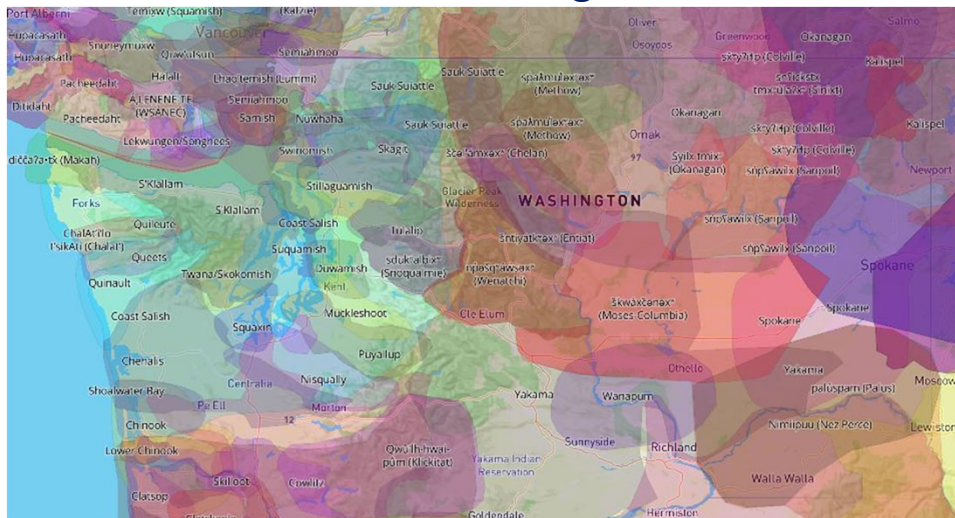


WELCOME to the SFY23 Trainings and Learning Supports Webinar!

Please put your name, organization, and role in the chat and share if there's something specific you most want to learn about today.



Land Acknowledgement



DCYF Racial Equity and Social Justice Framework Guiding Principles

- **Racially Equitable**
- **Intersectional**
- **Collaborative and Inclusive**
- **Self-Aware and Relationship-based**
- **Strengths-Focused and Cultivating Leadership**
- **Proactive and Strategic/Targeted Universal Approaches**
- **Responsive and Adaptive**
- **Transparent and Accountable**

The full Racial Equity and Social Justice Framework can be found here:

https://www.dcyf.wa.gov/sites/default/files/pubs/HR_0003.pdf



Honor Native Land: A Guide and Call to Acknowledgement

<https://usdac.us/nativeland>

DCYF'S Racial Equity and Social Justice Practice

<https://www.dcyf.wa.gov/practice/racial-equity-diversity-inclusion>



Today's Webinar Presenters



Nina Evers, DCYF
nina.evers@dcyf.wa.gov



Catherine Blair, Start Early
cblair@startearly.org



Tien Luu Hughes, DOH
Tien.LuuHughes@doh.wa.gov



Today's Agenda

- Welcome
- Land Acknowledgement
- Centering Racial Equity and Social Justice
- Meeting Agenda
- HVSA Trainings and Learning Supports
 - *New Training and Reference Tools*
 - *Foundational Trainings Review (will break at approx. 45 min)*
 - *Opt-In Reflective Supervision and Reflective Practices Programming*
- Where to Find the Most Updated Information (hint: website)
- Next Steps and Closing



Key Terms and Types of Trainings

HVSA is the acronym for **Home Visiting Services Account**.

LIA is the acronym for **Local Implementing Agency**.

The HVSA has 49 LIAs housing 50 home visiting programs and uses a portfolio approach, meaning that there are 9 different home visiting models represented across the HVSA.

SFY is the acronym for **State Fiscal Year**: SFY 23 started on July 1, 2022 and ends on June 30, 2023.

Foundational Trainings address home visiting implementation of screenings and aligned measures requirements and are **strongly recommended** for all new home visitors and supervisors within the **first six months of employment**.

Opt-In Trainings offer content and practices based learning supports to **deepen strengths-based relationship capacity** at role and team levels, including Reflective Supervision and FAN (Facilitating Attuned Interactions.)



New Training and Reference Tool: HVSA LIA Program and Performance Standards

How the HVSA Provides Oversight and Support for LIA Program and Performance Standards in the First Year

Standard	Timeline*	DCY	Start Early	DCI
LIA Onboarding to HVSA Performance Standards	First 90 days	Contract	Model	Early
HVSA Contract and Budgeting				
<ul style="list-style-type: none"> Pre-contract Negotiation/Supporting and Negotiation Statement of Work Deliverables and Contract Reporting Funding Sources and Invoicing 				
Orientation to HVSA Onboarding	First 90 days			
<ul style="list-style-type: none"> Centering Family and Child Outcomes Research/Research Supporting HVSA Services HVSA Service Delivery Structure Governance and Oversight <ul style="list-style-type: none"> Site Observations Outstanding to Program Standards Partner Agency Oversight A Developmental Perspective of the First 3 Years 				
LIA Program Participation Policies	One to six months			
<ul style="list-style-type: none"> Eligibility Recruitment Program Participation and Consent Disenrollment & Transition 				
Culturally Sensitive and Relevant Practices	Ongoing			
<ul style="list-style-type: none"> DCY REU Framework and Equity Topic Trainings 				
Relationship Based Practices	One month to three years		HVSA	Model Fidelity
<ul style="list-style-type: none"> Two-Generation Approach Early Behavioral Health Infant and Early Childhood Mental Health Reflective Supervision/Reflective Supervision Consultation Facilitating Attuned Interactions (FAN) 				
Family Goal Setting	Three to six months			
<ul style="list-style-type: none"> Screenings and Assessments Goal Setting Referrals Community Resources 				

This Onboarding Tool was developed for LIA's in their first year. Other uses include:

- A self-reflection tool for LIA's to use when thinking about how well they're integrating HVSA standards into their overall organization standards.
- A framework for organizations to use in orienting new supervisors to where HVSA work is housed in their organization
- A tool to help determine which Trio team is the lead when there's a question of policies.



New Training And Reference Tool: HVSA KEY DATES SFY23

This Tool was developed for Supervisors, Finance and Data Staff:

- Helps new programs and new home visiting staff learn the flow and rhythm of regular HVSA reporting and meetings.
- Can be modified to add internal organization deadlines or to help home visitors track team data entry norms.
- If you want this tool provided in Word, please request via email to nina.evers@dcyf.wa.gov
- [Home Visiting Workforce and Professional Development Resources](#)

HVSA KEY DATES SFY23

Month	Su	Mo	Tu	We	Th	Fr	Sa
July 2022				1	2	3	4
August 2022			1	2	3	4	5
September 2022				1	2	3	4
October 2022					1	2	3
November 2022						1	2
December 2022							1
January 2023							
February 2023							
March 2023							
April 2023							
May 2023							
June 2023							

Calendar Legend

- Blue: All HVSA Meeting
- Green: All HVSA Supervisors Day 2 Home Visitors Inset
- Yellow: All HVSA Supervisors Day 2 Home Visitors Inset
- Orange: All HVSA Supervisors Day 2 Home Visitors Inset
- Red: All HVSA Supervisors Day 2 Home Visitors Inset
- Grey: All HVSA Supervisors Day 2 Home Visitors Inset
- White: All HVSA Supervisors Day 2 Home Visitors Inset



New Training and Reference Tool: HVSA SFY23 Foundational Trainings by Quarter

- Helps supervisors plan for bringing new staff on board.
- Helps a supervisor help new home visitors develop a plan for trainings in the first six months
- Helps new supervisors get trainings they need in the first six months too.
- *We are piloting this and your feedback is needed to help us refine our work!*

SFY23 HVSA FOUNDATIONAL TRAININGS BY QUARTER

Quarter	Training Title	Facilitator	Duration	Frequency
Q1	ADD 2: Overview and Admin	ADD 2	1 hour	Once
Q1	ADD 3: Overview and Admin	ADD 3	1 hour	Once
Q1	ADD 4: Overview and Admin	ADD 4	1 hour	Once
Q1	ADD 5: Overview and Admin	ADD 5	1 hour	Once
Q1	ADD 6: Overview and Admin	ADD 6	1 hour	Once
Q1	ADD 7: Overview and Admin	ADD 7	1 hour	Once
Q1	ADD 8: Overview and Admin	ADD 8	1 hour	Once
Q1	ADD 9: Overview and Admin	ADD 9	1 hour	Once
Q1	ADD 10: Overview and Admin	ADD 10	1 hour	Once
Q1	ADD 11: Overview and Admin	ADD 11	1 hour	Once
Q1	ADD 12: Overview and Admin	ADD 12	1 hour	Once
Q1	ADD 13: Overview and Admin	ADD 13	1 hour	Once
Q1	ADD 14: Overview and Admin	ADD 14	1 hour	Once
Q1	ADD 15: Overview and Admin	ADD 15	1 hour	Once
Q1	ADD 16: Overview and Admin	ADD 16	1 hour	Once
Q1	ADD 17: Overview and Admin	ADD 17	1 hour	Once
Q1	ADD 18: Overview and Admin	ADD 18	1 hour	Once
Q1	ADD 19: Overview and Admin	ADD 19	1 hour	Once
Q1	ADD 20: Overview and Admin	ADD 20	1 hour	Once
Q1	ADD 21: Overview and Admin	ADD 21	1 hour	Once
Q1	ADD 22: Overview and Admin	ADD 22	1 hour	Once
Q1	ADD 23: Overview and Admin	ADD 23	1 hour	Once
Q1	ADD 24: Overview and Admin	ADD 24	1 hour	Once
Q1	ADD 25: Overview and Admin	ADD 25	1 hour	Once
Q1	ADD 26: Overview and Admin	ADD 26	1 hour	Once
Q1	ADD 27: Overview and Admin	ADD 27	1 hour	Once
Q1	ADD 28: Overview and Admin	ADD 28	1 hour	Once
Q1	ADD 29: Overview and Admin	ADD 29	1 hour	Once
Q1	ADD 30: Overview and Admin	ADD 30	1 hour	Once
Q1	ADD 31: Overview and Admin	ADD 31	1 hour	Once



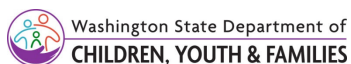
Communications

- Most information can be found on the DCYF website
<https://dcyf.wa.gov/services/child-dev-support-providers/home-visiting>
- In addition to the website, each month we send out a monthly email, usually the first Thursday of the month, and a monthly newsletter mid-month. You can request to be put on the mailing lists for those either by contacting your program specialist or by email kyra.Ingraham@dcyf.wa.gov



Overview of Start Early Trainings

- Designed to support HVSA contractual requirements and Washington home visiting core competencies
- Details can be found at <https://www.startearly.org/where-we-work/washington/training-opportunities/>
- Registration opens one month before training start date
- Sign up to receive priority registration access



Building on Parenting Interactions with Children: Checklist of Observations Linked to Outcomes (PICCOLO)

March 2-23 from 9:00-11:00

- Supports the “[Parent-Child Interaction](#)” HVSA Aligned Measure
 - Also counts towards Performance-Based Contracting “PCI Training” (PAT and Portfolio)
- Recommended for new home visitors and supervisors OR experienced home visitors and supervisors new to using the PICCOLO (*maximum 30 participants*)
- Participants will be able to:
 - Identify positive interactions between caregivers and children
 - Connect positive interactions to positive child development, socio-emotional growth and school readiness skills
 - Communicate with parents about their strengths and ways to build on successes

Contact: HVStartEarlyWA@startearly.org



PICCOLO Refresher

December 8 from 10:00-12:00

- Supports the “[Parent-Child Interaction](#)” HVSA Aligned Measure
- Recommended for supervisors and home visitors who have already taken the four-part PICCOLO training
- Participants will be able to:
 - Understand the different domains of the PICCOLO tool
 - Use the PICCOLO tool to give parents strengths-based feedback on positive interactions with their children.

Contact: HVStartEarlyWA@startearly.org



Healthy Families Parenting Index (HFPI)

December 15 from 9:00-11:00

- Supports the “[Parent-Child Interaction](#)” HVSA Aligned Measure
 - Also counts towards Performance-Based Contracting “PCI Training” (PAT and Portfolio)
- Recommended for supervisors and home visitors new to using their HFPI tool in their program
- Participants will be able to:
 - Administer, score and use the HFPI in clinical practice with families.
 - Discuss strengths, concerns and “red flags” that are revealed in the HFPI score.
 - Utilize the HFPI in supervision, case planning and curriculum planning.
- **Contact:** HVStartEarlyWA@startearly.org



Parent-Centered Developmental Screenings and Referrals (ASQ-3)

February 21 and 28 from 1:00-4:00

- Supports the “[Developmental Screening and Referrals](#)” HVSA Aligned Measure
- Recommended for new home visitors and supervisors (*maximum 40 participants*)
- Participants will be able to:
 - Frame the ASQ-3’s purpose and process for families receiving home visiting
 - Adapt the ASQ-3 questionnaire items to align with families’ beliefs and settings
 - Score and discuss results with families in an empowering way
 - Facilitate referrals for further evaluation and developmental resources

Contact: HVStartEarlyWA@startearly.org



Perinatal Mental Health for Home Visitors (PHQ-9)

April 19 – May 17th from 9:00-12:30

- Supports the “[Depression Screening and Referrals](#)” HVSA Aligned Measure
- Recommended for new home visitors and supervisors; experienced staff may sign up for individual sessions of interest (*maximum 40 participants*)
- Participants will be able to:
 - Understand the biological, individual, social and societal impacts that parenthood has on mental health.
 - Feel comfortable talking with parents and caregivers about their mental health, including using screening tools such as the PHQ-9.
 - Connect families to resources that can provide additional support within the context of family values and culture.
 - Be equipped to provide non-clinical mental health supports that are within the scope of home visiting, such as active listening and wellness planning.
- **Contact:** HVStartEarlyWA@startearly.org



Home Visitor Readiness

January 31 from 9:30-11:30

June 22 from 1:00-3:00

- Recommended for all home visitors and supervisors (*maximum 40 participants*)
- Participants will learn:
 - Strategies to address unique field-related concerns around physical well-being while providing home visits
 - Field readiness procedures that should be in place before and during a home visit
 - How other agencies handle emergency field concerns and the policies they have in place to support staff and families' well-being
 - How to reflect on cultural norms and biases embedded in field-related concerns
- **Contact:** HVStartEarlyWA@startearly.org



DOH Trainings - All HVSA Data Collection Requirements

Next Scheduled Webinar: November 29th, 9am to 11am

Also Available on demand

- Hosted by Tien Luu Hughes (DOH TA and Data Trainer)
- Audience: new programs/supervisors/staff; refresher for current staff
- No limit numbers of participants. The training will be recorded and posted on DCYF Data Collection Webpage.
- Contact Info for questions/comments: HomeVisiting@doh.wa.gov
- A big picture of why, how and what basic data are required for the HVSA funded programs. Key data categories are covered during the training are:
 1. Enrollment and Service Utilization
 2. Demographic Characteristics
 3. HVSA Aligned Performance Measures



DOH Trainings - MIECHV Only Data Collection requirements

New Date: February 16, 9am to 11am

- Hosted by Tien Luu Hughes (DOH TA and Data Trainer)
- Audience: new programs/supervisors/staff; refresher for current staff for MIECHV funded programs
- No limit numbers of participants. The training will be recorded and posted on DCYF Data Collection Webpage.
- Contact Info for questions/comments: HomeVisiting@doh.wa.gov
- Orientation to the additional 11 MIECHV measures. Only Local Implementing Agencies (LIAs) that receive MIECHV funding are required to report on these measures each federal fiscal year (FFY: October-September).

• Preterm Birth	Safe Sleep	Primary Caregiver Education
• Postpartum Care	Child Injury	Completed Depression Referral
• Tobacco Cessation Referrals	Behavioral Concern Inquiry	Completed Developmental Referrals
• Intimate Partner Violence Referrals		



WSCADV Home Visitor Series DV Assessment and Response

Next Offerings:

February 1 & 2, 10am to 11:30am

March 14 & 15; 10am to 11:30am

- A free virtual home visitor training with presenters from a team of experienced and wise home visitors and WSCADV staff.
- This training provides practical tools to help home visitors help their clients and includes training on administering a screening.
- Supports the [Intimate Partner Violence Screening & Referrals](#) HVSA Aligned Measure
- Recommended training for new supervisors and home visitors in their first 6 months.
- Maximum # of participants is 50 and HVSA funded programs are given registration priority
- For questions, contact leigh@wscadv.org



WSCADV Home Visitor Series Safety Planning with Families

Next Offerings:

February 16, 9:30am to 2:30pm (noon to 1pm break)

April 14, 9:30am to 2:30pm (noon to 1pm break)

- Supports the [Intimate Partner Violence Screening & Referrals](#) HVSA Aligned Measure
- This training is one virtual session.
- For questions, contact leigh@wscadv.org



WSCADV Home Visitor Series Check-Up and Check-In for Trained Staff

June 2, 2023, 1:00pm to 3:00pm

For questions, contact leigh@wscadv.org

SPECIAL NOTE:

New WSCADV website page devoted to the partnership between home visitors and DV advocates, including a beautiful new film can be found here:

[film: Where you are, we are here](#)



SFY23 HVSA Opt-In Learning Supports

Opt-In Trainings offer content, practice and peer based learning supports to **deepen strengths-based relationship capacity** at role and team levels, including Reflective Supervision and FAN (Facilitating Attuned Interactions.)



Key Reflective Practices Terms

Reflective Practices are evidence-informed home visiting professional development activities that build the capacity of systems, organizations, teams, supervisors and home visitors, to support home visitor reflective functioning and family engagement.

Reflective Supervision (RS) refers to ongoing, intentional, regularly scheduled support of home visiting supervisors and home visitors that takes place within a home visiting agency and focuses on enhancing the reflective practice skills of home visitors for purposes of program quality, including staff well-being and home visitor and family retention.

Reflective Supervision Consultation (RSC) is reflective supervision provided to a supervisor or home visitor by someone who is contracted with an agency or program to provide the service.

WA-AIMH is the Washington Association for Infant Mental Health, provider of HVSA RSC groups and trainings related to infant and early childhood mental health (IECMH).

Cooper House provides the HVSA'S FAN programming and is the only certified FAN training entity, outside of Erikson Institute in Chicago, that can provide FAN trainings in Washington State.



Why We use Equitable Participation Guidelines for Reflective Practice Offerings

- To ensure that all HVSA LIAs have access to, and inclusion in, voluntary Reflective Practices offerings.
- To assess annual participation to better understand barriers and opportunities to improve access and inclusion.
- To balance programming to support HV at all role levels: leadership, supervision and home visiting levels.
- To engage with the field using recruitment and participation considerations that create equitable opportunity regardless of program size, location of services, program age or home visiting model used.



WA-AIMH Opt-In Learning Opportunities

- **Introduction to Reflective Practices (new offering)**
 - **NEW DATE: January 10, 2023, 8:30am to 12:30pm (limited to 35 participants);** Teams wanting to do RSC Groups should sign up for this too. Great for new and continuing home visitors (flier attached)
- **Introduction to Reflective Supervision**
 - **Dates Added: January 30, February 1, 6, 8, 2023 9:00am to 12:30pm (limited to 15 participants)** A virtual 4-part training (12 hours) for supervisors wanting to participate in Supervisor RSC and for supervisors new in their first year.
- **Virtual RSC Groups for Teams or Supervisors**
 - Starting Up in January 2023
- **Foundations of Infant and Early Childhood Mental Health (IECMH)** for Supervisors, Home Visitors and Teams
 - 5 Part Training. Coming in the Spring
- **Infant Mental Health Endorsement Scholarships for Supervisors**



Team-Based Virtual Reflective Supervision Consultation (RSC) Groups January – June 2023

Intended Audiences

The RSC Groups are available for **teams up to 8** members who have not done a group before.

- **Dates:** January – June 2023, six-month series of monthly groups that meet for 1.5 hours
- **Time:** Group and Consultant establish a standard meeting time together.
- **Size:** Two to three groups are available: May be teams of 3-8 members.

Equitable Participation Considerations

When there are more applicants than spots available we may prioritize:

- We prioritize teams applying who haven't done an RSC group yet or who haven't participated in any HVSA trainings to date.
- We consider representation of participants across models as possible.



Supervisor Virtual Reflective Supervision Consultation (RSC) Groups January – June 2022

Intended Audiences

Supervisors interested in an opportunity to connect with colleagues to receive and share monthly support around the work they do, in a group facilitated by an experienced reflective consultant.

- **Dates:** January – June 2023, six-month series of monthly groups that meet for 1.5 hours
- **Time:** Group and Consultant establish a standard meeting time together.
- **Size:** Two to three groups are available: 5 Supervisors per group.

Equitable Participation Considerations

When there are more applicants than spots available we may prioritize:

- Supervisors who haven't done an RSC group yet.
- Supervisors who are not currently receiving FAN mentorship.
- Representation across models as possible.



IECMH Foundational Online Training Series For Teams, Supervisors and Home Visitors

Intended Audience

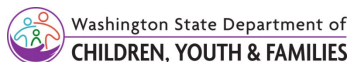
For HVSA teams, supervisors and home visitors interested in learning more about the core concepts of infant and early childhood mental health

- Dates: Coming in Spring of 2022
- Time: TBD
- Size: 20 participants

Equitable Participation Considerations

When there are more applicants than spots available we may prioritize:

- Supervisors and Program Managers in their roles for one year or longer
- Supervisors or Program Managers currently working on their infant mental health endorsement
- Supervisors who haven't participated in any HVSA trainings to date
- Representation across models as possible



Facilitating Attuned Interactions (FAN) *Building Capacities of Supervisors and Teams*



Calendar Year SFY23 at a Glance: HVSA FAN

- Regular **Booster Trainings** for Trained Home Visitors from HVSA home visiting teams.
- 6-Month Long **Community of Practice (CoP)** for Supervisors starting in January 2023
 - 2nd Wednesdays, January –June 2023 3-4:30pm
- July **Team-based Practitioner FAN**: Happens Annually
- September 2023 **Supervisor FAN**: Virtual
- Regional FAN Opportunities may be available for **New Home Visitors** of Trained Teams – please contact nina.evers@dcyf.wa.gov



Practitioner FAN Training

Intended Audience

Home Visiting Teams participate in a shared training experience.

- Dates: July 2023
- Time: TBA
- Size: 30 max participants

Equitable Participation Considerations

When there are more applicants than spots available we may prioritize:

- LIAs who haven't participated in any HVSA Reflective Practice training in the past
- HV Teams not yet FAN trained
- New Supervisors or Home Visitors joining already trained FAN teams
- Representation across models as possible



Supervisor FAN Training

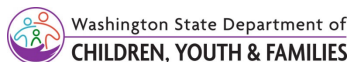
Intended Audience

Supervisors and program managers providing regular reflective supervision support to home visiting staff.

- Next Training : September 2023
- Size: 12 participants

Equitable Participation Considerations *when there are more applicants than spots available we may prioritize:*

- LIAs who haven't participated in any HVSA training in the past
- Programs whose teams have fewer than five staff
- Supervisors not yet FAN trained
- Supervisors new to FAN trained teams
- Representation across models as possible



Other Opt-In Home Visiting Supports

- **Communities of Practice:** Six 90-minute sessions for home visitors and supervisors to collaborate on specific home visiting topics
 - For more information, visit <https://www.startearly.org/where-we-work/washington/washington-communities-of-practice/>
- **Home Visitor Peer Connections:** Quarterly open space for home visitors across Washington to connect with each other and share questions, strategies, and reflections on working with families.
 - Register at <https://app.smartsheet.com/b/form/a3f83dd12ddd41188d47d1e124be1828>



We hope today's webinar was helpful.

For general questions about this webinar or to give feedback on how we can improve, please contact Nina Evers at nina.evers@dcyf.wa.gov.

Thank You!

