



**Professional Development
for Home Visitors**

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**NATIONAL CENTER ON
Early Childhood
Development, Teaching and Learning**

**Session
Objectives**

At the end of this presentation, you should be able to:

- Identify home visiting skills and practices important for positive parent and child outcomes
- Identify tools home visitors can use to assess skill level
- Explore professional development opportunities to improve home visiting practice
- Review resources available for on-going professional development

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**Session
Agenda**

Here's what we're doing today:

1. Role of the home visitor in promoting positive parent and child outcomes
2. Tools for home visitor skill assessment
3. Professional development opportunities for skill and practice development and improvement
4. Resources for on-going professional development

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Role of the Home Visitor in Promoting Positive Parent and Child Outcomes



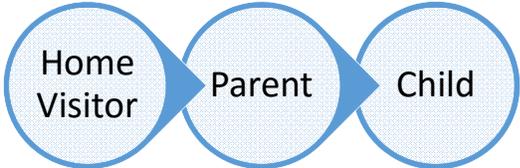
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The Role of the Home Visitor

"Historically in parent education programs, the parent educators are the experts in children's development. In contrast, the home visitor is an empathic listener, consultant, resource, guide, advocate, and partner." (p. 9, Klass, 2008)

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Home Visitor Role: Supporting the Parent



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A Snapshot of The Head Start Home Visitor

Degree	Home Visitor #	Home Visitor %	Home Visitor Supervisor #	Home Visitor Supervisor %
Advanced Degree	549	7.36%	480	28.33%
Bachelors	3,417	45.81%	863	50.94%
Associates	1,602	21.49%	231	13.64%
With a credential	956	12.83%	59	3.49%
With none of the above	939	12.59%	76	3.60%
TOTAL	7463		1709	

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Strengths of Head Start Home Visiting Staff

- Ninety percent of children from Spanish-speaking homes have a home visitor who speaks Spanish
- Home visitors use a variety of strategies to communicate with families who speak a language that they do not speak
- Home visitors participate in a number of professional development activities
- Home visitors report positive feelings about their current jobs



Source: Baby Faces – Learning as We Go: A First Snapshot of Early Head Start Programs, Staff, Families and Children published Feb 2011, Page 83

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Key Home Visiting Practices Supported by Research

In the Chat Box:

Share a practice that you use regularly that is effective for your work with families



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Key Home Visiting Skills Supported by Research

Home-visiting skills that effectively increase parents' developmental support for their children:

- (a) Establishing a positive relationship with the parent, child, and other participating family members;
- (b) Responding to each family's unique strengths and culture;
- (c) Facilitating developmentally supportive parent-child interactions; and
- (d) Establishing a collaborative partnership with the parent to support the child's ongoing development

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Establishing a Positive Relationship with the Parent and Child

- Mindfulness
- Cultural Humility
- Strengths-Based Approach
- Empathy
- Reflective Practice



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Responding to Each Family's Unique Strengths and Culture

- Identify and build on family strengths
- Identify, assess and address family needs
- Be well acquainted with the resources that are available to families in the communities they serve, i.e. providing comprehensive services

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Facilitating Developmentally Supportive Parent-Child Interaction

- Uses a strength-based approach in guiding parent-child interaction
- Uses materials found in the home and daily routines for promoting parent-child interaction
- Relies on research-based, home-based curriculum that is designed to offer support to parents in parent-child interaction
- Seeks out effective practices to support parent-child interaction; for example, one-on-one videotape/feedback approaches

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Establishing a Collaborative Partnership With The Parent To Support the Child's Ongoing Development

- Knowledge of child development
- How to promote positive parent-child interaction
- Use of screening & assessment to inform on-going development based on Head Start Early Learning Outcomes Framework (HSELOF)

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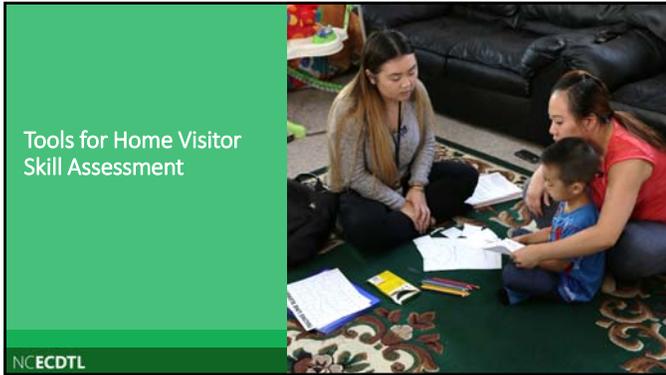


Poll – Rate your practice level

How would you rate your skill level on the home visiting practices we've just covered?

I'm very happy with my skill level
 I feel pretty good about my skill level most of the time
 I'm working on improving my home visiting skill level
 I wish my skill level were higher
 I'm not sure

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Benefits of Skill Assessments

Achieve effective program implementation and improved participant outcomes by evaluating:

- The content and quality of activities that occur during home visits
- The quality of the home visitor- parent relationship

Use information gained from the assessment to:

- Inform home visiting practice
- Guide overall program improvement
- Inform continuous quality improvement

Home Visiting Assessment Tools

A Partial List of Home Visiting Assessment Tools

- Home Visiting Rating Scale (HOVRS); HOVRS-A+2.1
- Home Visit Characteristics and Content Form
- Home Visit Observation Form
- Home Visit Assessment Instrument
- Supportive Interactions with Families

*This is not an endorsement of any particular tool and not an exhaustive list

Home Visit Assessment Tools

In the Chat Box:
 Does your program currently use a particular assessment tool for skill observation and reflection?

Please share "yes" or "no."
 If yes, what is the name of the tool you're using?



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Professional Development Opportunities for Skill and Practice Development and Improvement



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Ongoing Professional Development

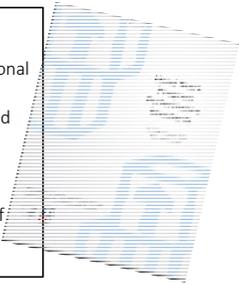
Key Professional Development Strategies for Home Visitors

- Based on identified need
- Opportunities to practice skills
- Includes strengths-based performance feedback
- Is based on active and engaged learning
- Involves self-reflection
- Includes opportunities for coaching and reflective supervision

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HSPPS on Professional Development

- 1302.91(e)(6) Staff Qualifications and Competency Requirements
- 1302.92(a) and (b) Training and Professional Development Standards
- 1302.92 (c) Research-based, coordinated coaching strategy
- 1302.101(a) Regular and ongoing supervision
- 1302.101(a)(2)(i) Ongoing assessment of program goals, including professional development data



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Training in Home-Based Curriculum

According to 2016 PIR Data, 61% of Head Start Home-Based Programs were using one of the following research-based home-based curriculum:

- Parents As Teachers
- Partners For A Healthy Baby
- Growing Great Kids

Each of these offers training in using the curriculum, and some offer additional on-going professional development

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Reflective Supervision

Reflective supervision provides a safe place for home visitors to meet regularly to discuss their experiences, thoughts, and feelings about their work.

- Shahmoon-Shanook, 2000

It is a relationship for learning that is grounded in regular, collaborative, reflection.



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Reflective Supervision

- Regularly examine own thoughts, feelings, strengths and growth areas
- Seek consultation with supervisor to understand own capacity and needs
- Remain open and curious
- Identify and participate in opportunities for learning and growth
- Use reflective practice in work with families
- Work less reactively and more effectively



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Coaching



Practice-Based Coaching
Collaborative Partnerships

Coaching Cycle Components are:

1. Planning goals and action steps
2. Engaging in focused observation
3. Reflecting on and sharing feedback about practices

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Resources For On-Going Professional Development



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Resources for Credentials & Degrees



Council for Professional Recognition Home Visitor CDA
<http://www.cdacouncil.org/>

Credential and Degree Programs for Staff Who Work with Families
<https://eclkc.ohs.acf.hhs.gov/professional-development/article/credentialing-degree-programs-databases-head-start-staff-who-work>

Early Educator Central
<https://earlyeducatorcentral.acf.hhs.gov/>

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Professional Development Specific to Home Visiting



Launch Timeline:

- Nov. 1, 2017: The Institute's Custom Professional Development Platform
 - Suite of online professional development for home visitors across the country
- Dec. 31, 2017: Modules for home visitors supporting immigrant and dual language learning families
 - Cultural humility and cultural competence
 - Preservation of home languages and dialects
 - Hidden aspects of culture
- Oct. 31, 2018: *My Career Compass* is available
 - Personalized learning map – assess current knowledge and identify a pathway to desired skills

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What's Available in Your State?



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MyPeers Home Visiting Community

<http://www.123contactform.com/form-2230355/My-Peers>

Additional Resources

- Building Relationships: Guide to Developing Relationships with Families, <https://eclkc.ohs.acf.hhs.gov/hslc/ta-system/family/docs/building-partnerships-developing-relationships-families.pdf>
- Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations. <http://www.hispanicresearchcenter.org/wp-content/uploads/2017/03/Cultural-Competence-Guide.pdf>
- Overview of Observational Measurement Instruments Available for Home Visiting, September 2012, from Design Options for Home Visiting Evaluation Home Visiting Observation Brief, <http://homevisitingva.com/wp-content/uploads/2010/04/DOHVE-Home-Visit-Observation-Measurement-Brief - Sept-2012-Cleared.pdf>

Questions?



https://www.surveymonkey.com/r/HomeVisitorWebinar_12-12-17

For more information, please contact us at ecd1@ecetta.info or call (toll-free) 1-844-261-3752



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