Professional Development Coordinators
- Marriage Family Therapists
- Social Work

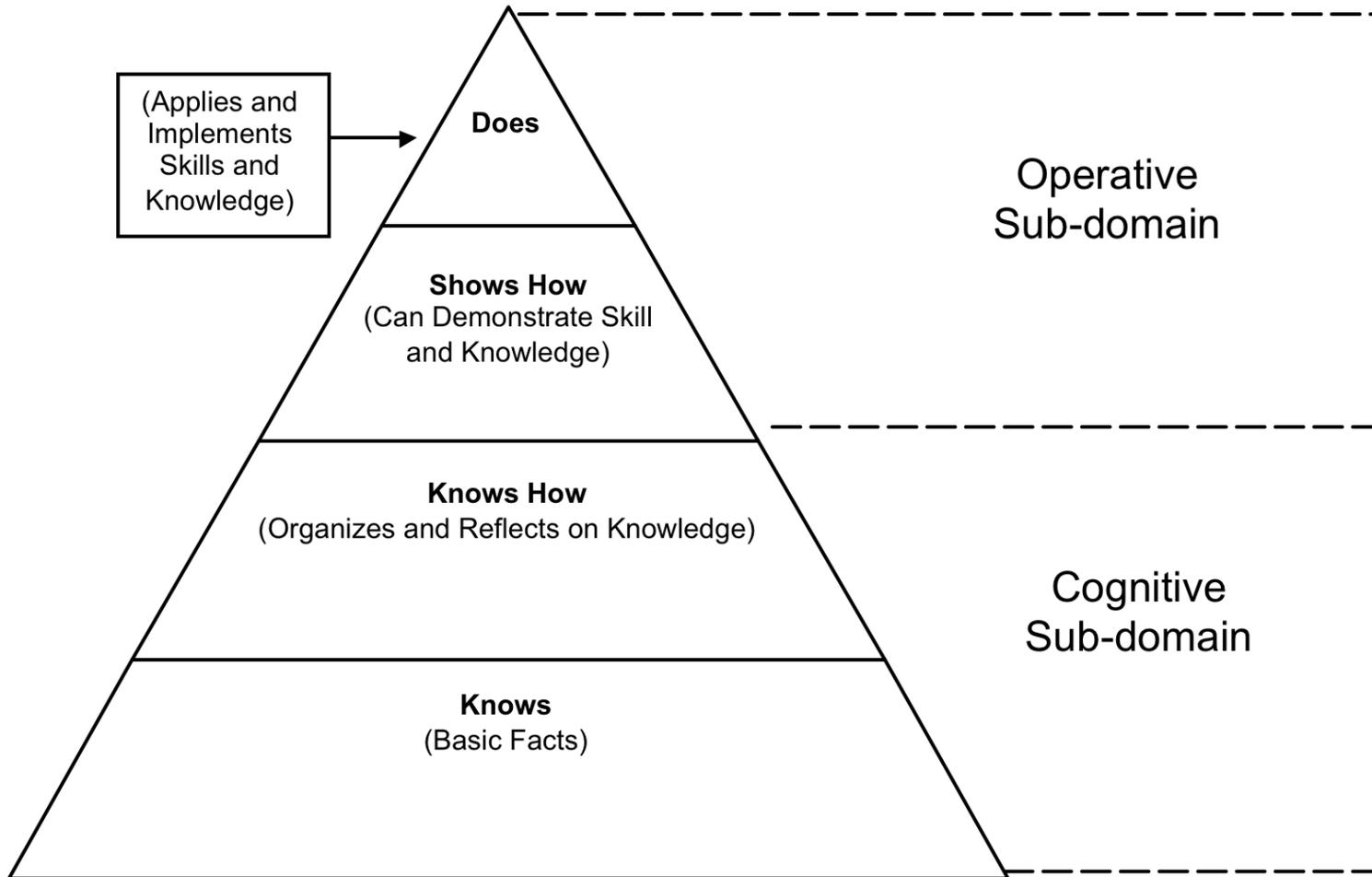
Core Competency Domains

- A: Professional and Legal Role
- B: Adolescent Development
- C: Youth Centered Approach and Youth Culture
- D: Sexual and Reproductive Health
- E: Pregnancy, STIs, HIV



52 Core Competencies

- Cognitive Sub-domain
 - 21 Competencies that focus on basic facts and knowledge
- Operative Sub-domain
 - 31 Competencies that highlight the application of knowledge to performance



Who?

- The Core Competencies apply to health clinic workers, counselors, case managers, clinicians, classroom teachers, community educators, health outreach workers etc.
- Each job will demand additional job specific or role specific competencies beyond the “core”.

PURPOSE

of the Core Competencies

- Guide hiring, training & evaluation
- Collaboration & cross training
- Support consistent health outcomes
- Shared body of knowledge & skills
- Program development
- Framework for higher education and licensing and certification bodies

Performance Descriptors

- No prior experience 0
- Introductory 1
- Intermediate 2
- Competent 3
- Accomplished 4



Domain C:

Rate Yourself Using this Rubric

- No prior experience 0
- Introductory 1
- Intermediate 2
- Competent 3
- Accomplished 4

Performance Assessment and Human Resources Toolkit



Assessment of Competence

- Complete your own Self-Assessment



Performance Descriptors

- No prior experience 0
- Introductory 1
- Intermediate 2
- Competent 3
- Accomplished 4



Share in Dyads

- What was it like to conduct a self-assessment?
- What are you learning?

Assessment Principles

- The more accurate the assessment, the better the professional development plan.
- Assessment of competence is best accomplished through a comprehensive approach that uses multiple methods.

Applications of the *Competency Assessment and Evaluation Tool*

- Self Assessment
- Performance Evaluation
- Compare Strength of Team Members
- Assess Training Needs

Knowledge Assessment

- Multiple Choice Questions
- Short Answer
- Pre – Post Tests
- Oral Questioning
- Essays
- Oral Presentation

Performance Assessment

Direct observation (or role play simulations) by:

- Students/clients/participants
- Peers
- Supervisors

Practitioner-generated records and/or products.

Human Resources Toolkit

- Job Description
- Structured Interview Guide
- Performance Descriptors
- Professional Development Plan
- Competency Assessment and Evaluation



Human Resources Toolkit

Job Description

- The Core Competencies can reframe a job description from a list of tasks to a performance profile.
- Identifies the most salient skills, knowledge and attitudes that relate to job performance.

Job Description

Examples

- *Comfort and confidence discussing topics related to adolescent sexuality*
- *The ability to apply theories/models of behavior change as they relate to adolescents*
- *Communication skills that emphasize a strength-based approach to youth development*

Structured Interview Guide

Examples

- *How would you respond to an adolescent who discloses sexual behavior that conflicts with your personal morality?*
- *Pretend that I am a 15 year-old adolescent. Explain the protection of confidentiality and the limits of confidentiality to me.*
- *Describe some of the common behavioral factors linking pregnancy, STIs and HIV.*

Training and Learning for Competence



How did you learn to become a skillful provider of sexual and reproductive health?

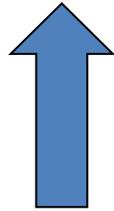
All the Ways We Learn

- Academic coursework
- Workshops
- Books
- Journals
- Television
- Conferences
- Informal conversations
- Direct observation
- Input from peers
- Input from supervisors
- Working with a mentor
- Doing
- Making mistakes
- Online courses
- YouTube

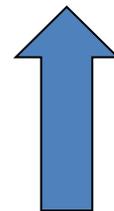
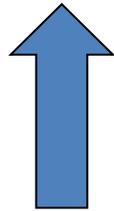
Competency Based Training

- Specific goals and outcomes to be demonstrated by the targeted audience
- Performance-oriented, highlighting outcomes over methods used to attain training goals
- Demonstration of knowledge and performance of skill

Adolescent Reproductive Health Outcomes



Interventions: Curriculum, Counseling,
Modeling, Health Care, Immunizations



Provider Knowledge, Skills, Attitudes

Developing Competency-Based Training

- Identify and Assess the Audience
- Develop Measurable Learning Objectives
- Develop an Assessment for Each Objective
- Select Content and Teaching Methods
- Develop a Curriculum or Course of Study
- Ongoing Evaluation and Support

Training for Competence

- Cognitive Competencies – trainings, workshops, online courses, independent work and investigations
- Operative Competencies – on the job training, mentoring by peers or supervisors, teaching or modeling for others

Available Resources

- Regional Training Centers (family planning) and
 - National ICHEs (Institutes for Community Health Educators)
- Teacher Training (www.cardeaservices.org)
- Online Courses e.g. Family Planning Basics
- STD/HIV Prevention Training Centers
- Your local resources

Thank You!

Renée Marshall, M.Ed.

marshall@cardeaservices.org

<http://www.cardeaservices.org>

510-835-3700