Assessing Preparedness Competency and Training Needs at the Maryland Department of Health and Mental Hygiene

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Overview

- Background
- Methods
- Assessment Tool
  - Sample questions
- Results
- Conclusions
- Recommendations

Background/Purpose

- Program evaluation
- Assess public health and emergency preparedness knowledge, skills and abilities
- Direct future training and exercises
- Generalize results
  - Uses for Tool

Background/Purpose

- Public Health Preparedness Competencies

- National Incident Management System (NIMS)
  - Homeland Security Presidential Directive-5
  - Incident Command System
  - Compliance

Methods

- Institutional Review Board
- Development of Assessment Tool
- Pre-test Tool
- Administration of Tool

Assessment Tool

- Four Sections
  - Demographics
  - Training History
  - Response Roles
  - Competencies

- Thirty-two Questions

Sample Question - Competencies

- I can *describe the public health role in emergency response in a range of emergencies that might arise.*
  - 1 = I am definitely not confident that…
  - 2 = I am not confident that …
  - 3 = I am somewhat confident that…
  - 4 = I am confident that…
  - 5 = I am very confident that …

Sample Question - Training History

- Which National Incident Management System (NIMS) Incident Command System (ICS) Trainings have you successfully completed?
  - NIMS ICS 100
  - NIMS ICS 200
  - NIMS ICS 300
  - NIMS ICS 400
  - NIMS ICS 700
  - NIMS ICS 800
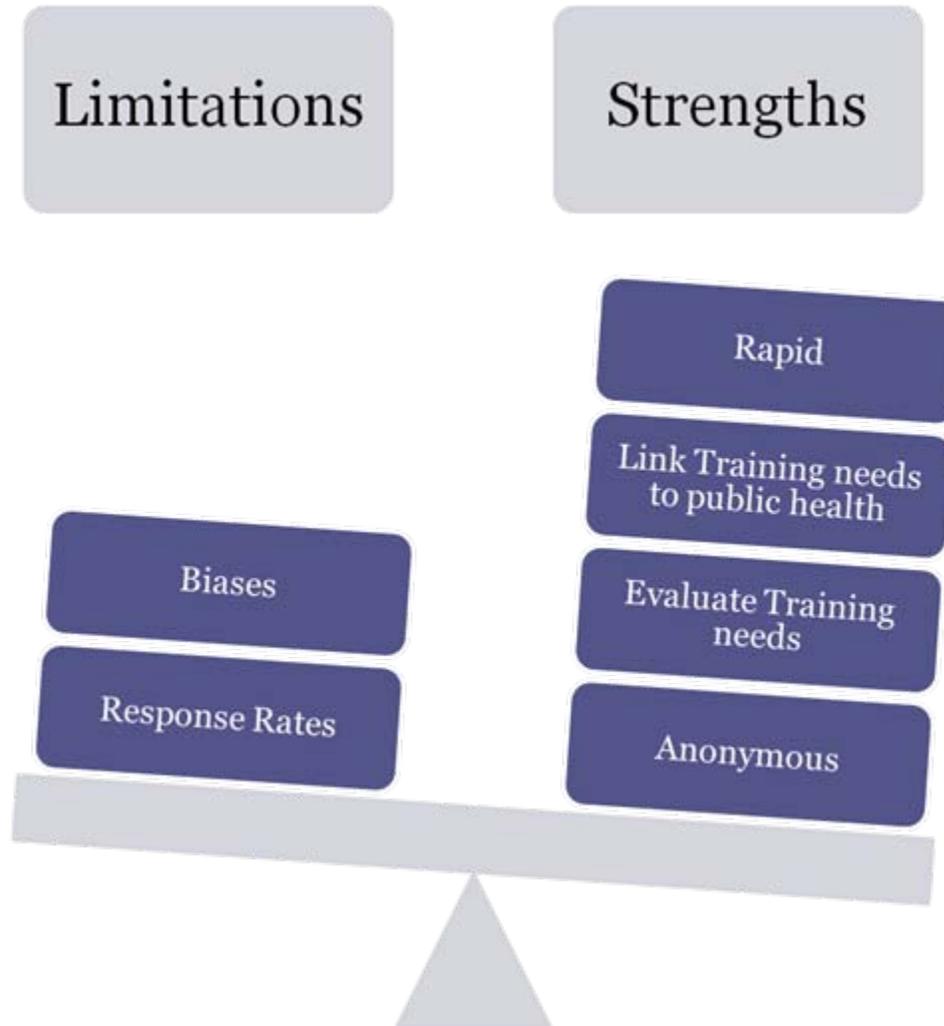 - Other NIMS Training (Specify)
  - None

Results

	Courses Completed by Staff at DHMH	Courses Required for Completion as Part of Job
ICS Training Courses		
NIMS ICS 100	n(%)	n(%)
NIMS ICS 200	n(%)	n(%)
NIMS ICS 300	n(%)	n(%)
NIMS ICS 400	n(%)	n(%)
NIMS ICS 700	n(%)	n(%)
NIMS ICS 800	n(%)	n(%)
Other NIMS Training	n(%)	n(%)
No NIMS Training	n(%)	n(%)
Public Health Response Team Training		
Basic Training 2005	n(%)	n(%)
Intermediate Training 2006	n(%)	n(%)
Other Emergency Preparedness Training	n(%)	n(%)
No Emergency Preparedness Training	n(%)	n(%)
Unknown Training Requirement		n(%)

Conclusions

- Determine
  - Strengths and Weaknesses
  - Gaps
  - Courses to be held
  - Competencies to be improved

Limitations and Strengths

Limitations

Strengths

Biases

Response Rates

Rapid

Link Training needs to public health

Evaluate Training needs

Anonymous

Recommendations

❖ For DHMH

  ❖ Complete data analysis
  ❖ Host needed trainings
  ❖ Provide staff with time to complete training
  ❖ Develop training to address competency gaps

Recommendations

❖ For Assessment Tool

    ❖ Mandate response
    ❖ Not anonymous
    ❖ Use tool in hiring process
    ❖ Use tool in annual review - develop individual performance plans
    ❖ Use in Schools of Public Health

Acknowledgments

➢Marsha Davenport
➢Sherrie Harris
➢Cathy O'Neill
➢Lynn Goldman
➢Michel Ibrahim
➢Dipti Shah

Questions?

NIMS Course Requirements

Personnel	Topic	Course Number
Entry Level	Introduction to NIMS	IS-700
First Line, Single Resource, Field Supervisors	Introduction to NIMS Basic ICS	IS-700 ICS-100 and ICS-200
Middle Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.	Introduction to NIMS Introduction to NRP Basic ICS	IS-700 IS-800 ICS-100 and ICS-200 *ICS-300 (in FY07)*
Command and General Staff; Area, Emergency and EOC Managers	Intro to NIMS Introduction to NRP Basic ICS Intermediate ICS	IS-700 IS-800 ICS-100 and ICS-200 *ICS-300 and ICS-400 (in FY07)*

Emergency Preparedness Core Competencies

❖ Describe the public health role in emergency response in a range of emergencies that might arise

❖ Describe the chain of command in an emergency response

❖ Identify and locate the agency emergency response plan (or pertinent portion of the plan).

❖ I can describe your functional role(s) in emergency response and demonstrate your role(s) in regular drills.

❖ I can demonstrate correct use of all communication equipment used for emergency communication (phone, fax, radio, etc.).

❖ Describe communication role(s) in emergency response

❖ I can identify limits to your own knowledge/skills/authority and identify key system resources for referring matters that exceed these limits

❖ I can recognize unusual events that might indicate an emergency and describe appropriate action (e.g. communicate clearly within the chain of command).

❖ I can apply creative problem solving and flexible thinking to unusual challenges within your functional responsibilities and evaluate effectiveness of all actions taken.

Ten Essential Public Health Services

1. Monitor health status to identify and solve community health problems.
2. Diagnose and investigate health problems and health hazards in the community.
3. Inform, educate, and empower people about health issues.
4. Mobilize community partnerships and action to identify and solve health problems.
5. Develop policies and plans that support individual and community health efforts.
6. Enforce laws and regulations that protect health and ensure safety.
7. Link people to needed personal health services and assure the provision of healthcare when otherwise unavailable.
8. Assure competent public and personal healthcare workforce.
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.
10. Research for new insights and innovative solutions to health problems.