



HOME VISITING SYSTEMS COMMITTEE

A Standing Committee of the Early
Learning Council

10:30 am-12:30 pm

December 8, 2022

WELCOME – ELC HVS COMMITTEE

2

Hello and welcome!



In the Chat: What's something that's going well for you?

WELCOME – HVS COMMITTEE CHARTER

3

Our purpose is to advance the development of Oregon's statewide comprehensive home visiting service network by

- Generating and sustaining momentum for coordinated, equitable system
- Engaging responsible state agencies and their partners in the development and implementation
- Ensuring effective collaboration on governance and administration across government entities, funders, and home visiting partners

WELCOME - TODAY'S AGENDA

4

- Overview Recommendations
- Consensus on Recommendations
- Next Steps – Recommendations to Action

WORKING AGREEMENTS

5

As a Committee of the Early Learning Council, we strive to

- Be fully present
- Listen to one person at a time
- Listen to learn
- Be curious
- Appreciate the value each of us brings to the table
- Use caring, respectful communication
- Be genuine
- Be playful and have fun (where appropriate)

PATHWAYS TO RECOMMENDATIONS

6

1. Analyzed existing reports about home visiting to find themes
 - Three data analysis phases
 - Phase 1: Parent/Family Experience September
 - Phase 2: Home Visiting Workforce October
 - Phase 3: Home Visiting Systems November
2. Sought feedback on Phase 1 findings from families/parents
3. Used findings and parent feedback to craft recommendations

BEFORE WE DIVE IN...

7

- Our focus is statewide HV collaboration - in service of families and programs
- Not a blank slate in Oregon – lots of work happening in pockets or on a small scale
- Appreciative inquiry – we seek to find out what working so we can do more of it
- The recommendations language is almost exclusively about ‘what’ is needed to strengthen home visiting coordination, not the ‘how’ or ‘who’

HVS RECOMMENDATIONS

8

Financial

Workforce

Structures – Region and State

HVS RECOMMENDATIONS - FINANCIAL

9

Investing in Relationships

A. Dedicate resources and use change management principles to support regular convenings of home visitors, home visiting leaders, and home visiting cross sector partners to learn about one another and one another's programs, share professional development/trainings, and being to work to create stronger collaborations.

HVS RECOMMENDATIONS - FINANCIAL

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Home Visiting System Financing

B. Oregon will adequately resource the implementation of the HVS Committee's recommendations, starting with FTE.

- Dedicated state-level FTE to provide leadership, staff governance structures, and move recommendations into action at the local and state level.
- Regional levels require dedicated FTE to actualize HVS recommendations

C. Create a HVS Pooled Fund from public and private sources that will finance implementation and maintenance of the HVS recommendations.

D. Conduct a comprehensive assessment of all state funds that support HV to identify inequities in order to implement more equitable prioritization of resource allocation

HVS RECOMMENDATIONS - FINANCIAL

Wages and Pay Equity

E. Use data from a pay audit to inform strategies to improve compensation (wage and benefits) with special considerations for pay equity for racially and linguistically diverse home visitors.

- A pay audit should include programs where home visiting is the principal method of service delivery (e.g. Healthy Families Oregon, Nurse Family Partnership), and those for whom it is a supplemental or secondary service (e.g. Head Start, Relief Nursery).

HVS RECOMMENDATIONS - WORKFORCE

12

Recruitment/Retention

F. Collaborate and engage with cross sector partners and communities (including rural), to analyze the challenges related to recruiting and retention of a diverse workforce. Implement known culturally responsive strategies and make technical assistance available.

PD System

G. Work with Oregon's HV Collaborative, programs, state and national partners to leverage existing resources (e.g. OR's HV Core Competencies, IMH-E) to create an equitable, integrated approach for professional development including career pathways.

- All roles within the home visiting workforce will be included and supported.
- Examine the potential for HVs to gain CHW certificates.

HVS RECOMMENDATIONS - WORKFORCE

13

Reflective Supervision

H. Increase the HV system's capacity to provide reflective supervision training (e.g. IME-Endorsement, PSU graduate school certificate, Facilitating Attuned Interactions training).

Ongoing Training

I. Provide ongoing training and coaching to increase cultural responsiveness as well as knowledge and skills to work with families with children with special needs, families experiencing interpersonal violence, mental health concerns, and/or substance dependency.

HVS RECOMMENDATIONS - STRUCTURES

Regional Coordinated Referral

J. Create family-centered, easy to access entry points for home visiting and other services(e.g. basic needs, mental health) by supporting regional-level home visiting programs and partners with time and resources to build (or strengthen) centralized, coordinated, agreed-upon intake and referral processes.

- The HV Collaborative has knowledge, experience, and expertise to help these local processes, such as mapping home visiting services and intersections, support with MOUs for data sharing, etc.
- Universal newborn visiting models are a mechanism in the home visiting referral chain.

HVS RECOMMENDATIONS - STRUCTURES

Governance/Leadership

North Star

K. State support for local decision making and implementation.

Family Leadership

L. Build or strengthen local/regional structures that ensure ongoing parent/family leadership in the co-creation of policies, recommendations, and strategies that guide HV coordination efforts.

State Leadership

M. Leverage and expand (in some cases *streamline*) existing home visiting advisory bodies (e.g. HV Collaborative, MIECHV Advisory) to find efficiencies and to better represent HV program staff and those with lived experience to guide the development of a structured, comprehensive framework for home visiting that includes state/local leadership, shared goals, stable funding and paid state and regional staff.

- Likely first step is to create an action plan to move these recommendations to action.

HVS RECOMMENDATIONS - STRUCTURES

6

Draft HVS Framework

N. Resulting from a “mash-up” of BUILD HVS planning tool and TFFF HVSC Theory of Action

- Internal Communication – Creating and maintaining trusting relationships at all levels
- Leadership/Governance - Established at state and regional levels for cross-sector, collective decision-making and monitoring of the HVS
 - DEI - A group or subgroup with tools to center equity
- Financing - Shared and sustained funding for HVS
- CQI - Assessment, Planning, CQI of the HVS
- Home Visiting Workforce – Recruitment/Retention and Professional Development
- Messaging and Outreach – raise awareness and normalize HV
- Coordinated Intake/Referral - family-centered for HV and other services

HVS RECOMMENDATIONS - STRUCTURES

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Data/CQI

O. Establish and support a process for ongoing home visiting system assessment and data collection/reporting to observe progress towards HVS success as well as assisting programs in ongoing quality improvement. (TFFF HVSC TOA and approach to evaluation as a source)

P. Integrate state-level data interoperability and management to ensure accurate, useful data for decision making for the HVS.

HVS RECOMMENDATIONS - STRUCTURES

Outreach and Messaging

Q. Create a comprehensive, model inclusive, marketing and communication plan to promote and raise awareness about home visiting services, purposes and impact. Leverage existing communication pathways and ensure the communication plan and materials can be tailored for local marketing considerations.

- At regional level, consider developing a single resource for families that describes the types and purposes of home visiting programs.

Aligning Legislation and Rule

R. Review statute, rules, funder requirements of existing HV models to determine opportunities to improve alignment

- Assess and assure alignment for future HV model implementation
- Collaborate with communities regarding introduction of new home visiting models.

HVS RECOMMENDATIONS

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9

Early Opportunities

- Investing in Relationships
- HVS Pooled Fund
- Reflective Supervision
- Ongoing Training
- Outreach and Messaging
- Family Leadership

QUICK STRETCH BREAK



CONSENT AGENDA

21

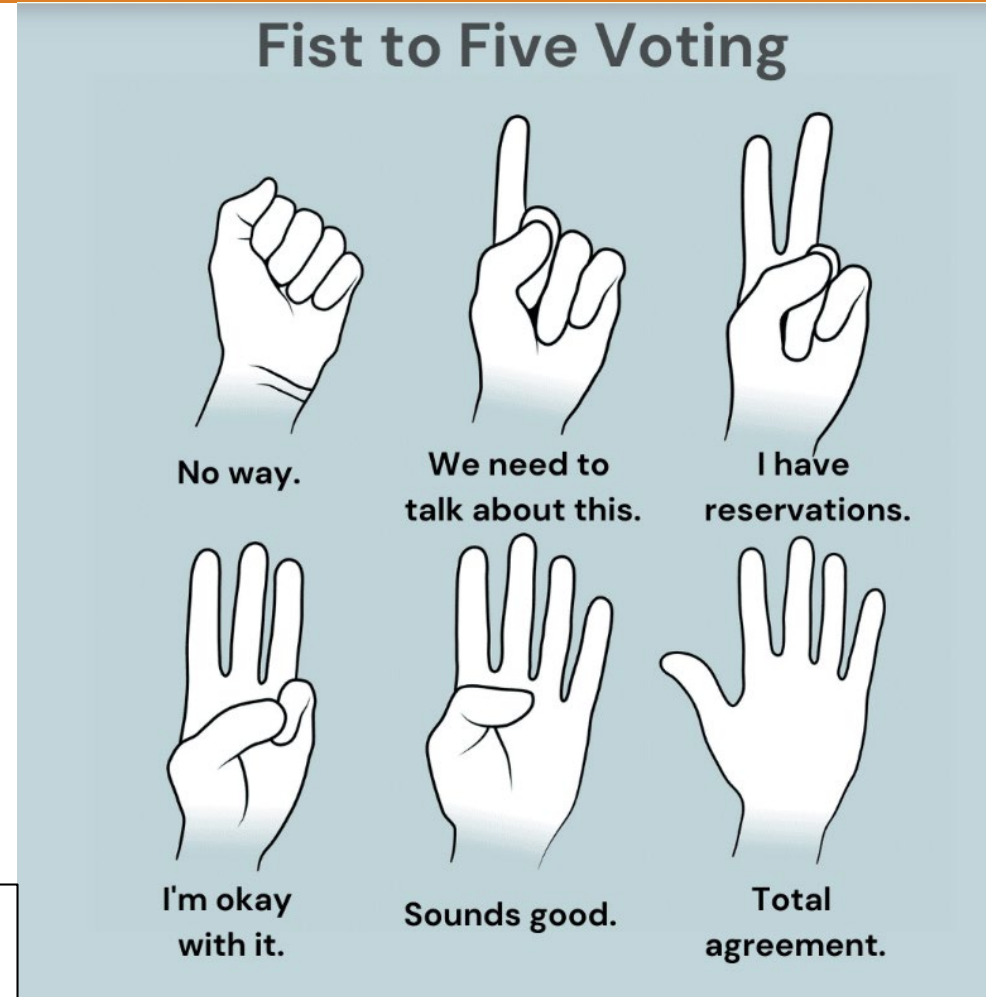
HVS Recommendations A-R

FIST TO FIVE CONSENSUS BUILDING

22

- Fist: Total disagreement, extreme concern
- 1 Finger: Definite concerns, need to discuss
- 2 Fingers: Have reservations, or trouble with some wording, but could be convinced
- 3 Fingers: Can live with it/no major objection
- 4 Fingers: Sounds good
- 5 Fingers: Total agreement

When we are trying to come to agreement anything 2 or below requires more discussion.



NEXT STEPS

23

Going from Recommendations to Action

- ELC meeting Dec 14th
- Design an approach to action planning
 - What's our process and who are the people involved?
- Staffing/FTE for the short term (2023) and long term
- “Housing”

GO TO WHERE THE BALL WILL BE...

26

Images from: dissolve.com; wired.com; dickssportinggood.com; littleleague.org; stack.com; ultiworld.com



WRAP-UP

24

