

Vision Statement - Training for Home Visitors

October 31, 2007

1. **Statewide** with regional settings for didactic training
2. **Multidisciplinary** – training for community health workers, registered nurses, registered dietitians, social workers, occupational and physical therapists)
3. **Build on existing training** – examine current training curriculum of home visiting programs in Virginia, identify existing training materials from others (for example: Zero to Three, Square One, Cornell University, National Center on Substance Abuse & Child Welfare, Mid-Atlantic Technology Transfer Center, etc.)
4. **Multimedia approach**
5. **Flexible** – needs to meet requirements and constraints of individual state systems requirements
6. **Tiered Approach** – sequencing of training for new and seasoned home visitors
7. **System of Evaluation** – assessing, evaluating and testing baseline competency and skills of home visitors
8. **Connection to Smart Beginnings** – must connect to evaluation and outcome components and early childhood competencies established in Virginia’s Smart Beginnings Plan
9. **Sustainable** – funding, trainers and maintenance of training modules must be sustainable; if web-based curriculum developed, a plan must be in place to update curriculum on an ongoing basis
10. **Record of training completed** – each home visitor needs access to a record listing all training completed
11. **Support strengthening of workforce** – record or resume of training to establish credibility; career ladder resulting in higher wages
12. **Build training opportunities for seasoned staff** – train seasoned staff to serve as mentors to new staff (peers teaching peers), provide reflective supervision training for supervisors of home visitors
13. **Competency of home visitors must be achieved and sustained** (basic and on-going training)