


HOME VISITOR FOCUS: RECOGNITION AND TRAINING

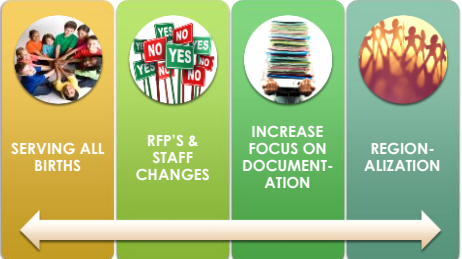
April 2016 Webinar

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TODAY'S AGENDA

- CHANGES!
- RE-ACCREDITATION INFORMATION
- HOME VISITOR RECOGNITION
- RESPONSE TO TRAINING REQUESTS





SERVING ALL BIRTHS

RFP'S & STAFF CHANGES

INCREASE FOCUS ON DOCUMENTATION

REGIONALIZATION



RE-ACCREDITATION INFORMATION

- **2016:** Program Managers are creating the HFA Self-Study covering ALL standards, submitting by July and December.
- Self-Study includes evidence of program practice (increased tracking of certain areas).
- **2017:** 8 sites will receive visits from HFA Peer Reviewers for in-depth review of program.
- HFA has set dates for all visits, actual sites are not yet known.

In response to your requests...

- Feedback from 12 home visitors
- Answer questions
- Provide resources
- Have a good strategy or idea? Type it in the comment box!

... SPEED TRAINING!!



HOW DO I WORK WITH DADS MORE EFFECTIVELY?

- SET UP VISITS FROM THE START TO INCLUDE DAD.
- INCLUDE DAD IN THE PARENT SURVEY!
- WATCH YOUR OWN BIASES ABOUT DADS.
- UNDERSTAND THE RESEARCH ABOUT THE IMPORTANCE OF INVOLVING DADS! (ISHV Core Manual page 64)
- DAD ISN'T IN THE HOME RIGHT NOW? LEAVE INFO, REACH OUT!



HOW DO I WORK WITH PARENTS WHO HAVE DEVELOPMENTAL DISABILITIES?

There are more than 4 million U.S. parents with disabilities with children under age 18. Don't presume incompetence...

- Recognize the need of parents to be viewed as unique individuals able to learn and improve in their skills and to respond to the needs of their children.
- Distinguish the effects of the family's living conditions and economic status independently from assessing ability to perform a parenting role.
- Help to build a trusting relationship between the parents, child, and those who provide formal and informal supports to them.

HOW DO I WORK WITH PARENTS WHO HAVE DEVELOPMENTAL DISABILITIES? Cont.

- Recognize, include, and engage the informal supports of family members, neighbors, and their community members to assist parents and the family as a whole.
- Recognize that as the needs of children change, parenting skills must evolve and may require new forms of support for parents and children.
- Respond to the unique learning needs of parents with intellectual and/or developmental disabilities.

Thearc.org

HOW DO I WORK WITH PARENTS WHO HAVE DEVELOPMENTAL DISABILITIES? Cont.

- Many people with developmental disabilities have strong visual skills. Utilize these skills by using visual tools to assist parents in processing language, organizing their thinking, remembering information.
- Be responsive to cultural beliefs and family values.



How do we have difficult conversations with families?

Mental illness, domestic violence, substance/alcohol abuse, etc. are sometimes uncomfortable to address... What helps?

- Building a solid professional relationship with trust, non-judgement, acceptance and compassion so that you can provide honest feedback with the parent's permission.
- Remembering that families have the right to choose where they want to be. Walk beside them!
- Use motivational interviewing techniques.



How do we have difficult conversations with families?

- Utilize screening tools to determine if outside services are necessary.
- Encourage forward thinking by assisting the parent in developing a vision of what they want.
- Anchor to parents' values and dreams for their children.
- Build on strengths and protective factors.
- Offer decision making strategies such as pros and cons, offer referrals and community resources.
- Point out discrepancies between stated values and actual behaviors.

How do we have difficult conversations with families?

Remember that utilizing supervision for support prevents burnout!



How do I work with families displaying depression?

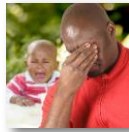
Although staff are not therapists, it is critical for home visitors to support parents in alleviating their depression while a parent is awaiting treatment or while considering treatment options. **Home visitors may engage parents by:**


- Getting parents out in the sunshine
- Encouraging parents to walk, exercise, or engage in other forms of physical movement
- Encouraging parents to smile (even a "practice" smile increases serotonin)
- Encouraging parents to keep hydrated (hydration increases brain functioning)



How do I work with families displaying depression?

- Utilizing Challenging Issues protocols (PPPM)
- Encouraging parents to meet their baby's physical and emotional needs
- Providing linkages and referrals to appropriate resources
- Using motivational interviewing to assist parents in accepting resources, treatment
- Just being there for the parent is therapeutic
- Utilizing supervision for problem-solving





UNDERSTANDING THE SIGNS OF POSTNATAL DEPRESSION IS IMPORTANT.

Engagement in Home Visits

QUESTION FROM A HOME VISITOR:

Many of our parents (moms especially) want to talk and look forward to seeing the HV so they can **unload**. Often times the parent will really engage with HV re: what's been going on for them but are less interested in activities with baby.

Examples: Started putting BA to sleep when HV arrived, or BA is already asleep when HV arrives. Sits on couch throughout the visit and does not participate in activity despite all HV's efforts to encourage P/C interaction. Minimally participates in activity and after less than a minute is back to talking about what's going on in life.

Engagement in Home Visits cont.

- Communicate clear expectations of what home visits will look like from the **very first visit!**
- What is the family looking for when engaging with you? Have you talked about the content of home visits?
- Document observations, review barriers with your supervisor, ask for a QA call, plan and utilize reflective strategies!



Engagement in Home Visits Cont.

- Research has shown that home visitors need to be intentional during interactions. Open-ended, loosely planned visits can be ineffective.
- Integrated Strategies for Home Visiting Manual:
 - "7 Key Ingredients for Home Visits" (page 127)
 - "Home Visitor Potholes" (page 165-66)
 - "When You Feel Discouraged" (page 164)

Other Questions:

1. Working with families with multiple children/crowded homes

- Supervisors will be trained in June webinar

2. Working with teens

- Many HV's specialize/like to work with teens/have great strategies. Work group? Gather strategies and share?

3. Using and documenting Reflective Strategies

- Utilize supervisor to practice/use staff mtgs/watch HVR video

4. Family Goal Plan group discussion

- HFA webinar, talk with HV's whose strength is the FGP, What is HFA's goal? To teach families *HOW* to creatively problem solve.



Other Questions:

5. Motivational Interviewing

- Training just posted sponsored by MIECHV – talk to your supervisor!

6. Verbal de-escalation techniques, grief and denial

- Non-judgement, Reflective Strategies, empathy, coping skills, utilize safety procedures

7. Silence...

- Patience, flexibility, get comfortable with not talking so much, ask open-ended questions, ask supervisor for a QA call, remember temperaments



Self-Care for Home Visitors

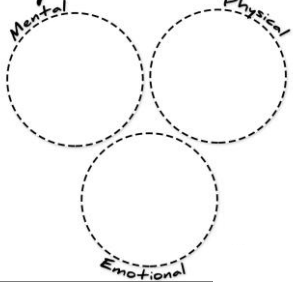
Deliberate Self-Care Strives To...

- Seek balance.
- Combine detachment with doing our part.
- Balance giving with receiving.
- Alternate work with play, business with personal activities.
- Balance tending to our spiritual needs with tending to our other needs.
- Juggle responsibilities to others with responsibilities to ourselves.
- Balance caring about others with caring about ourselves.

"Whenever possible, let's be good to others, but be good to ourselves, too." Mandy Burtis

My Self Care Plan

- What relaxes you (that is healthy) and takes your mind off work?
- How can you incorporate self-care between difficult visits?
- How can your supervisor support you with self care?
- Make a simple Self Care Plan!



Home Visitor 's Self Care Plan!

Reminder: Take Care of Myself

Mind
MEDITATE TAKE LOTS OF BREAKS
MUSIC FUN! LIFE-LONG LEARNING

Body
TEA NOURISHING FOOD
EXERCISE SLEEP EIGHT HOURS
EVERYTHING IN MODERATION

Spirit
MEDITATE HUMAN CONNECTIONS
SELF-REFLECTION FULFILLMENT THROUGH USING MY AWESOME SKILLS

Supportive People in My Life:
GRETCHEN MOM
MC VIEJO ALBERTO
LYNNE CAROLINE
REED DEBORAH

I want to accomplish:
PEACE SERENITY CONTROL HAPPINESS GOOD WORK BE A GOOD PERSON