



Institute for Home Visiting Workforce Development and Jackie Walorski Center for Evidence-Based Case Management

June 2026



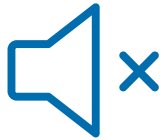
Participation Reminders



Join by computer audio (preferred) or phone.



Please use the chat box to submit comments and questions.



Please mute your computer speakers if you have joined by phone and hear an echo.



We are recording today's webinar.

HRSA Disclaimer

The views expressed in this presentation are solely the opinions of the author(s) and do not necessarily reflect the official policies of the U.S. Department of Health and Human Services, the Health Resources and Services Administration, nor does mention of the department or agency names imply endorsement by the U.S. Government.

Introducing Ourselves!



Janet Horras
Co-Director,
**Institute for Home
Visiting Workforce
Development**



Kelly Woodlock
Co-Director,
**Institute for Home
Visiting Workforce
Development**

Introducing Our Panel of Supervisors!



Justin Fogt, LISW-S



Vanessa Frias

A dark blue speech bubble with a white outline, pointing towards the bottom right, containing the text "In the Chat:".

**In the
Chat:**

Finish this sentence:

Professional growth feels most meaningful when...

Agenda

- About the Institute for Home Visiting Workforce Development
- Introduction to the four Professional Development Plan Templates
- Recommended implementation strategies
- Support tools created for you

About the Institute and Center

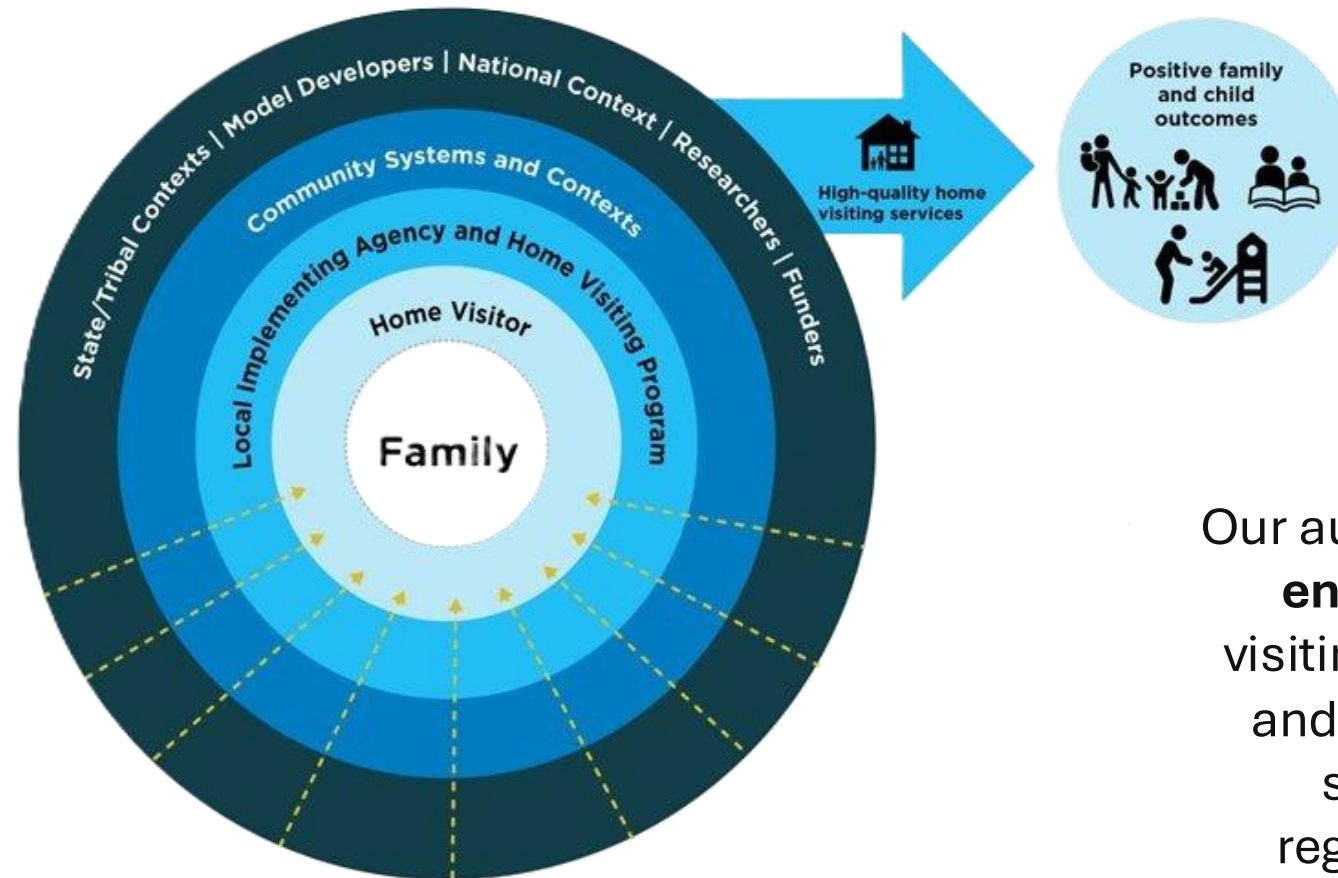
Purpose:

- To provide support for home visiting programs to expand, support, and retain a highly qualified workforce.



Who is this project serving?

Overall goal: to support the HV workforce (home visitors and supervisors) as well as the systems that support them



Our audience is the **entire** home visiting workforce and supporting systems, regardless of funding source or model

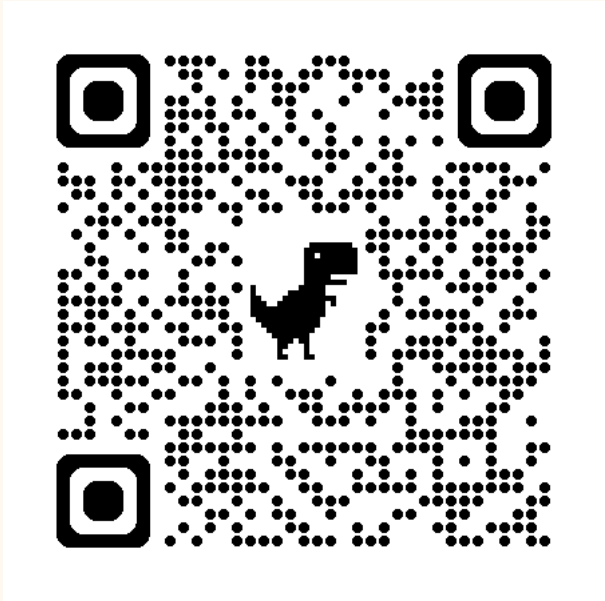
National Strategy for the Home Visiting Workforce

THREE PILLARS, ONE SHARED GOAL



You Can Find the PD Plan Templates On the Project Website!

www.hvworkforce.org



Your Voices Shaped This Work



Summer 2025

Focus Groups & National
Webinar



Fall 2025

Templates were piloted by
home visiting teams across
the country



Ongoing

Subcommittee Working
Group Feedback

Professional Development Plan Templates

Four newly designed templates:

New Home Visitor

Professional Development Plan

Experienced Home Visitor

Professional Development Plan

New Supervisor

Professional Development Plan

Experienced Supervisor

Professional Development Plan

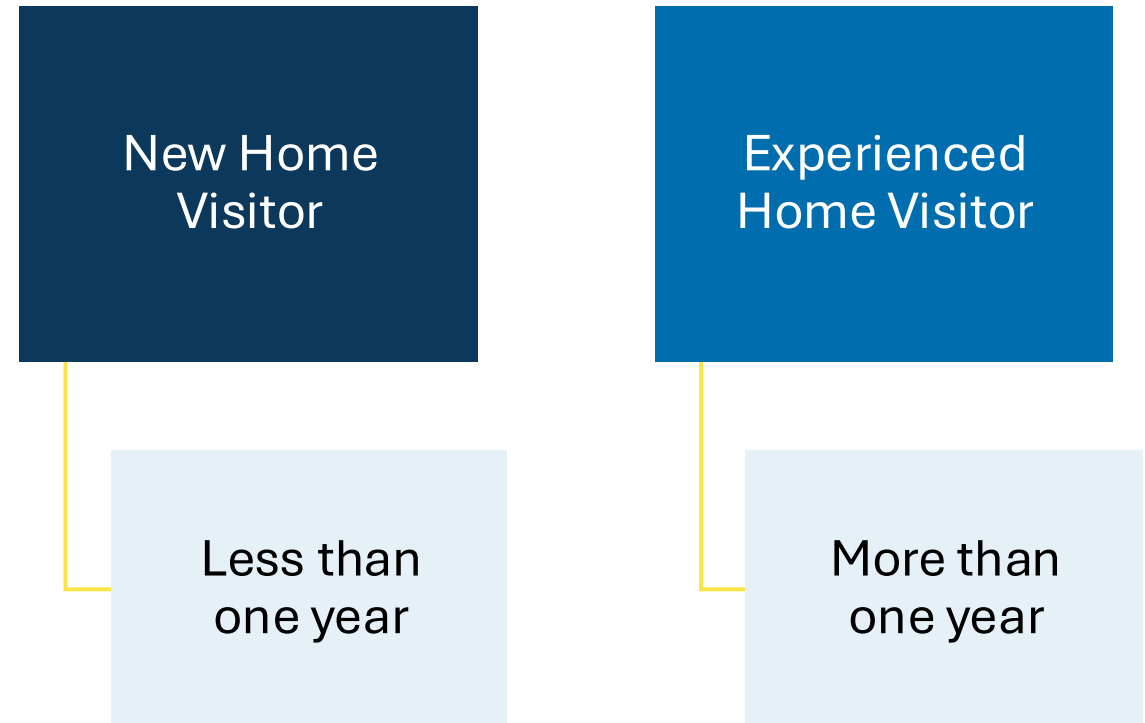


A Professional Development Plan that is model-neutral and supports reflective practice, professional growth, and well-being in the home visiting field.

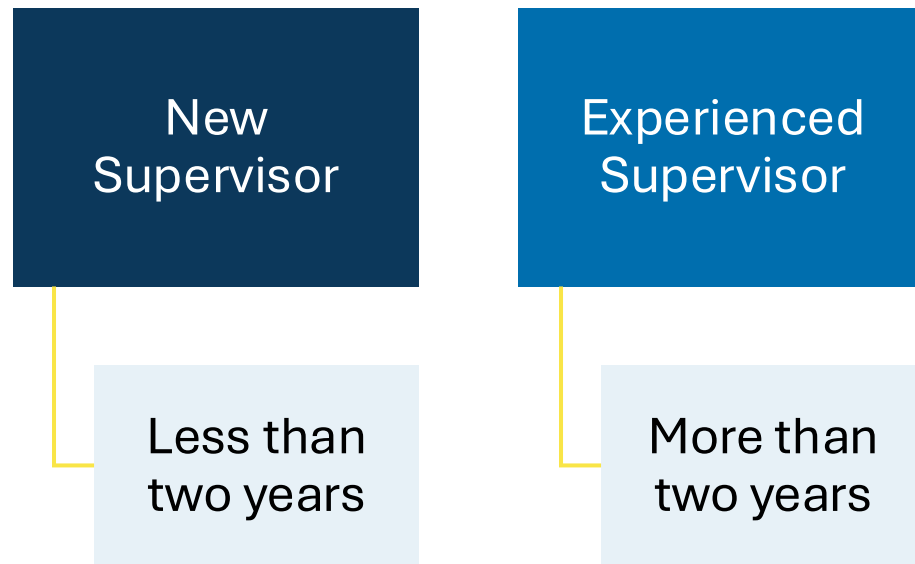
Four Professional Development Plan Templates Aligned by Role and Experience Level

Key Components

- Lived Experience Reflection
- Skills and Abilities as a Home Visitor
- Learning Styles & Language Preferences
- Wellness & Burnout Reflection
- Career Development & Advancement
- Summary & Supervisor Review
- SMART Goal Progress Tracker



Four Professional Development Plan Templates Aligned by Role and Experience Level



Key Components

- Lived Experience & Leadership Identity
- Supervisory Skills
- Wellness & Burnout Reflection
- Career Development & Advancement
- Certification or Endorsement
- Reflective Supervision Practice
- Final Summary & Leadership Review
- SMART Goal Progress Tracker

Let's hear from the experts!

Recommended Implementation Strategies



Integrate into annual evaluations and/or goal-setting cycles



Align use with existing supervision structures



Revisit and update at least annually



Allow time for reflection and discussion

Support Tools Created for You



User Guide and PowerPoint for supervisors and home visitors



One-page reference sheet



SMART goal resource document



Sample completed Template

User Guide for supervisors and home visitors

- The User Guide offers a starting point to help you shape the Templates in ways that fit your work and context.
- The implementation ideas in the Guide are suggestions meant to support your thinking, not strict rules

One-page reference sheet



The reference sheet provides quick reminders and simple guidance to help staff begin using the templates.



Programs can use this sheet during staff meetings, supervision, onboarding, or informal check-ins as teams begin working with the templates.

SMART Goal Development Tool



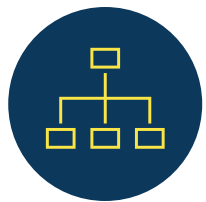
Benefits



Reflective
Questions



Step-by-Step Goal
Writing Guidance



Supervision



Sample Goals

Questions & Answers



Thank you

Questions?

Lynette De Dios: LDeDios@startearly.org

For more information, check out hvworkforce.org

Webinar Feedback Survey

PD Plan Templates



& Jackie Walorski Center for Evidence-Based Case Management





This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under the Maternal and Child Health Bureau Cooperative Agreement (1 UU6MC50283-01-00) totaling \$4,499,239.00 with 0 percent financed with nongovernmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit [HRSA.gov](https://www.hrsa.gov).



Connect with HRSA



To learn more about our agency,
visit www.HRSA.gov

Sign up for the [HRSA eNews](#)

Follow Us:

