

Domain 3: Population Health

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
3.1 Manage population health.		
3.1a Define a target population including its functional and problem-solving capabilities (anywhere in the continuum of care).	Describe the defining characteristics of a target population.	Identify demographic, functional, and educational characteristics within a specific target population.
3.1b Assess population health data.	Identify key sources of population health data. Access pertinent population health data.	Evaluate population health data to determine health risks within an identified population.
3.1c Assess the priorities of the community and/or the affected clinical population.	Identify key stakeholders within a community. Gather relevant assessment data to inform population health initiatives.	Collaborate with community members and leaders to develop a shared understanding of community health priorities.
3.1d Compare and contrast local, regional, national, and global benchmarks to identify health patterns across populations.	Identify relevant health indicators across local, regional, national, and global contexts. Compare health statistics across geographic regions to identify disparities and opportunities for intervention.	Analyze qualitative and quantitative data to identify emerging health trends and needs within a community.
3.1e Apply an understanding of the public health system and its interfaces with clinical health care in addressing population health needs.	Explain the role of the public health system in disease prevention, health promotion, and population protection.	Analyze the impact of public health interventions on clinical practice and population health outcomes.
3.1f Develop an action plan to meet an identified need(s), including evaluation methods.	Define the essential elements of an action plan using the nursing process. Choose evidence-based nursing interventions to improve public health outcomes.	Integrate complex data and evidence to design actionable and sustainable plans for addressing population health issues.
3.1g Participate in the implementation of sociocultural and linguistically responsive interventions.	Articulate the role of culture and language in patient care to enhance communication and demonstrate respect.	Collaborate with healthcare teams to implement culturally responsive nursing interventions.

Domain 3: Population Health

3.1h Describe general principles and practices for the clinical management of populations across the age continuum.	Identify key developmental stages and age-related health issues within a population. List age-appropriate interventions and communication techniques.	Apply evidence-based practices to address the unique needs of populations across the age continuum.
3.1i Identify ethical principles to protect the health and safety of diverse populations.	Explain core ethical principles in healthcare.	Articulate how ethical principles guide the protection of diverse populations' health and safety.
3.2 Engage in effective partnerships.		
3.2a Engage with other health professionals to address population health issues.	Participate in discussions with healthcare professionals about developing and implementing population health initiatives.	Collaborate with interdisciplinary teams to design, implement, and evaluate population health programs to enhance healthcare outcomes.
3.2b Demonstrate effective collaboration and mutual accountability with relevant stakeholders.	Demonstrate effective communication skills to facilitate collaboration. Identify key elements of effective collaboration.	Model accountability for individual actions and contributions to team objectives. Apply conflict management strategies to resolve disagreements constructively and maintain professional relationships.
3.2c Use culturally and linguistically responsive communication strategies.	Identify common cultural and linguistic barriers to healthcare delivery. Apply culturally and linguistically appropriate communication strategies when interacting with patients and families.	Adapt communication styles to meet the needs of populations, ensuring inclusivity and effectiveness. Collaborate with interpreters and translators to facilitate accurate and meaningful communication with populations.
3.3 Consider the socioeconomic impact of the delivery of health care.		
3.3a Describe access and equity implications of proposed intervention(s).	Describe the potential effects of the proposed interventions.	Develop strategies to mitigate barriers and promote equitable access to interventions.
3.3b Prioritize patient-focused and/or community action plans that are safe, effective, and efficient in the context of available resources.	Define prioritization frameworks. Identify the feasibility and urgency of potential action plans. Select action plans based on evidence and available resources.	Choose the prioritization framework that is aligned with the context. Collaborate with community partners to prioritize community needs.

Domain 3: Population Health

		Prioritize action plans that are population-centered and culturally appropriate.
3.4 Advance equitable population health policy		
3.4a Describe policy development processes.	Identify key components of health policy.	Outline the process for drafting, reviewing, and finalizing a policy document.
3.4b Describe the impact of policies on population outcomes, including social justice and health equity.	Identify examples of health policies influencing health outcomes, social justice, and health equity.	Use population outcome data to analyze the effectiveness of policies.
3.4c Identify best evidence to support policy development.	Explain the role of evidence-based practice in shaping policy. Identify sources of health data to support policy development.	Choose relevant evidence to support policy development.
3.4d Propose modifications to or development of policy based on population findings.	Identify potential policy improvements to support desired population health outcomes.	Advocate for policy modifications using data-driven arguments.
3.4e Develop an awareness of the interconnectedness of population health across borders.	Identify basic concepts of globalization and their relevance to health.	Evaluate the effectiveness of international health initiatives in addressing global health issues.
3.5 Demonstrate advocacy strategies		
3.5a Articulate a need for change.	Describe common health disparities and unmet needs in different populations.	Develop evidence-based arguments for population health changes using data and evidence.
3.5b Describe the intent of the proposed change.	Identify key drivers of a change proposal.	Develop a compelling description of the proposed change using data and evidence.
3.5c Define stakeholders, including members of the community and/or clinical populations, and their level of influence.	Define stakeholders and their roles in health advocacy initiatives.	Determine the stakeholders that would be influential in achieving a proposed change.
3.5d Implement messaging strategies appropriate to audience and stakeholders.	Identify communication methods used to engage stakeholders. Develop messaging strategies for selected stakeholders.	Align the method of communication with the context. Refine and deliver persuasive messages to stakeholders aligning with their priorities and goals.

Domain 3: Population Health

3.5e Evaluate the effectiveness of advocacy actions.	Describe the key metrics and indicators used to evaluate advocacy efforts.	Develop evaluation plans for advocacy initiatives. Analyze outcomes of advocacy actions.
3.6 Advance preparedness to protect population health during disasters and public health emergencies and address potential barriers to relationship-building.		
3.6a Identify changes in conditions that might indicate a disaster or public health emergency.	Describe potential disasters or public health emergencies. Describe conditions indicating an impending disaster or public health emergency.	Analyze data and trends to identify early warning signs of disasters or public health emergencies. Discuss protocols for early detection and response to disasters or public health emergencies.
3.6b Understand the impact of climate change on environmental and population health.	Describe foundational concepts of climate change and its potential impact on human health. Identify vulnerable populations at increased risk due to climate change. Explain the link between climate factors and the spread of infectious diseases.	Explain the complex relationship between climate change, environmental factors, and human health. Assess health risks for specific populations and communities impacted by climate change.
3.6c Describe the health and safety hazards of disasters and public health emergencies.	List common health hazards associated with different types of disasters. Identify potential psychological and social impacts of disasters on individuals and communities. Describe basic principles of emergency preparedness and response.	Assess the potential impact of various disasters on healthcare systems and community infrastructure. Describe disasters' psychological and social consequences and their impact on recovery efforts.
3.6d Describe the overarching principles and methods regarding personal safety measures, including personal protective equipment (PPE).	Explain the importance of following safety protocols during disasters and emergencies.	Describe principles of decontamination and infection control in emergency settings.

Domain 3: Population Health

	Identify components of appropriate PPE for different situations.	
3.6e Implement infection control measures and proper use of personal protective equipment.	Demonstrate hand hygiene and other infection control techniques. Don and doff PPE for standard precautions. Participate in simulated disaster drills incorporating basic infection control measures.	Implement infection control measures in various clinical and emergency settings. Demonstrate proficiency in using PPE for various types of isolation.