

# Florida's Competencies for Prevention Professionals

## **Domain 1: Planning and Evaluation**

- 1.1 Use needs assessment strategies to gather relevant data for prevention planning.
- 1.2 Identify gaps and prioritize needs based on the assessment of relevant conditions.
- 1.3 Select prevention strategies, programs, and best practices to meet identified needs.
- 1.4 Develop a prevention plan based on research and theory that addresses needs and desired outcomes.
- 1.5 Identify resources to sustain prevention activities.
- 1.6 Identify appropriate basic prevention program evaluation strategies.
- 1.7 Conduct basic evaluation activities to document program implementation and service effectiveness.
- 1.8 Use evaluation findings to determine whether and how to adapt prevention strategies.

## **Domain 2: Education and Skill Development**

- 2.1 Develop prevention education and skill development activities based on target audience analysis.
- 2.2 Connect prevention theory and practice to implement effective prevention education and skill development activities.
- 2.3 Maintain program fidelity when implementing evidence-based programs.
- 2.4 Assure that education and skill activities are appropriate to the culture of the population being served.
- 2.5 Use effective and proven prevention strategies to meet the needs of the target audience.
- 2.6 Ensure all prevention education and skill development programs provide accurate, relevant, timely, and appropriate content information.
- 2.7 Identify, adapt, or develop instructor and participant materials for use when implementing prevention activities.
- 2.8 Provide professionals in related fields with accurate, relevant, timely, and appropriate prevention information.
- 2.9 Provide technical assistance to community members and organizations regarding prevention strategies and best practices.

## **Domain 3: Community Organization**

- 3.1 Identify appropriate mechanisms to document the community's demographic characteristics and core values.
- 3.2 Identify key community leaders to ensure diverse representation in prevention activities.
- 3.3 Build community ownership of prevention strategies by collaborating with key community leaders/members when planning, implementing, and evaluating prevention activities.
- 3.4 Provide technical assistance to community members/leaders in implementing prevention programs, policies and practices.
- 3.5 Develop capacity within the community by recruiting, training, and mentoring prevention-focused volunteers.
- 3.6 Assist in creating and sustaining community-based coalitions.

## **Domain 4: Public Policy and Environmental Change**

- 4.1 Examine the community's public policies and norms to determine environmental change needs.
- 4.2 Make data-driven recommendations to policy makers/stakeholders that will positively influence the community's public policies and norms.
- 4.3 Provide technical assistance, training, and consultation that promote environmental change.
- 4.4 Participate in public policy development and enforcement initiatives to affect environmental change.
- 4.5 Use effective social marketing to change community norms.
- 4.6 Utilize proven effective environmental strategies to influence community change.
- 4.7 Advocate for appropriate public policy and environmental change to achieve prevention outcomes.

## **Domain 5: Professional Growth and Responsibility**

- 5.1 Maintain personal knowledge, skills, and abilities related to current prevention theory and practice.
- 5.2 Network with others to develop professional relationships.
- 5.3 Adhere to all legal, professional, and ethical standards.
- 5.4 Build skills necessary for effectively working within the cultural context of the community.
- 5.5 Demonstrate self-care consistent with prevention messages.
- 5.6 Maintain prevention records that support funding and accreditation requirements.
- 5.7 Utilize technology as appropriate to support prevention services.
- 5.8 Demonstrate respect for individual differences (including learning styles and culture) when communicating with persons receiving services, their families and members of the community.
- 5.9 Use both personal power and professional authority fairly and purposefully avoid the abuse of power.

## **Domain 6: Leadership**

This domain includes leadership, supervision and consultation skills and administrative responsibilities.

- 6.1 Build a shared vision with others and influence others to translate that vision into action.
- 6.2 Use a person-centered leadership style that creates and maintains an environment based on mutual respect, trust, and teamwork.
- 6.3 Be a role model by taking full responsibility for one's decisions, supervisory practices, and personal wellness.
- 6.4 Understand, monitor, and ensure compliance with local, state and federal regulations, requirements of funders and accrediting body standards for the delivery of prevention services.
- 6.5 Provide honest, positive, and constructive feedback.
- 6.6 Understand the various context (e.g., organizational, political, societal, cultural) in which prevention is conducted.
- 6.7 Select, adapt, implement, and evaluate appropriate problem solving, decision making and conflict resolution techniques.
- 6.8 Understand and consistently apply agency policies, procedures, organizational structure, and communication protocols.
- 6.9 Effectively apply technology within agency and regulatory limits for communication, program monitoring, report writing, problem solving, record keeping and other activities.