

## Home Visitor Coalition Best Practices Work Group

### Core Competencies Draft

(Revised September, 2011 (GREEN))

#### *Promoting Healthy Family Functioning, Self-Sufficiency, Family Health and Safety*

**Overall competency goal:** The home visitor will demonstrate understanding of healthy and safe environments and parenting practices that promote optimum development and provide for the safety of all family members.

**In home visiting, relationships form the foundation upon which all other work is built. This knowledge area intersects and overlaps with other competencies: Building and Strengthening Relationships with Families, Planning and Conducting Effective Home Visits (GOLD), and Strengthening Parent/Child Relationships, Positive Parenting, Early Learning and School Readiness (PURPLE).**

Area Of Expertise	As Demonstrated By The Ability To:
<p><b>Theoretical Foundation</b>                      Knowledge Area: <u>Safety</u></p> <ol style="list-style-type: none"> <li>1. Reporting child abuse and neglect</li> <li>2. Signs of abuse and neglect</li> <li>3. Signs of domestic violence</li> <li>4. Impact of domestic violence on children</li> <li>5. Environmental safety</li> <li>6. Safe sleep</li> </ol>	<ol style="list-style-type: none"> <li>a. Understand the definitions of, and reporting responsibility for suspected child abuse and neglect.</li> <li>b. Recognize the signs and symptoms of suspected child abuse and neglect, including traumatic brain injury (shaken baby syndrome).</li> <li>c. Follow reporting procedures for child abuse and neglect.</li> <li>d. Recognize signs of domestic violence and be aware of available community resources for victims of domestic violence.</li> <li>e. Understand effects of domestic violence on children living in the home including the increased risk of child abuse and neglect.</li> <li>f. Recognize potential environmental safety hazards in the home and community.</li> <li>g. Know basics of infant safe sleep.</li> </ol>
<p>Knowledge Areas – <u>Health</u>:</p>	<p>As Demonstrated By The Ability To:</p>

<p>1. Healthy eating</p> <p>2. General Health</p> <p>3. Mental Health</p>	<p>a. Understand the importance of a healthy diet, nutrition and physical activity for the health and wellbeing of children and adults.</p> <p>b. Support the family's culture regarding food practices and traditions.</p> <p>c. Identify community resources to support access to healthy foods for families.</p> <p>d. Understand the physical health issues that affect children and families.</p> <p>e. Understand the importance of preventive health and primary health and dental care including child and teen checkup.</p> <p>f. Recognize the signs and symptoms of mental health concerns in children and adults, including perinatal/postpartum depression, anxiety, post traumatic stress, chronic stress.</p> <p>g. Recognize the signs and symptoms of substance abuse.</p> <p>h. Identify culturally sensitive mental health providers.</p>
<p><b>Direct Service Skills</b> Knowledge Areas –</p>	<p>As Demonstrated By The Ability To:</p>
<p>1. Safety</p> <p>2. Health</p>	<p>a. Provide information and support to all family members about the impact of domestic violence on children including the potential for child abuse and neglect. Develop safety plans with all family members.</p> <p>b. Identify potential unsafe practices and work with the family to remove identified environmental hazards such as broken toys, choking hazards, poisonous plants, second hand smoke, electrical cords, etc.</p> <p>c. Advise family on home and vehicle safety, including use of car seats for children and seat belts for all family members.</p> <p>d. Provide information about healthy sleep patterns for all family members with attention to safe sleep for infants and young children.</p> <p>e. Support families in establishing healthy sleep patterns</p>

	<p>for all family members.</p> <ul style="list-style-type: none"> <li>f. Support families in establishing healthy eating habits, including the importance of family mealtime.</li> <li>g. Provide information about importance of well child visits and health care for entire family including preventative health care and dental care visits.</li> <li>h. Work with family to identify and access a primary health care and dental care provider.</li> <li>i. Assist families in understanding when to stay home from work or school due to illness.</li> <li>j. Provide information to families about the development of children's health needs, including typical child development milestones, toileting, feeding, dental/medical provider visits, immunizations, etc.</li> <li>k. Encourage routine hygiene practices within families including brushing teeth, bathing, handwashing and laundering of clothing.</li> <li>l. Encourage families to seek professional assessment when a child is not reaching typical developmental milestones (physical growth, motor, cognitive/intellectual, social emotional or language development).</li> <li>m. Support families in identifying time and space for family leisure time, including active playtime for children.</li> </ul>
<p><b>Reflection</b> Skill Areas:</p>	<p>As Demonstrated By The Ability To:</p>

<ol style="list-style-type: none"> <li>1. Self awareness</li> <li>2. Emotional response</li> <li>3. Curiosity</li> <li>4. Professional/personal development</li> </ol>	<ol style="list-style-type: none"> <li>a. Examine own thoughts, feelings, strengths, and growth areas.</li> <li>b. Use reflection to understand own emotional responses.</li> <li>c. Articulate how self-awareness, personal experiences, bias and emotional response influences attitudes and practice.</li> <li>d. Seek support and guidance of the supervisor to: <ul style="list-style-type: none"> <li>o Ensure that family progress and issues are communicated and addressed.</li> <li>o Determine actions to take, especially if outside scope of practice.</li> <li>o Help maintain appropriate boundaries between self and families.</li> </ul> </li> <li>e. Remain open, curious and teachable.</li> <li>f. Pursue opportunities for professional and personal development.</li> </ol>
<p><b>Working with Others</b> Skill Areas:</p>	<p>As Demonstrated By The Ability To:</p>
<ol style="list-style-type: none"> <li>1. Building &amp; maintaining relationships</li> <li>2. Supporting others/mentoring</li> <li>3. Collaborating</li> <li>4. Problem solving</li> </ol>	<ol style="list-style-type: none"> <li>a. Build and maintain effective interpersonal relationships with families and colleagues: <ul style="list-style-type: none"> <li>o Respect and support the decision-making authority of parents.</li> <li>o Understand and respect the beliefs and practices of the family's culture.</li> <li>o Follow the parents' lead.</li> <li>o Follow through consistently on commitments.</li> <li>o Providing regular communications and updates.</li> </ul> </li> <li>b. Collaborate with other service providers to promote the well being, health and safety of parents and their young children.</li> </ol>
<p><b>Community Resources</b> Knowledge Areas:</p>	<p>As Demonstrated By The Ability To:</p>

<ol style="list-style-type: none"><li>1. Service delivery systems</li><li>2. Community resources</li></ol>	<ol style="list-style-type: none"><li>a. Link families to culturally competent primary health care providers and dental providers if none identified.</li><li>b. Provide transportation resource information as needed.</li><li>c. Provide information on community resources to address parental concerns regarding health, mental health, domestic violence, tobacco use, and substance abuse.</li><li>d. Report suspected child abuse and neglect to child protective services.</li><li>e. Refer families to community resources to support basic needs including access to healthy foods, healthy home and other basic needs.</li></ol>
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