



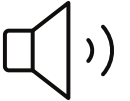
Voices from the Field: Shaping Professional Development Plans for Home Visiting Professionals



Cómo activar el audio de traducción

How to Enable Language Interpretation

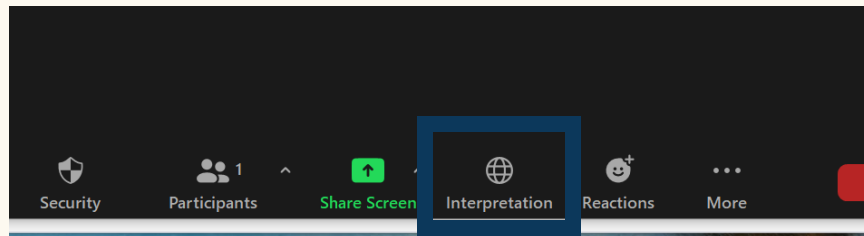
- ¡Debe unirse al audio de la reunión a través del audio de su computadora!
- You must join the meeting audio through your computer!



1

Seleccionar “**traducción**” en la parte inferior de la pantalla.

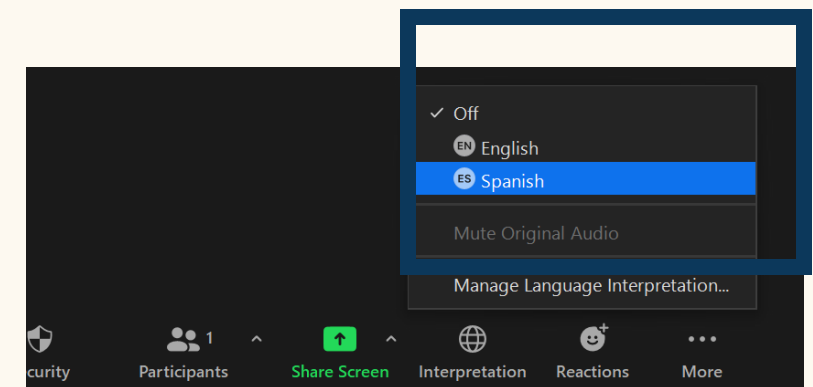
Click “**Interpretation**” at the bottom of your screen



2

Seleccionar “**español**” [o “**inglés**”]

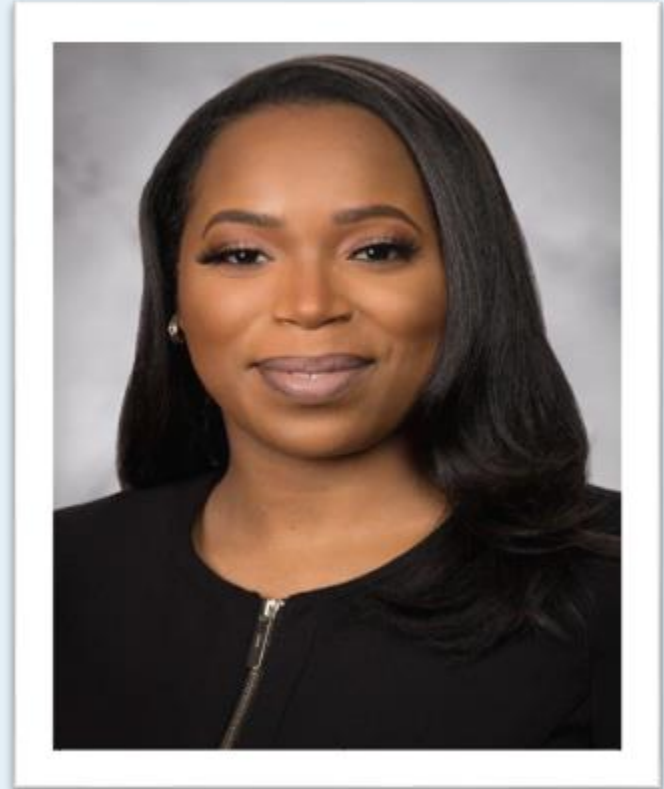
Click “**Spanish**” [or **English**]



Session Presenters



Janet Horras



Kassandra Jackson

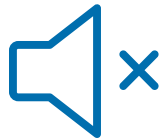
Participation Reminders



Join by computer audio (preferred) or phone.



Please use the Q&A 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.



Use the Q&A feature to reach out support team



Links to polls and feedback opportunities will be dropped in the chat box.

Disclaimer

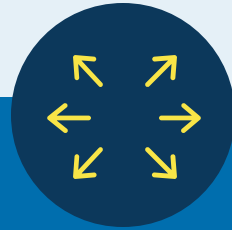
This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under the Maternal and Child Health Bureau as part of an award totaling \$4,499,239.00 with 0 percent financed with non-governmental sources. The contents are 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)

Plan for Today:

Professional Development (PD) for the Home Visiting Workforce



**Overview of the
PD Workstream**

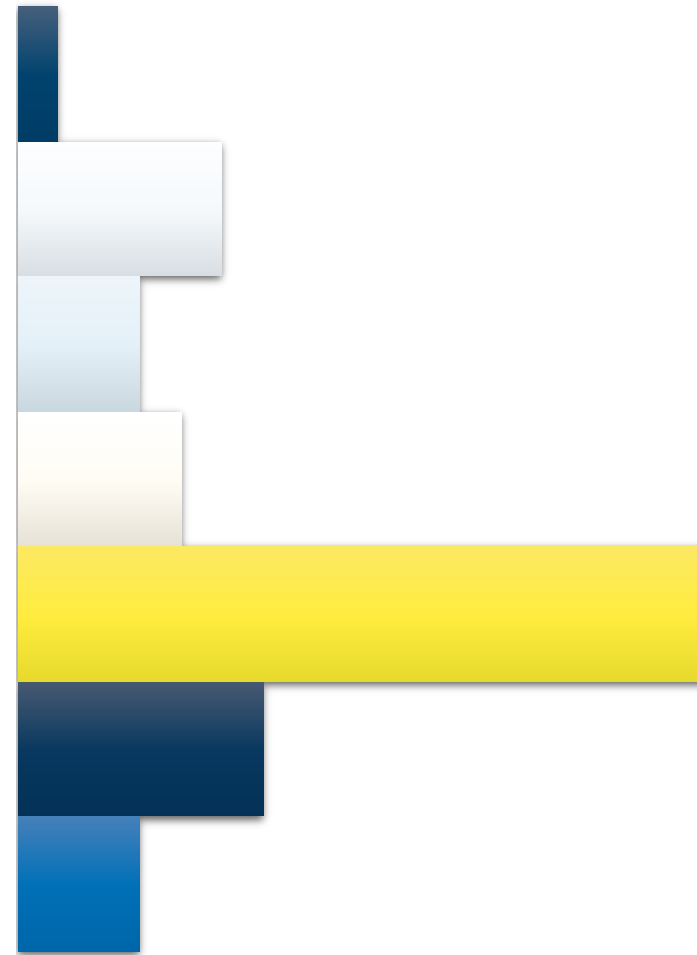


**Framing the PD
Templates**



**PD Engagement
Activity**

Who is Joining Today?

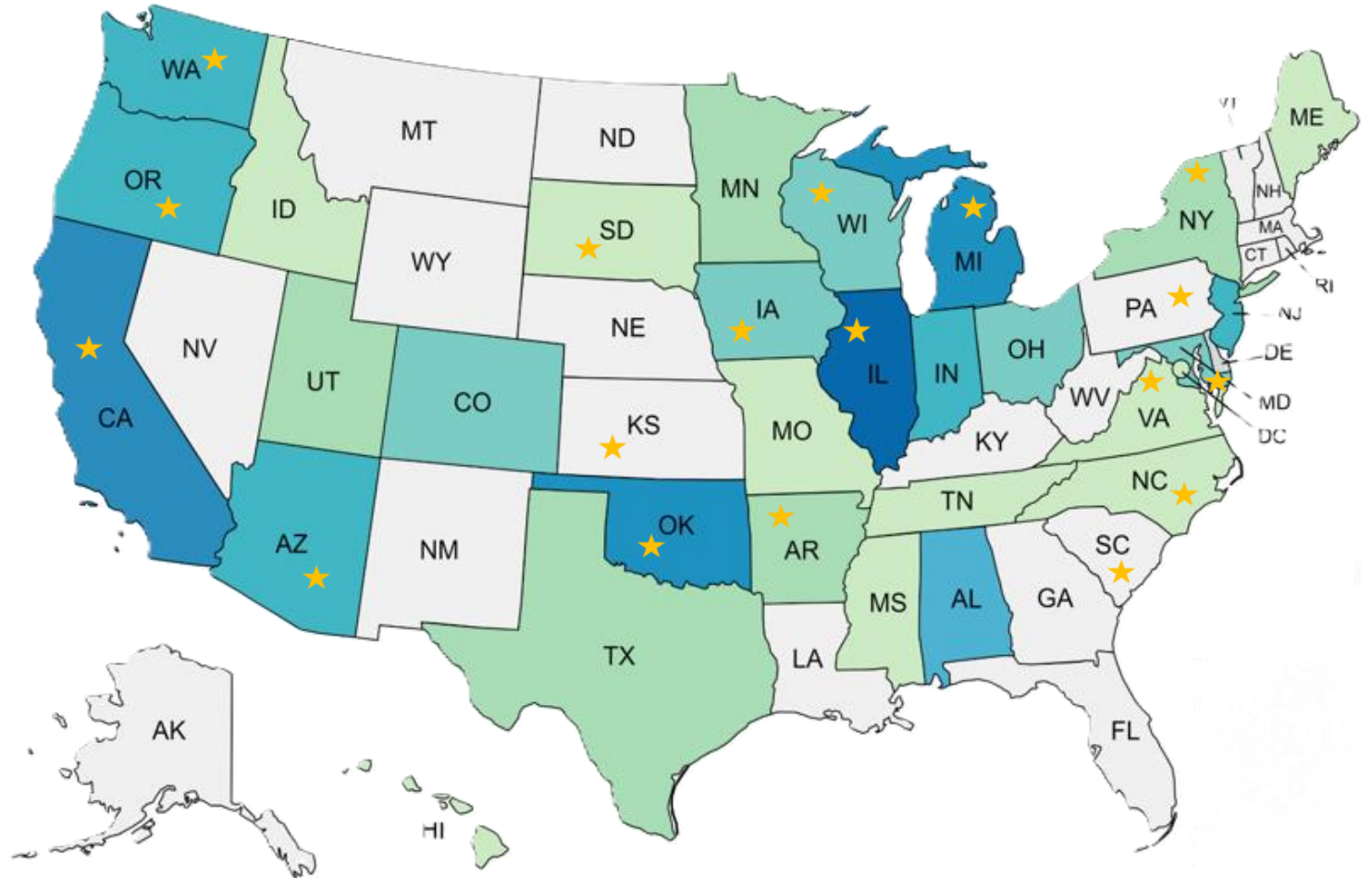


- Funder
- State/Territory/Tribal-level program leader
- Researcher/Evaluator
- TA or PD Provider
- Program Leader
- Supervisor
- Home Visitor

Who is Joining Today?



Geographic Location



About the Workforce Institute

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



Organizations in Partnership



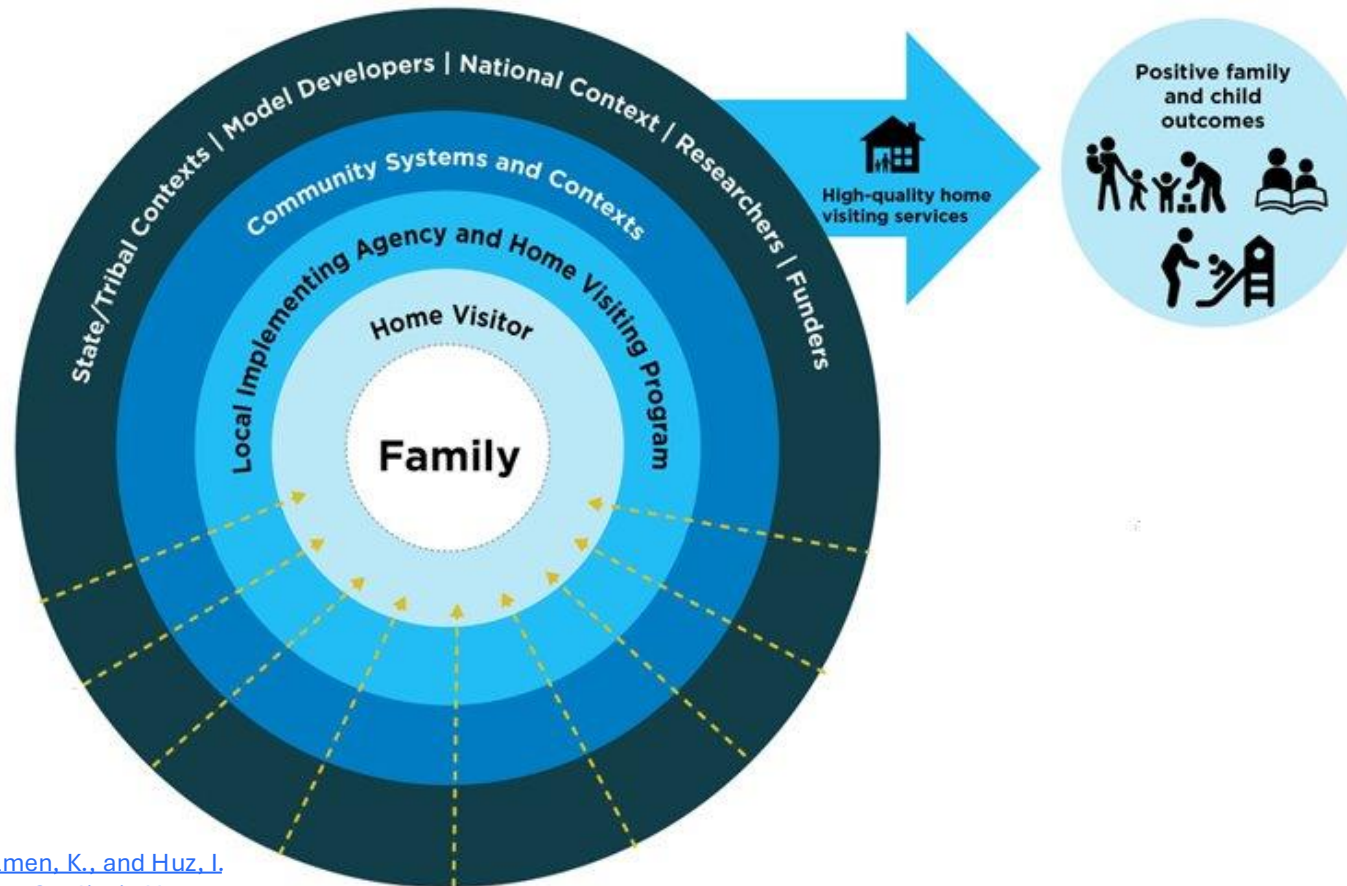
Workforce Institute: Workstreams



Centering the voices of home visitors to enhance the growth of professionals.

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.

Overview of Professional Development Work





Workforce Institute: Professional Development Plan Templates

Professional Development Plan Templates

The professional development plan templates are interactive tools designed to support clear pathways for growth.



Professional Development Plan Roles



New Home Visitor

Early career professionals new to the home visiting field, focused on foundational skills and core competencies.



Home Visitor

Experienced professionals providing ongoing support to families and advancing their practice.



New Supervisor

Leaders transitioning into supervisory roles, focused on team leadership and professional growth.



Supervisor

Experienced leaders guiding home visitors and teams, fostering reflective practice and professional development.

PD Plan Templates Design

Training Guidance

Recommended training areas based on competencies and field engagement feedback.

Self-Assessment

Self-identified areas of growth and needs based on competencies to support the development of the HV and supervisor.

Personal-Growth Plan

A guidance tool that you can use to achieve your professional goals based on your self-assessment.

Recommendations

Research, feedback, or information that is relevant to the workforce for the purpose of PD enhancement.



Workforce Institute: Professional Development Engagement Activity

Workforce Survey Question

Do you currently use a formal professional development plan in your home visiting role (either as a staff member or supervisor)?

¿Actualmente utiliza un plan formal de desarrollo profesional en su rol dentro del programa de visitas al hogar (ya sea como miembro del personal o como supervisor/a)?

Workforce Survey Question

How useful do you find the design components of the Professional Development Plan Template in supporting your growth and ongoing learning? (Consider elements like training guidance, self-assessment, personal growth planning, and resource recommendations.)

¿Qué tan útiles le resultan los componentes del diseño de la Plantilla de Plan de Desarrollo Profesional para apoyar su crecimiento y aprendizaje continuo? (Considere elementos como orientación sobre capacitaciones, autoevaluación, planificación del crecimiento personal y recomendaciones de recursos.)

Workforce Survey Question

What has helped you the most in setting or achieving professional development goals in your current role?

¿Qué es lo que más le ha ayudado a establecer o alcanzar metas de desarrollo profesional en su rol actual?

Workforce Ranking Question

In your **first 90 days** as a **new home visitor to the workforce**, please rank which competencies are most relevant and essential to your development as a professional.

Durante sus primeros 90 días como nuevo/a visitante al hogar en el campo laboral, clasifique cuáles competencias considera más relevantes y esenciales para su desarrollo profesional.

Workforce Survey Question

What topics or skills would have been most helpful during your **first 90 days as a home visitor?**

*¿Qué temas o habilidades le hubieran resultado más útiles durante **sus primeros 90 días como visitante al hogar?***

Workforce Ranking Question

In your **first year** as a **new home visitor** to the workforce, please rank which competencies are most relevant and essential to your development as a professional.

*Durante **su primer año como nuevo/a visitante al hogar** en el campo laboral, clasifique cuáles competencias considera más relevantes y esenciales para su desarrollo profesional.*

Workforce Survey Question

Reflecting on your early experience, what information or training do you wish you had received to better support your work in home visiting?

Al reflexionar sobre su experiencia inicial, ¿qué información o capacitación le hubiera gustado recibir para apoyar mejor su trabajo en visitas al hogar?

Workforce Survey Question

As an **experienced home visitor**, what additional aspects (e.g., leadership opportunities, affinity spaces, or coaching) are needed to enhance your professional growth outside of the competency framework?

*Como **visitante al hogar con experiencia**, ¿qué aspectos adicionales (por ejemplo, oportunidades de liderazgo, espacios de afinidad o mentoría) considera necesarios para fortalecer su crecimiento profesional más allá del marco de competencias?*

Workforce Ranking Question

As a **new home visiting supervisor** in the workforce, please rank which competencies are most relevant and essential to your professional development.

*Como **nuevo/a supervisor/a de visitas al hogar** en el campo laboral, clasifique cuáles competencias considera más relevantes y esenciales para su desarrollo profesional.*

Workforce Survey Question

As an **experienced supervisor** in the workforce, what additional aspects (e.g., leadership opportunities, affinity spaces, or coaching) are needed to enhance your professional growth outside of the competency framework?

*Como **supervisor/a con experiencia** en el campo laboral, ¿qué aspectos adicionales (por ejemplo, oportunidades de liderazgo, espacios de afinidad o mentoría) considera necesarios para fortalecer su crecimiento profesional más allá del marco de competencias?*



Thank you for your time and
effort.

We appreciate you!



Join a PD Plan Focus Group

English Focus Group:

June 24th 2:00pm- 3:00pm
CT

Spanish Focus Group:

June 25th 11:00am- 12:00pm
CT





PD Plan Template Webinar Post-Call Survey



Questions?

Lynette De Dios: LDeDios@startearly.org

For more information, check out hvworkforce.org