|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Competency** | **Current Level****(0-4)1** | **Current Relevance to Job****(L, M, H)2** | **Desired Level****(0-4)1** | **Comments** |
| **Domain 1. Build Support for Collective Impact** |  |  |  |  |
| Use collaboration strategies to build, reward, and sustain partnerships around oral health promotion, disease prevention, oral health care delivery, and financing |  |  |  |  |
| Use social capital and political savvy for timely navigation of state government agencies |  |  |  |  |
| Facilitate use of coalitions as change agents for oral health improvements to expand the reach of S/TOHP |  |  |  |  |
| Promote inter-professional collaborations for prevention and oral health care across the lifespan |  |  |  |  |
| Conduct and support capacity-building activities such as training and technical assistance for public programs |  |  |  |  |
| Create a comprehensive state oral health improvement plan through collaborative processes |  |  |  |  |
| Listen to others in an unbiased manner, respecting and promoting differing points of view  |  |  |  |  |
| Communicate in writing and electronically with professional and lay audiences |  |  |  |  |
| Communicate orally with professional and lay audiences |  |  |  |  |
| Use persuasive messages and compelling stories about oral health issues to support and bring data to life |  |  |  |  |
| Use social media, advanced technologies, and community networks to strategically interact and communicate information |  |  |  |  |
| **Domain 2. Collect, Analyze and Summarize Data** |  |  |  |  |
| Collaborate with epidemiologists, biostatisticians, health informatics professionals and others  |  |  |  |  |
| Identify reliable and valid sources of oral health related data |  |  |  |  |
| Use both quantitative and qualitative data methods |  |  |  |  |
| Interpret data in the context of historical trends and current epidemiology |  |  |  |  |
| Collect, analyze, and summarize data on oral health status and risk factors for oral diseases for different age and population groups to measure oral health inequities and advances |  |  |  |  |
| Collect, analyze, and summarize data on social determinants of oral health  |  |  |  |  |
| Collect, analyze, and summarize data on oral health workforce, delivery systems, and financing  |  |  |  |  |
| Use appropriate statistical tests and qualitative analyses to analyze data |  |  |  |  |
| Use ethical principles and other methods to protect data privacy and security |  |  |  |  |
| Develop and manage data reporting systems for select programs  |  |  |  |  |
| Develop, manage, and evaluate a new or existing oral health surveillance system |  |  |  |  |
| Use information technology and health communication principles to produce reports and other information |  |  |  |  |
| Present data and other information in a culturally relevant and respectful way |  |  |  |  |
| **Domain 3. Assess, Plan, Implement and Evaluate Programs** |  |  |  |  |
| Engage community members and partners to develop strategic plans and program workplans for the S/TOHP |  |  |  |  |
| Conduct internal and external needs and assets assessments |  |  |  |  |
| Identify and use national guidelines for the S/TOHP planning/evaluation/quality improvement cycle |  |  |  |  |
| Review relevant public health laws, regulations, and policies that affect dental public health issues and S/TOHP services |  |  |  |  |
| Apply principles of social justice and health equity to program design and evaluation |  |  |  |  |
| Plan programs and services based on identified community needs and priorities |  |  |  |  |
| Develop evaluation questions, plans, matching interventions, and evaluation strategies to accurately measure goals and objectives |  |  |  |  |
| Anticipate and plan for emergency preparedness and response (EP/R) to health hazards, natural disasters, or disease outbreaks |  |  |  |  |
| Use evaluation results to review and improve programs and services |  |  |  |  |
| Consider costs and benefits in evaluation to inform programmatic decisions |  |  |  |  |
| **Domain 4. Influence Policies and Systems Change** |  |  |  |  |
| Describe conditions, systems, and policies that affect oral health and service delivery |  |  |  |  |
| Monitor advancements and trends that affect oral health and dental public health issues |  |  |  |  |
| Understand the differences between lobbying, advocating, and educating especially within the context of governmental employees |  |  |  |  |
| Conduct environmental scans and policy consensus sessions to engage in strategic thinking |  |  |  |  |
| Review historical perspectives and advancements when considering policies and systems changes |  |  |  |  |
| Use key informants and opinion leaders to assess possible impacts and successes |  |  |  |  |
| Use health economics and business concepts and language to describe the value of oral health programs |  |  |  |  |
| Communicate with change agents who are capable of effecting policy or systems changes |  |  |  |  |
| **Domain 5. Recruit and Retain a Competent and Adequate Workforce** |  |  |  |  |
| Assess team member skills and match skills to assigned tasks |  |  |  |  |
| Prioritize work responsibilities to accomplish multiple tasks in a timely manner |  |  |  |  |
| Review staff time management to optimize individual and team productivity |  |  |  |  |
| Facilitate productive meetings |  |  |  |  |
| Identify and manage conflicts |  |  |  |  |
| Assure appropriate and adequate staff supervision |  |  |  |  |
| Implement a performance management structure and process |  |  |  |  |
| Establish effective communication pathways and relationships with agency leadership and supervisors |  |  |  |  |
| Motivate and incentivize individual and team accomplishments |  |  |  |  |
| Identify and support professional and personal development and promotion opportunities |  |  |  |  |
| Value and support personal and professional lifestyle balance |  |  |  |  |
| Cultivate community linkages and pipelines to create a diverse workforce  |  |  |  |  |
| Establish linkages to oral health and public health educational programs |  |  |  |  |
| **Domain 6. Assure Support for Programs** |  |  |  |  |
| Follow relevant national and state standards, public health laws, regulations, and policies related to oral health programs |  |  |  |  |
| Understand and follow the agency’s policies, protocols, and procedures to navigate the system to fulfill programmatic, management, and fiscal functions |  |  |  |  |
| Leverage resources through creation of shared values, vision, and mission internally and externally |  |  |  |  |
| Purchase and track inventory of supplies for S/TOHP programs |  |  |  |  |
| Anticipate the needs of management for information and be pro-active in moving information forward |  |  |  |  |
| Identify potential funding opportunities that match the program’s mission, goals, and priorities |  |  |  |  |
| Prepare proposals and budgets to create a diversified funding base |  |  |  |  |
| Monitor and manage program and project budgets and make course corrections as needed |  |  |  |  |
| Negotiate budgets and contract requirements with both funders and contractors |  |  |  |  |
| Assure adequate oversight and technical assistance for grantees and contractors |  |  |  |  |
| Create contingency plans for unanticipated events or policy changes |  |  |  |  |
| **Domain 7. Use Public Health and Dental Public Health Science** |  |  |  |  |
| Review research, oral epidemiologic and surveillance data to identify underlying causes, disease burden, and trends, as well as effective intervention strategies |  |  |  |  |
| Identify factors that influence delivery and use of public health and oral health programs and services |  |  |  |  |
| Evaluate quality and validity of evidence and data |  |  |  |  |
| Identify promising models or best practice for possible adaptation or replication |  |  |  |  |
| Develop or identify and disseminate evidence-based guidelines and tools |  |  |  |  |
| Use evaluation findings from community-based approaches to inform the evidence base |  |  |  |  |
| Use risk communication and risk management strategies for oral health issues that encourage informed decision making, positive behavior change, and the maintenance of trust |  |  |  |  |
| **Domain 8. Lead Strategically** |  |  |  |  |
| Create a culture of ethical standards within organizations and communities |  |  |  |  |
| Foster trust and transparency with the public, partners, and policymakers |  |  |  |  |
| Facilitate integration between oral health programs and other state and local health related programs |  |  |  |  |
| Use advisory committees, community forums, and coalitions to provide advice/feedback to the S/TOHP |  |  |  |  |
| Respond with flexibility to changing needs and innovations |  |  |  |  |
| Create key values and a shared vision of an action-oriented culture that values integrity and high-quality performance |  |  |  |  |
| Demonstrate critical thinking and systems thinking |  |  |  |  |
| Identify dental public health/S/TOHP questions amenable to research |  |  |  |  |
| Serve as a mentor and coach |  |  |  |  |

**SUMMARY**

Strongest Competencies (irrespective of current job responsibilities)

Competencies Most Want to Improve

Possible Ways to Improve Competencies

Considerations that may Interfere with Professional Development