

National Home Visiting Summit Community of Practice – Professional Development

Project Teams: 2022-2023

Purpose and Team Member Description: The purpose of the Community's projects is to advance the effectiveness of professional development to prepare and support the home visiting workforce to achieve outcomes with families. Project teams are comprised of Community members with diverse roles in home visiting and professional development. Members may have years of experience in home visiting or bring fresh eyes to the topic of the team. The collective examination of a topic is, therefore, multidisciplinary, informed by rich lived experiences, reflects geographically influenced resources, and culturally informed perspectives. As a result, team projects become a contribution to the broader field of home visiting and professional development that could not be made by a single member alone. Team members are sought who have interest in this year's topics, may use the project experience to meet a personal professional development goal, and have the capacity to contribute 10 hours to a project's development between September 2022 and February 2023.

Charge: Teams collaborate to develop a paper and poster for presentation at the [National Home Visiting Summit](#) (March 14-16, 2023) in an area that addresses current issues and best practices in professional development. Past areas of study include continuous quality improvement, technical assistance, training, and coaching. The focus of study in these areas most recently has been on the use of technology given the immediate, profound impact of COVID on home visiting and professional development. You can access the papers and posters from 2021 and 2022 on [Start Early's website](#) and the [Early Childhood Connector](#).

Project Context for 2022-2023: As the impact of COVID on home visiting and professional development methods continue to evolve, it now makes evident a need to address the exacerbated workforce issue of turnover that is problematic in many communities. Many home visiting supervisors are simultaneously trying to find and hire qualified staff while trying to retain the experience of those still onboard. The 'good news' is that hiring may well create a new opportunity to gain greater cultural alignment between the workforce and families served. Recruitment and retention of BIPOC home visitors to engage BIPOC families has implications for all facets of professional development. The challenges of hiring and retention also prompt renewed attention to an examination of career pathways. Equitable career pathways that support attraction and retention of a diverse workforce must account for the differences in privilege that exist among home visitors when setting criteria for new opportunities and advancement.

Project Focus for 2022-2023: There will be two project teams open to Community members during 2022-2023.

- The first project's focus will address the role of professional development to promote diversity, equity, inclusion, and belonging (DEIB) in the workforce and support of culturally aligned DEIB home visiting services to families (aka "PD: DEIB and HV").
- The second project will focus on traditional and nontraditional career pathways for practitioners (home visitors and supervisors) that improve and promote equity in opportunities for advancement (aka "Career Pathways").

Note: A third project team is continuing its study on the topic of coaching in home visiting. With a research project underway, it is currently closed to new members at this time.

Those who become members of a team will narrow the focus of the project with respect to its members' specific areas of interest, expertise, and experience with the topic. Papers and posters typically present issues, trends, research, and strategies, along with specific examples where there have been successes and lessons learned. Team members are encouraged to use their own role and organizational context in home visiting to inform and enrich the projects.

Timeline:

- Recruitment for the new project teams is open between August 8th and September 7th.
- Schedules will be set in mid-September with first meetings to start the week of October 10th.
- Team leaders will facilitate the development of the content of the team paper and poster in four 60–90-minute team meetings (via Zoom) to occur between October 10th and January 31st.
- The paper representing the team's collective efforts will be due to Janelle Weldin-Frisch by February 17th, 2023.

For more information or to join a project team, please contact Janelle Weldin-Frisch: questjweldinfrisch@startearly.org

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