

**PEDIATRIC PULMONARY CENTER  
POST-TRAINING  
LEADERSHIP COMPETENCIES AND OUTCOME MEASURES**

(ranked on a scale of 1- 5, with 1 = little/no importance and 5 = extremely important)

E = Essential

I = Important

D = Desirable

**1. Demonstrates clinical excellence (4.9)**

- E 1.1 participates in clinical training activities
- E 1.2 attains and maintains appropriate credentials/licensure for profession
- I 1.3 receives exemplary evaluations of clinical performance
- I 1.4 is an invited guest lecturer in clinical area of expertise
- I 1.5 participates in the development of clinical practice guidelines
- I 1.6 participates in the development/modification of policies and procedures
- I 1.7 is consulted by peers on clinical issues
- D 1.8 has received recognition or awards for clinical excellence

**2. Demonstrates ethics in practice (4.8)**

- E 2.1 incorporates ethical considerations into professional practice and/or teaching
- I 2.2 participates in discussions about ethical issues regarding patients and patient services
- D 2.3 participates on or refers to an ethics committee

**3. Demonstrates effective communication (written, verbal, and listening) and education skills (patient/family and professional) (4.7)**

- E 3.1 provides professional and/or non-professional education to others (patient/family education, community education, classroom lectures, continuing education, staff inservices, etc.)
- I 3.2 precepts/mentors students and/or staff members
- I 3.3 possesses good interpersonal skills
- I 3.4 participates in the development of educational materials
- D 3.5 authors or edits articles, book chapters, etc.
- D 3.6 receives positive evaluations of educational services
- D 3.7 has been recognized or awarded for excellence in teaching
- D 3.8 participates in grant or technical writing

**4. Applies interdisciplinary team skills (4.6)**

- E 4.1 demonstrates team building skills
- E 4.2 collaborates with various professionals from other programs
- E 4.3 participates in interdisciplinary team activities
- I 4.4 educates professionals from other disciplines

**5. Applies principles of family centered care (4.5)**

- E 5.1 includes families/caregivers in planning and decision making
- E 5.2 elicits and incorporates family feedback into policy and practice
- I 5.3 participates in family support activities

- 6. Establishes linkages with and uses community based resources (4.4)**
- E 6.1 collaborates with community based providers
  - E 6.2 provides consultation or technical assistance to others
  - I 6.3 provides periodic updates on maternal and child health issues to community based providers
  - D 6.4 participates in establishing services
- 7. Demonstrates professional development (4.4)**
- E 7.1 attends professional educational offerings
  - E 7.2 demonstrates self-directed learning
  - I 7.3 has been promoted to or is in an advanced position
  - I 7.4 actively participates in local, state, and/or national professional activities and/or organizations
  - D 7.5 has attained additional formal education or credentials/certifications since traineeship
- 8. Incorporates the principles of health promotion/disease prevention into professional activities (4.3)**
- E 8.1 applies health promotion/disease prevention guidelines, policies, and/or resources to professional practice
  - I 8.2 facilitates patients in obtaining primary care services
  - I 8.3 is involved in activities which promote health promotion/disease prevention
  - I 8.4 works with at-risk communities/populations
- 9. Utilizes systems of care in serving families and children (4.3)**
- E 9.1 is professionally involved in improving a maternal child health setting
  - E 9.2 collaborates with community based providers
  - I 9.3 participates in the creation and/or modification of systems of care
- 10. Applies principles of culturally competent care (4.3)**
- E 10.1 demonstrates the ability to describe the cultural diversity within the population served
  - E 10.2 participates in the development of and/or uses culturally appropriate materials, techniques, and tools
  - E 10.3 provides culturally appropriate services
  - I 10.4 identifies his/her own cultural background and how their perceptions affect working with others (professionals and families)
- 11. Demonstrates administrative, management, and strategic planning skills (4.2)**
- I 11.1 participates in strategic planning
  - I 11.2 functions in a managerial, administrative, or supervisory role
  - I 11.3 participates in the development of guidelines, policies, or procedures
  - D 11.4 is involved in negotiation and conflict resolution
  - D 11.5 participates in budgetary management

**12. Applies research principles to professional practice (4.0)**

- E 12.1 critically evaluates research
- I 12.2 participates in the research process (i.e.: needs assessment, research design, data collection, manuscript preparation, demonstration projects, etc.)
- D 12.3 has authored published research articles
- D 12.4 has been awarded a grant or has received funding for research
- D 12.5 sits on a grant review panel
- D 12.6 serves as an editor for a research journal
- D 12.7 has received recognition or awards for research skills

**13. Participates in advocacy and legislative processes (3.8)**

- E 13.1 serves as an advocate for the maternal and child health population
- I 13.2 promotes maternal and child health issues as a priority in local, state, and/or national elections
- I 13.3 participates in policy related activities that affect maternal and child health at the local, state, and/or national level
- I 13.4 assists families and practitioners with the resources needed to participate in advocacy and legislative processes

**14. Utilizes information resources and communication technology (3.7)**

- E 14.1 uses computer based information systems and/or communication technology (search programs, Internet, e-mail, word processing, etc.)
- I 14.2 produces and/or uses appropriate educational audio and/or visual tools
- D 14.3 uses distance learning technology