Leaders for Tomorrow
Public Health Nursing Leadership in the New Data-driven Era

OPHA Nursing Leadership Luncheon

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Authentic Leaders

• What they do:
  – Pursue purpose with passion
  – Practice solid values
  – Lead with heart
  – Establish enduring relationships
  – Demonstrate self-discipline

George, Bill & Sims, Peter (2007). True North, John Wiley & Sons, NY
http://truenorthleaders.com/exercises.htm

Data Opportunity for Authentic Leaders

• Use Data to:
  – Inform purpose and fuel passion
  – Encourage use of solid values
  – Lead with data-supported heart
  – Foster enduring relationships
  – Support self-discipline
What We Know

• PHNs use the Omaha System in unique ways
• PHNs document use of different interventions simultaneously
• PHNs tailor interventions to meet client needs
• PHNs vary interventions over time as needed
• PHNs make a difference – for individuals, populations, and systems

Health Literacy

Knowledge scores across problems by race/ethnicity
  – Pre-intervention, patterns by race/ethnicity
  – Post-intervention, patterns by problem
    • PHN intervention eliminated health literacy disparities
Vulnerable Populations

• Mothers with Intellectual Disabilities
  – Have twice as many problems as mothers without intellectual disabilities
  – Receive more public health nursing services
  – Show improvement in all areas
    • Do not reach the benchmark in Caretaking/parenting

PHN outcomes for adolescent and adult mothers with and without the Mental health problem

• KBS scores improved after PHN services (p < 0.001).
  – Knowledge improved equally for all groups.
  – Behavior improved most for adult clients with mental health problems (p = 0.013).
  – Status showed the greatest statistical improvement for adolescents with mental health problems (p = 0.012).

Status

• An increase in the number of PHN visits was related to an increased status change in adolescents with mental health problems (p = 0.011).
• Status change was attenuated for clients with increasing number of problems (p < 0.001).
PHN System-level Obesity Prevention Outcomes

**Improvement in KBS**

- Migrant Health Services, Inc. = 1
- Federally Qualified Healthcare Center (FQHC) = 1
- Private Medical Clinics = 7
- Outpatient PT and OT Agency = 1
- Local Public Health Agencies = 4

**Community Healthcare Settings**

Data Visualization

- New tools needed!
- Why data visualization?
  - Find hidden patterns in data
  - Suggest hypotheses about nursing style

Seeking the “I” – Where’s Waldo?
Methods

Do PHNs Tailor Interventions?

Practice Quality Issue vs. Style?
PHN Signature Styles?

Preliminary Results

- Differential use of case management by two PHNs ($p < .001$)
- Higher proportion of surveillance vs. teaching, guidance, and counseling between two subgroups ($p < .001$)

PHNs and Partners
Leadership Implications

- Know more
- Advocate with confidence
- Be the voice of population health
- Demonstrate outcomes

Leaders for Today
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References