

What's MSR?

Clue: It's part of one of the Innovation Grant's most successful initiatives.

If you're part of a home visiting team that's participated in one of our state's FAN (*Facilitating Attuned Interactions*) cohorts, you know MSR stands for "Mindful Self-Regulation," one of many benefits of the FAN's meta-framework for growing team reflective practices.

With funding from the Region X Innovation Grant, Erikson Institute's FAN creator, Linda Gilkerson and master trainer, Sarah Martinez, mentored a new group of Region X FAN trainers, while at the same time home visiting programs throughout the region participated in the first 5 Cohorts of FAN trainings. (To learn more about Erikson Institute and the FAN, here is a link to their website <https://www.erikson.edu/professional-development/facilitating-attuned-interactions/>) As part of Portland State University's evaluation of the FAN, home visiting programs also provided feedback on their experience learning the FAN, helping trainers adjust training supports in real time to best care for our region's home visiting workforce. Thank you to everyone who participated in the evaluation!

Training With Built-in Implementation Supports

The FAN tool is a meta-framework for team reflective practices that supports supervisors, home visitors and the families they serve. While we may refer to FAN Cohorts as trainings, they're really much more, as they support learning and implementation for the first six months, helping programs incorporate these practices into their daily routines and required work.

FAN trainings are designed for full teams to take together. Each cohort of teams starts out with a two day LEVEL I training, where home visitors and supervisors learn and practice the FAN together. Supervisors have special breakout sessions to learn specific strategies for using the tool as part of Reflective Supervision. At the end of two days, teams are sent back to their organizations, armed with new tools and strategies to support their work with families. Our Region X FAN Trainer/Mentors (extraordinaire!) come from Cooper House, a Washington nonprofit organization offering a wide range of services that support the early development of social-emotional capacity and strengthen the parent-child relationship. You can learn more about them here: <https://www.cooperhouse.org/>.

Level II: 6 Month Mentoring Support and Day 3 Training

For six months following the FAN Level 1 training, a Cooper House Trainer is assigned to each team supervisor to provide monthly coaching and mentoring calls to support team implementation of new practices. There is some paperwork required for both supervisors and home visitors (sorry!) but this was streamlined based on home visitor feedback.

Over time, programs are reporting that the extra effort required on the front end of learning implementation is leading to greater team cohesion, to an appreciation for the value of MSR, and to stronger family relationships!

The conclusion of the FAN training happens six months after the Level I training, when the cohort of teams comes back together for a 3rd day to discuss how things have gone and to revisit FAN principles in a deeper way. There is almost a cautious celebratory nature to this day, as teams hold in mind the profound impact this training has had on them, while at the same time some teams may be facing staff transitions that have them thinking about how to hold the FAN framework through staff changes.