

Domain 3: Population Health

Sub-competency	Progression Indicators (Observable Behaviors)	
	Developing	Developed (Competent)
3.1 Manage population health.		
3.1j Assess the efficacy of a system's capability to serve a target sub-population's healthcare needs.	Identify key factors influencing a healthcare system's ability to meet population needs.	Use systematic assessment and data analysis to evaluate the healthcare system's effectiveness in addressing specific population health needs.
3.1k Analyze primary and secondary population health data for multiple populations against relevant benchmarks.	Evaluate the quality and reliability of health data sources. Identify relevant benchmarks for comparative analysis.	Apply data analysis techniques to identify trends, patterns, and disparities in health outcomes across populations.
3.1l Use established or evolving methods to determine population-focused priorities for care.	Analyze the feasibility of various methods to determine population-focused care priorities.	Assess and adjust care priorities in response to population needs, emerging healthcare trends, and evolving scientific evidence.
3.1m Develop a collaborative approach with relevant stakeholders to address population healthcare needs, including evaluation methods.	Analyze complex organizational structures to build effective partnerships.	Evaluate the effectiveness of collaborative efforts to improve healthcare partnerships.
3.1n Collaborate with appropriate stakeholders to implement a sociocultural and linguistically responsive intervention plan.	Contribute to the development of culturally responsive care strategies by integrating stakeholder input.	Lead collaborative efforts to implement and evaluate sociocultural and linguistically responsive interventions.
3.2 Engage in effective partnerships.		
3.2d Ascertain collaborative opportunities for individuals and organizations to improve population health.	Identify key stakeholders and health initiatives addressing the needs of specific populations. Develop relationships with community organizations and healthcare providers to facilitate meaningful collaboration.	Develop and implement collaborative initiatives designed to improve population health outcomes.
3.2e Challenge biases and barriers that impact population health outcomes.	Identify prevalent biases and stereotypes influencing healthcare delivery.	Design and implement evidence-based interventions to mitigate biases and barriers to equitable healthcare.

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	Challenge personal biases and stereotypes to enhance clinical judgment and decision-making.	
3.2f Evaluate the effectiveness of partnerships for achieving health equity.	Identify key factors contributing to successful and effective partnerships in healthcare.	Analyze outcome data related to partnership goals and assess the impact on health equity. Develop and evaluate plans for the long-term sustainability of partnerships to ensure continued progress in addressing healthcare disparities.
3.2g Lead partnerships to improve population health outcomes.	Establish and nurture strong relationships with key stakeholders to promote collaboration. Identify leadership roles within population health initiatives. Apply leadership theories to enhance communication and teamwork. Delegate tasks and responsibilities effectively to maximize efficiency and impact.	Assess team performance and make necessary adjustments to optimize outcome effectiveness.
3.2h Assess preparation and readiness of partners to organize during natural and manmade disasters.	Identify gaps in preparedness and response plans for both natural and manmade disasters. Develop strategies to improve preparedness and response capabilities.	Lead collaborative efforts with partners to strengthen disaster response plans. Mentor and coach partners in disaster preparedness and response.

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3.3 Consider the socioeconomic impact of the delivery of health care.		
3.3c Analyze cost-benefits of selected population-based interventions.	Identify key factors to consider when evaluating the cost-effectiveness of interventions. Compare the cost-effectiveness of different intervention strategies.	Evaluate the economic impact of interventions. Advocate for policies and programs prioritizing cost-effective interventions.
3.3d Collaborate with partners to secure and leverage resources necessary for effective, sustainable interventions.	Assess resources available to support interventions with the selected population. Develop customized strategies to maximize resource utilization.	Lead interprofessional teams in resource acquisition and management. Collaborate with decision-makers to allocate resources effectively.
3.3e Advocate for interventions that maximize cost effective, accessible, and equitable resources for populations.	Develop strategic relationships with policymakers, community leaders, healthcare providers, and other stakeholders. Use data to support arguments for identified interventions.	Propose data informed interventions to policymakers, stakeholders, and community leaders.
3.3f Incorporate ethical principles in resource allocation in achieving equitable health.	Apply relevant ethical principles to resource allocation decisions. Evaluate the ethical implications of different resource allocation strategies.	Justify resource allocation decisions. Lead initiatives to address equitable resource allocation. Evaluate the impact of resource allocation decisions on health equity.
3.4 Advance equitable population health policy		
3.4f Identify opportunities to influence the policy process.	Describe key policy areas where nurses can have an impact.	Analyze healthcare trends and challenges to identify gaps or needs that could be addressed through policy. Identify barriers and facilitators to achieve positive outcomes through policy change.
3.4g Design comprehensive advocacy strategies to support the policy process.	Develop clear advocacy goals and objectives for specific policy outcomes.	Choose appropriate advocacy strategies to achieve goals and objectives.

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3.4h Engage in strategies to influence policy change.	Implement advocacy strategies with measurable action steps.	Demonstrate leadership by initiating advocacy-related activities.
3.4i Contribute to policy development at the system, local, regional, or national levels.	Identify opportunities for improving policy.	Demonstrate engagement in policy work by participating in initiatives at the system, local, state, or national level.
3.4j Assess the impact of policy changes.	Monitor policy outcomes and their impact on health care delivery, patient outcomes, and professional practice.	Analyze feedback and data to assess the effectiveness of the policy and recommend improvements if needed.
3.4k Evaluate the ability of policy to address disparities and inequities within segments of the population.	Assess policy effectiveness in reducing disparities and inequities.	Interpret data to determine whether the policy effectively reduces inequities or perpetuates existing disparities.
3.4l Evaluate the risks to population health associated with globalization.	Analyze global health data to identify trends in population health risks associated with globalization.	Evaluate global policies and interventions for their cultural appropriateness and responsiveness to diverse populations.
3.5 Demonstrate advocacy strategies		
3.5f Appraise advocacy priorities for a population.	Use evidence to evaluate specific advocacy priorities.	Modify advocacy priorities based on their potential impact on patient care, outcomes, and systems.
3.5g Strategize with an interdisciplinary group and others to develop effective advocacy approaches.	Identify and engage with relevant stakeholders to gather diverse perspectives and expertise.	Develop a collaborative advocacy plan by integrating input from multiple stakeholders and disciplines.
	Describe potential advocacy approaches.	
3.5h Engage in relationship-building activities with stakeholders at any level of influence, including system, local, state, national, and/or global.	Develop and implement strategies for sustaining long-term, mutually beneficial relationships with stakeholders.	Evaluate and refine strategies for engaging stakeholders, fostering collaboration, and addressing potential barriers to relationship-building.
3.5i Demonstrate leadership skills to promote advocacy efforts that include principles of social justice, diversity, equity, and inclusion.	Identify leadership approaches to promote advocacy initiatives using principles of cultural humility, inclusivity, social justice, and diversity.	Evaluate the effectiveness of leadership skills used to promote advocacy initiatives.

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3.6 Advance preparedness to protect population health during disasters and public health emergencies and address potential barriers to relationship-building.		
3.6f Collaboratively initiate rapid response activities to protect population health.	Identify potential roles and responsibilities in emergency response plans.	Develop strategies to lead rapid response teams during public health emergencies. Assess and address urgent public health needs in emergency situations.
3.6g Participate in ethical decision making that includes diversity, equity, and inclusion in advanced preparedness to protect populations.	Describe the importance of addressing health disparities and social determinants of health in emergency preparedness planning.	Advocate for equitable access to healthcare resources and services for all populations during emergencies.
	Identify vulnerable populations at increased risk during emergencies and advocate for their needs. Participate in discussions about ethical considerations related to resource allocation and triage during disasters.	Make ethical decisions regarding resource allocation and triage, prioritizing the needs of the most vulnerable. Integrate social justice and health equity principles into various emergency preparedness and response aspects.
3.6h Collaborate with interdisciplinary teams to lead preparedness and mitigation efforts to protect population health with attention to the most vulnerable populations.	Contribute to the development of interdisciplinary emergency preparedness plans for specific populations or communities. Participate in interdisciplinary community outreach and education efforts to increase awareness of disaster preparedness.	Develop interdisciplinary community-based programs to improve disaster preparedness and resilience. Engage in interdisciplinary collaboration with community organizations on issues related to disaster preparedness.
3.6i Coordinate the implementation of evidence-based infection control measures and proper use of personal protective equipment.	Reinforce evidence-based infection control measures by supporting proper PPE use, assisting with protocol implementation, or educating peers, as appropriate, in collaboration with interdisciplinary teams. Identify resources for securing appropriate PPE.	Develop comprehensive infection control protocols for emergency settings. Evaluate infection control practices to identify areas for improvement.

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3.6j Contribute to system-level planning, decision making, and evaluation for disasters and public health emergencies.	Evaluate emergency response activities and identify areas for improvement.	Propose evidence-based system-level improvements to emergency preparedness and response plans.
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