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

Expanding Our Experience and Expertise: Implementing Effective Teenage Pregnancy Prevention Programs
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Cardea
Training, Organizational Development and Research

CA Adolescent Sexual Health Work Group (ASHWG)
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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
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!

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