

**Performance Management in Public Health
Pre-Test/Post-Test**

1. I am confident that I can define and describe the key concepts and components of performance management.

Strongly Agree				Strongly Disagree
5	4	3	2	1

2. I am confident that I can identify performance management concepts and components in two or more public health organization and system applications.

Strongly Agree				Strongly Disagree
5	4	3	2	1

3. I am confident that I can describe potential benefits of performance management concepts and principles in two or more public health organization and system applications.

Strongly Agree				Strongly Disagree
5	4	3	2	1

4. I am confident that I can assess and enhance performance management practices and opportunities in my work setting.

Strongly Agree				Strongly Disagree
5	4	3	2	1

5. Which of the following components is NOT included in the Performance Management Framework?
- A. Performance Standards
 - B. Performance Measures
 - C. Reporting of Progress
 - D. Quality Improvement Process
 - E. Performance Forecasting
 - F. Not sure
6. The establishment of organizational or system performance standards, targets, and goals to improve public health practices describes which performance management component?
- A. Performance Standards
 - B. Performance Measures
 - C. Reporting of Progress
 - D. Quality Improvement Process
 - E. Performance Forecasting
 - F. Not sure
7. The development, application, and use of performance measures to assess achievement of such standards describes which performance management component?
- A. Performance Standards
 - B. Performance Measures
 - C. Reporting of Progress
 - D. Quality Improvement Process
 - E. Performance Forecasting
 - F. Not sure
8. The documentation and reporting of progress in meeting standards and targets and sharing of such information through feedback describes which performance management component?
- A. Performance Standards
 - B. Performance Measures
 - C. Reporting of Progress
 - D. Quality Improvement Process
 - E. Performance Forecasting
 - F. Not sure
9. The establishment of a program or process to manage change and achieve quality improvement in public health policies, programs or infrastructure based on performance standards, measurements, and reports describes which performance management component?
- A. Performance Standards
 - B. Performance Measures
 - C. Reporting of Progress
 - D. Quality Improvement Process
 - E. Performance Forecasting
 - F. Not sure
10. Which of the following are benefits of Performance Management:
(Circle all that apply)
- A. Improved delivery of services
 - B. Improved policies
 - C. Increased media coverage
 - D. Better return on dollars invested
 - E. Increased emphasis on quality
 - F. All of the above

11. Which quality health improvement and strategic planning tools can public health agencies and communities use to define performance standards and targets? (Circle all that apply)
- A. Mobilizing for Action through Partnerships and Planning (MAPP)
 - B. Protocol for Assessing Community Excellence in Environmental Health (PACE-EH)
 - C. Assessment Protocol for Excellence in Public Health (APEXPH)
 - D. Planned Approach To Community Health (PATCH)
 - E. Healthy Communities
 - F. None of the above
12. Competencies, such as the national consensus set of Core Competencies for Public Health Professionals, can be used as performance measures in human resource development applications of the performance management framework.
- A. True
 - B. False
 - C. Not sure
13. Public health agencies and their partners can benefit from using national standards, state-specific standards, benchmarks from other jurisdictions, or agency specific targets to definite performance expectations. Which of the following is not an example of appropriate performance standards for public health agencies and their community partners:
- A. Healthy People 2010 Objectives
 - B. National Public Health Performance Standards
 - C. Cost-Benefit Analysis Criteria
 - D. Local Health Department Accreditation Standards
14. Performance measurement does not necessarily mean the same as performance management.
- A. True
 - B. False
 - C. Not sure
15. A successful performance management system is driven by state and local needs and designed to closely align with a public health agency's mission and strategic plans.
- A. True
 - B. False
 - C. Not sure
16. All four Performance Management components must be continuously integrated into the core operations of the agency or system
- A. True
 - B. False
 - C. Not sure