Advancing the Capacity of Maine’s Public Health Nursing Workforce through a Targeted Leadership Development Program

Jennifer Morton, DNP, MPH, APHN-BC
Department of Nursing, University of New England

INTRODUCTION:
• Marked decreases in the public health funding at local, state and federal levels have impacted the largest constituent in the public health workforce-nursing.
• Significant limitations continue to exist for recruiting and retaining public health nurses (PHN’s)
• High-quality patient-centered health care for all will require remodeling many aspect of the health care system, especially, nursing (Institute of Medicine, Future of Nursing Report, 2011)
• Maine as a demographic, significantly rural with associated health disparities

OBJECTIVES:
• Identify workforce constraints that impact the need for advanced public health leadership training
• Describe the benefits of a public health nurse leadership training program to the practice of public health nursing
• Appraise how mentor/mentee relationships aligned with the Quad Council Competencies advance the skills and capacities of the practicing public health nurse

METHODOLOGY:
• Development of: The Population Focused Nurse Leader Institute
• Advanced through two, HRSa NEPQR grants (2012, 2016)
• Targeting nurses working in population based community settings (school health, out-patient care, primary care, home care, higher education)
• Longitudinal face to face forum over 9 months
• Program curricula including nursing leadership, interprofessional education, and collaborative practice
• Program provides integrated and mentored leveling based on Quad Council Competencies

QUAD COUNCIL COMPETENCIES:
Use of Quad Council Competencies’ domains and tiers to help map and modify assessments and/or projects

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<thead>
<tr>
<th>ACTIVITY</th>
<th>QUAD COUNCIL TIER</th>
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<tbody>
<tr>
<td>Training for undergraduate students regarding “hoarding phenomenon”</td>
<td>1 hour lecture for pre-licensure students/post evaluation-Tier 1</td>
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<td>Resources for immigrant families in school setting</td>
<td>Development of an electronic resource repository-Tier 1</td>
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<td>Health fairs in school setting</td>
<td>Needs assessment and evaluation/impact-Tier 2</td>
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<td>Establishing Tb protocol in school setting for new arrival refugees</td>
<td>Evidence based algorithm adaptation from existing guideline-Tier 2</td>
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OUTCOMES AND IMPACT:
“What was incredibly valuable was having the time and space to look closely at nurse leadership in the context of transformative population-based projects. It would be a pleasure to find a way to increase the frequency of meetings - perhaps to monthly - in order to harness true energy that is produced during the group activities.”

Several participants moved into new leadership roles within their organizations after the Institute. Additionally, participants noted more fluid workflow and an easier time negotiating the team dynamics of their organizations.

“Networking with other members of the course helped me navigate difficult team dynamics…”

“After completing the institute, I was appointed Nurse Leader of our STD Program.”