

Growing Leadership for Effective Public Health Practice
Chatham-Kent HU

Resources invested	Activities	Target Audience	Outputs	Expected Short-term outcomes	Methodology Used	Short-term outcomes Results
<p>-Internal resources (staff time) Planning & Evaluation specialist: 64 hours Epidemiologist 1: 41.5 hours Epidemiologist 2: 24 hours</p> <p>-External resources Public Health Ontario: mtgs (6 hrs), 2 Workshops (15 hrs) NCCMT: mtgs (3 hrs)</p> <p>Implication of two to three staff members for the intervention's implementation.</p> <p>Costs for the workshops: \$600.00.</p>	<p>Self-assessment tool to inform learning objectives for the workshops.</p> <p>Workshops for leadership based on building evaluation efforts.</p>	<p>Five Program Managers and the Director of Public Health.</p>	<p>Two full days of interactive workshops on building capacity for effective public health practice and on utilization of evaluation within their program teams.</p>	<p>- To increase knowledge of components for effective public health practices among management.</p> <p>- To increase perceptions of utilization within their program teams.</p> <p>-To be able to identify critical evaluation questions within their program area.</p>	<p>Mixed-methods design.</p> <p>-Online surveys (Self-assessment) to gather baseline information on knowledge, awareness and perceptions regarding evidence-informed public health practice.</p> <p>-Guided discussion of the online survey results with the managers (n=6) based on an outline informed from the survey results.</p> <p>-Post-workshop interviews with workshop participants were conducted and results were transcribed, coded into themes, summarized, and reported back to the participants.</p>	<p>-The Self-assessment informed the workshops, which increased leadership's understanding and perceptions around evidence-informed public health practice.</p> <p>-Knowledge, skills, attitudes, and perceptions were increased or reinforced as outlined by Program Managers and the Director.</p> <p>-The organizational structure was touched on when discussing incorporating planning and evaluation in the hiring process, and including planning and evaluation more formally in program areas.</p> <p>For some, the roles of the Managers and Director were mostly clarified</p>
<p>Reported factors influencing on implementation</p>	<ul style="list-style-type: none"> - Lack of resources (human, financial). - High level of motivation among Program managers and the Director in participating to evaluation capacity building efforts. - Different levels of knowledge and skills in evaluation among staff. 					