

Background

In the realm of home visiting professional development, there has not been an organizing structure that connects curriculum, instruction, scope and sequence, and formative assessment to present a comprehensive view of needs, accomplishments, and learning trajectories. Both the Iowa (IA) and Virginia (VA) Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Programs believed that the MIECHV workforce required a new approach that builds from the work of the Institute for the Advancement of Family Support Professionals (the Institute). Using the Institute's custom-built learning map software, the Career Compass, home visitors and home visiting leadership can define their learning needs, and are able to share areas of strength with supervisors and peers.

This project aimed to demonstrate improvement in the following priority area(s):

- Priority #2: Development and retention of a trained, highly skilled MIECHV-funded home visiting workforce.

Resources

[IA MIECHV Program](#)

[VA MIECHV Program](#)

[The Institute](#)

[MIECHV Innovation Awards](#)

Project Activities and Highlights

IA and VA MIECHV programs focused on building the Institute for Advancement of Family Support Professionals and Career Compass, a learning management system that links all educational modules to a national core competency framework. E-learning modules were developed to identify strengths and gaps in knowledge, support goal setting with supervisors, and allow for individualized professional development.

Project Activities

- Conducted an analysis of modules currently offered to staff to identify gaps in competency material, including bathing/diapering, safe sleep, emergency preparedness, cultural humility, and documentation.
- Produced 360 video segments as a medium for building empathy and fostering trusting relationships between home visitors and their clients.

Lessons Learned

- Hold face-to-face meetings across state partners to strengthen or establish trusting relationships and discuss any barriers to cross-state collaboration.
- Establish family support professional development work groups comprised of home visitors and supervisors.

Evaluation Summary

Evaluation Findings

- 94.9% of home visitors evaluated expressed they thought the modules help their professional development, and plan to watch more modules.
- 77.1% of home visitors evaluated agreed with the statement: "By serving as a Family Support Professional, I feel like I'm making a difference in people's lives."

Sustainability

- 67 online training modules have been developed and exist within the Institute.

Recommendations for the Home Visiting Field

- Instructions for how to effectively use the Institute and Career Compass must be clear to help staff navigate the website.
- Having a post-module quiz "pop up" immediately after completion of a module may promote more consistent use of post-module quizzes.