SORH Capacity Building: Overview of the Proficiencies and Self-Assessment Tool

Natalie Claiborne, EE Co-Chair
Alisa Druzba, EE Co-Chair
Chris Salyers, Education and Services Director
National Organization of State Offices of Rural Health
Objectives

• Review History and purpose of Proficiencies
• Identify NOSORH resources and staff for preparing and conducting the self-assessment
• Benefit of Proficiencies work for SORH and NOSORH
Agenda

• Review SORH Proficiencies and rubrics
• Review the SORH Proficiencies Guide
• Sneak peak at the accompanying online Self-Assessment
• What to expect from NOSORH and the EE Committee
Comprehensive Review

- Rubrics
  - Grants Management
  - Information Disseminations
  - Organizational Structure, Expertise and Partnerships
  - Funding
- Categories
  - Needs Improvement
  - Competent
  - Proficient
- SORH Proficiencies Guide
- Proficiencies Self-Assessment
- SORH Proficiencies FAQ Guide
Components to Proficiencies Guide

- Definitions
- Self-Assessment Tool
- Guided steps
- Creating a plan for the results
- Target areas (rubrics)
Core Functions, Grant Requirements, Target Areas & Elements

- Grant requirements
  - Collection and dissemination of information
  - Coordination of rural health activities
  - Technical Assistance
- Target Areas (rubrics)
- Elements (rated)
Self-Assessment Tool

• Rating
  • Needs Improvement
  • Competent
  • Proficient

• Structure

• Scoring
How to use the Guide, Self-Assessment Tool and Report

1. Review the Guide
2. Who is going to complete it?
3. Average over last 3 years
4. Complete the assessment
5. Review results, make a plan
6. Revisit annually
Planning for Results

• Engage in NOSORH
• Recommend needed resources
• Participate in NOSORH educational exchange
• NOSORH-assisted strategic planning
• Connect with FORHP
• Internal Strategic planning
• Identify needed partnerships
Self-Assessment

- Each element is identical to the rubric
- Bold are **not** correct
- N/A removes from scoring
- **SAVE YOUR RESULTS!!!**
Scoring Interpretation

Needs Assistance:
1.0– 1.9

Competent:
2.0 – 2.9

Proficient:
3.0

• Scores are an average of each element in the target area
• “N/A” removes from denominator
What to expect

• Benchmarking Report with resources
• Presentation at NOSORH Annual Meeting (breakout)
• EE Committee strategy
• Future topical rubrics
Questions?

Chris Salyers, Education and Services Director

chris.salyers@nosorh.org
734.881.9551