

Domain I: Model Leadership			
1.1 Solve problems under emergency conditions.	K	S	A
1. Recognize emergency conditions and the resulting problems.	X		
2. Evaluate the level of hazard or risk.		X	
3. Prioritize problems based on level of hazard and degree of risk.		X	
4. Analyze dysfunctions within a public health emergency response system.		X	
5. Assure responsibility for responding when needed in the event of a public health emergency.			X
6. Summarize the means, methods, and processes for solving the problem.	X		
7. Prioritize problems based on severity, urgency, and solubility.		X	
8. Assess information, resources and procedures necessary to address the problems in emergency situations.		X	
9. Implement action to solve the problem(s) in a timely fashion.		X	
10. Differentiate the consequences of specific decisions.		X	
11. Assume responsibility for taking specific actions that further organizational mission or population health in the presence of a public health emergency.			X
12. Explain how different personality types impact performance during emergency situations.	X		
13. Maintain awareness of one's own tolerance for risk.			X
14. Recognize the ethical and moral implications of decisions made through a chain of command.	X		
15. Refer problems that fall outside his or her scope of authority to the appropriate person in the chain of command.		X	
1.2 Manage behaviors associated with emotional responses in self and others.	K	S	A
1. Distinguish between the possible signs of personal stress, burn-out and vicarious trauma.	X		
2. Apply techniques for maintaining awareness of possible signs of personal stress, burn-out, and vicarious trauma.		X	
3. Apply intervention techniques to support emotional health needs.		X	
4. Describe the importance of mitigating acute distress and fostering adaptive functioning and coping.	X		
5. Demonstrate personal behavioral techniques for mitigating acute distress and fostering adaptive functioning and coping.		X	
6. Discuss the elements of self care principles and practices.	X		
7. Use self care principles and practices to mitigate potential adverse effects.		X	
8. Develop a willingness to support the emotional health of others.			X

Domain I: Model Leadership			
1.2 Manage behaviors associated with emotional responses in self and others.	K	S	A
9. Maintain willingness to be an active listener'			X
10. Maintain a non-judgmental and respectful manner.			X
11. Evaluate the emotional support needs of others.		X	
12. Assess individuals requiring immediate care.		X	
13. Distinguish between well functioning, distress and dysfunctional emotional responses.		X	
14. Describe mechanisms of liaison and advocacy and knowledge of referral resources.	X		
15. Distinguish between the types of referrals needed for intensive care.		X	
16. Act as a liaison and advocate.		X	
1.3 Facilitate collaboration with internal and external emergency response partners.	K	S	A
1. Compare the roles of relevant internal and external emergency response partners (including, but not limited to, agencies, organizations, authorities, elected leaders and stakeholders).	X		
2. Develop partnerships among internal and external emergency response partners.		X	
3. Develop collaborative emergency response plans and/or policies with appropriate internal and external emergency response partners.		X	
4. Apply communication strategies to effectively communicate with internal and external response partners.		X	
5. Maintain agreements (e.g., MAAs, EMACs, MOUs) with external emergency response partners to secure and provide assistance and resources in all phases of emergency preparedness and response.		X	
1.4 Maintain situational awareness.	K	S	A
1. Explain the importance of a shared mental model in the development of a coordinated response to an emergency.	X		
2. Analyze information regarding the status, attributes, and dynamics of relevant factors impacting response activities.	X		
3. Use information and resources that identify changes in the situation and/or response.		X	
4. Detect cues that the situation may be rapidly changing.		X	
5. Classify key resources used for problem solving in the specific type of incident and the immediate needs of victims.	X		
6. Recognize critical elements impacting situational awareness.	X		
7. Distinguish between critical and non-critical elements of the emergency.	X		
8. Create steps for evaluating the success of actions taken during an emergency situation.		X	
9. Develop a method for realigning response actions as crisis events evolve.		X	
10. Communicate methods for aligning response actions to leaders and team.		X	

Domain I: Model Leadership			
1.4 Maintain situational awareness.	K	S	A
11. Cooperate with others to resolve discrepancies or misperceptions regarding elements impacting situational awareness.		X	
12. Detect loss of situational awareness.		X	
13. Develop strategies to minimize distracters impacting situational awareness.		X	
14. Apply techniques that aid in recovery of situational awareness.		X	
15. Prioritize actions to recover situational awareness.	X		
16. Distinguish between existing and future needs in response environments.		X	
17. Demonstrate the ability to communicate oral and written information impacting situational awareness in a clear, concise, and accurate manner.		X	
1.5 Demonstrate respect for all persons and cultures.	K	S	A
1. Demonstrate the ability to incorporate factors of diversity in all phases of emergency preparedness and response.		X	
2. Apply principles of cross-cultural communication, equity, social justice, and respect for persons.		X	
3. Develop partnerships with key stakeholders from diverse populations.		X	
4. Describe cultural differences that might impact all phases of emergency preparedness and response.	X		
5. Develop cross cultural strategies to address emergency situations and disseminate information.		X	
6. Assess the needs of vulnerable populations into all levels of emergency preparedness and response.		X	
7. Recognize the benefits of diverse perspectives within the public health workforce.			X
1.6 Act within the scope of one's legal authority.	K	S	A
1. Identify the legal powers, duties and restraints associated with the scope of one's legal authority.	X		
2. Apply appropriate public health authority to minimize adverse outcomes (e.g., persons, property, etc.).		X	
3. Access the emergency preparedness and response policies and procedures of one's own organization.		X	
4. Respond legally and consistently within the values and mission of the public health organization.		X	
5. Document appropriate information relative to the application of the law.		X	

Domain II: Communicate & Manage Information Results			
2.1 Manage information related to an emergency.	K	S	A
1. Interpret procedures in emergency operations plan related to information management.	X		
2. Distinguish the roles of staff involved in collecting and disseminating information for audiences (e.g., self, coordinator, PIO, technology/IT departments).	X		
3. Compare the different types of routine and urgent information management.	X		
4. Verify information sources are credible.	X		
5. Classify information for internal and external audiences.	X		
6. Demonstrate composure when dealing with managing information.			X
2.2 Use principles of crisis and risk communication.	K	S	A
1. Differentiate between the responsibilities of a receiver, transmitter and translator during events (before, during and after).	X		
2. Employ communication responsibilities for an event (before, during and after).		X	
3. Differentiate between crisis communication and emergency risk communication.	X		
4. Deliver messages using the guidelines for crisis and risk communication.	X		
5. Classify the general tenets in crisis and emergency risk communication principles.	X		
6. Maintain empathy when communicating during a crisis.			X
7. Utilize credible sources in relaying risk messages.		X	
8. Value cultural sensitivity as essential to communicating to diverse populations.			X
9. Summarize CDC recommended guidelines on crisis and risk communication regarding the development and of delivery messages.	X		
10. Use consistent names, acronyms and pronunciation in oral and written communications.		X	
11. Encourage inclusion of diverse populations in planning messages.		X	
12. Differentiate between the mental and emotional factors that might create barriers to communication (e.g., reception & interpretation).	X		
13. Distinguish between the needs of the diverse audiences within the community.	X		
14. Identify subject matter experts within the community who can help with delivering messages.	X		
15. Maintain diverse community partners to assist with communicating preparedness planning and population specific messages.		X	
16. Participate in multi-agency coordination activities to identify pre-event and event CERC materials, related to one's subject matter expertise.		X	

Domain II: Communication & Manage Information Results

2.3 Report information potentially relevant to the identification and control of an emergency through the chain of command.	K	S	A
1. Interpret the learner's role in emergency identification and control as outlined in relevant Emergency All-Hazards Plans.	X		
2. Communicate within the organization's defined command structure (<i>i.e.</i> report up, communicate down).		X	
3. Assess relevant emergency situational information coming into the agency.		X	
4. Alert appropriate staff to unusual events based on identified trigger points and/or thresholds as outlined in the Communications Annex.		X	
5. Communicate relevant information to personnel in a timely fashion.		X	
6. Report the roles of team members in an Incidence Command Structure.		X	
2.4 Collect data according to protocol.	K	S	A
1. Use standardized protocol to collect data.		X	
2. Identify key local resources of data.	X		
3. Identify the barriers to communicating when interviewing diverse populations.	X		
4. Value the confidentiality of interviewee information.			X
5. Distinguish among strategies for properly documenting the data collection process.		X	
6. Differentiate between primary and secondary data.		X	
7. Organize data accurately into database or statistical package.		X	
8. Distinguish between different types of electronic information sources.		X	
9. Utilize primary and secondary data collection methods to inform preparedness and emergency responses scenarios.		X	
10. Point out the importance of threats to validity including various forms of bias.	X		
11. Appreciate how strongly held personal beliefs and convictions might impact the validity and acceptance of data collected.			X
2.5 Manage the recording and /or transcription of data according to protocol.	K	S	A
1. Adhere to relevant ethics guidelines, state and federal laws regarding data collection, management and dissemination.			X
2. Compare agency procedures for handling Freedom of Information Act requests.	X		
3. Demonstrate practices for securing and stabilizing data storage.		X	
4. Interpret the responsibilities and expectations of data entry personnel.	X		
5. Apply data entry quality control procedures that ensure accuracy and reliability.		X	
6. Categorize common data and management issues.	X		
7. Prepare a list of cases of affected individuals (e.g., disease, emergency care, disaster victims and fatalities) with specified variables (line listing).		X	

Domain II: Communication & Manage Information Results			
2.5 Manage the recording and /or transcription of data according	K	S	A
8. Analyze public health threat data.		X	
9. Explain the importance of data for informing scientific, ethical, economic, and political discussion of public health response issues.	X		
10. Use descriptive techniques to summarize public health data.		X	
Domain III: Plan for & Improve Practice			
3.1 Contribute expertise to a community hazard vulnerability analysis (HVA).	K	S	A
1. Differentiate the major components of a hazard vulnerability analysis.		X	
2. Interpret the relevance of subject matter expertise to the HVA development process.	X		
3. Distinguish an agency's role in addressing the public health consequences from HVA events.		X	
4. Use subject matter expertise in the development of the HVA assessment tool.		X	
5. Justify the importance of using data and information contributed to HVA development.			X
6. Compare the role of subject matter expertise to HVA external partners and community needs.		X	
7. Assess the impact of HVA on an agency's operational functions.		X	
8. Value expertise of others in developing an HVA.			X
8. Volunteer in community HVA development process.		X	
9. Endorse the use of HVAs as an important tool for community preparedness.			X
3.2 Contribute expertise to the development of emergency plans.	K	S	A
1. Differentiate between the stages of an emergency plan.		X	
2. Categorize local populations at risk for broad-scale health emergencies.		X	
3. Summarize the roles and responsibilities of public health mid-level workers during an emergency and ICS.	X		
4. Justify the role of HVAs and COOPs in emergency planning.			X
5. Express the importance of routine review of emergency plan.			X
6. Select methods for evaluating and improving preparedness and/or response related to your area of expertise.		X	
7. Discuss the importance of planning for the psychological needs for a community during a disaster.	X		
8. Recognize the value in having an incident command structure during an emergency situation.			X
9. Value creating preparedness partnerships within community organizations.			X
10. Justify the rationale for using a team approach to emergency planning.	X		
11. Assess the relationship of exercises in emergency planning.		X	

Domain III: Plan for & Improve Practice			
3.3 Participate in improving the organization's capacities (including, but not limited to programs, plans, policies, laws and workforce training).	K	S	A
1. Differentiate between public health emergency response legislation, regulations, and organizational policies.		X	
2. Describe the key role of public health workers in an emergency response.	X		
3. Adapt skill sets to meet the needs during an emergency response situation.		X	
4. Apply knowledge and skills gained through participation in emergency preparedness and response activities to improve organization's capacities.		X	
5. Apply organizational policies and plans during an emergency response.		X	
6. Prioritize critical emergency preparedness responsibilities in one's own program.		X	
7. Apply mitigation strategies to one's own organization during an emergency response.		X	
8. Implement recommendations identified in After Action Reviews.		X	
9. Communicate the need for and importance of a coordinated public health and other agency response to emergencies and disasters.		X	
Domain IV: Protect Worker Health & Safety Results			
4.1 Maintain personal/family emergency preparedness plans.	K	S	A
1. Describe essential elements of a personal/family emergency preparedness plan.	X		
2. Create a standard household inventory list to maintain personal/family's ability to function during an emergency.		X	
3. Assess your family's special needs during an emergency.		X	
4. Create a family emergency plan to include resources, supplies, and contacts.		X	
5. Create a checklist of family basic needs, special needs, and life-saving medications or assistive devices for household members with sensory and/or functional/ developmental disabilities.		X	
6. Categorize the known or potential emergencies.		X	
7. Assemble an <i>in-house</i> family emergency supplies and go-kit.		X	
4.2 Employ protective behaviors according to changing conditions, personal limitations, and threats.	K	S	A
1. Discuss the need to protect worker health and safety in emergencies and disasters.	X		
2. Categorize potential threats and emergencies.		X	
3. Promote taking protective actions in response to current and changing threats.		X	
4. Describe the relationship between protective measures, behaviors, and reduction of worker risk of injury or illness.	X		
5. Describe the hierarchy of control measures.	X		
6. Describe how the selection of control measures may evolve as conditions change.	X		
7. Summarize organizational roles and responsibilities related to worker health and safety.	X		

Domain IV: Protect Worker Health & Safety Results			
4.2 Employ protective behaviors according to changing conditions, personal limitations, and threats.	K	S	A
8. Discuss public health worker's role and responsibilities in designing, implementing and evaluating engineering, administrative, work practice and PPE control measures.	X		
9. Organize a system for reporting injuries, illnesses, and potential emergency harmful exposures to protect workers.		X	
10. Apply decontaminate procedures if necessary during the emergency or disaster response		X	
11. Employ practices to minimize exposures to agents and hazards during an emergency.		X	
12. Construct a plan for monitoring personal physical and psychological responses to emergency situations.		X	
13. Exhibit personal hygiene practices that minimize exposure to chemical, biological, or radiological agents that may be present during emergencies and disasters.		X	
14. Demonstrate proper use and maintenance of assigned personal protective equipment (PPE) in an emergency.		X	
15. Demonstrate correct donning of chemical protective clothing, respiratory protection, protective eyewear, protective footwear, hearing protection, gloves, and any other assigned PPE.		X	
16. Apply the proper methods to maintain, store, decontaminate and dispose of different types of PPE.		X	
4.3 Report unresolved threats to physical and mental health through the chain of command.	K	S	A
1. Discuss the types of physical hazards and resulting injuries one might encounter while performing their role during emergency planning and response.	X		
2. Distinguish between potential threats to physical and mental well-being in the response environment.		X	
3. Recognize the signs and symptoms of fatigue, mental distress and unresolved physical injury.	X		
4. Identify how and to whom one should report unresolved physical and mental health threats.	X		
5. Report unresolved physical and/or mental health threats through the chain of command.		X	
6. Recognize the importance of reporting unresolved physical and/or mental health threats.			X