

# National Home Visiting Summit Community of Practice

## Professional Development

### Project Teams: 2023-2024

**Purpose and Team Member Description:** The Community's projects aim to advance the effectiveness of professional development to prepare and support the home visiting workforce to achieve outcomes with families. Project teams comprise 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. Therefore, the collective examination of a topic is multidisciplinary, informed by rich lived experiences, reflects geographically influenced resources, and culturally informed perspectives. As a result, team projects contribute 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 an interest in this year's study and can contribute 10 hours to a project's development between August 2023 and December 2023. Support is also provided for those who want to use the project experience to meet personal or professional development goals.

**Charge:** Teams collaborate to develop a paper and poster for presentation at the [National Home Visiting Summit](#) (January 31-February 2, 2024) in an area that addresses current issues and best practices in professional development. Past areas of study include strengthening diversity, equity, inclusion, and belonging (DEIB) in professional development, strategies to address the workforce shortage, continuous quality improvement, technical assistance, training, and coaching. This year's project will extend the learning of last year's study, which explored DEIB in professional development and ways to address the workforce crisis. You can access the papers and posters from 2022 and 2023 on [Start Early's website](#).

**Project Context for 2023-2024:** Rates of turnover in the home visiting workforce are starting to stabilize with growing success in recruitment and onboarding a new generation of home visitors. Now, we have an opportunity to reflect on what we have learned during these years of extensive turnover and revisit what qualifies someone to be an effective, fulfilled, and committed long-term home visitor. How can we broaden pathways into home visiting and create conditions promoting long-term engagement so that services to families are stable and impactful?

Home visitors tell us that a lack of opportunities for advancement and the weight of 'too many things to do during visits' are two common reasons they leave the field. It's time to identify and elevate strategies that strengthen today's workforce's well-being, revisit job expectations' sustainability, and showcase replicable opportunities for career development and advancement.

**Project Focus for 2023-2024:** There will be one project team open to Community members during 2023-2024 that will feature two tracks of study. The team as a cohort will:

- Reflect on the current condition of home visiting and identify workforce priorities that support sustainability.
- Recommend strategies that promote DEIB in the recruitment of home visitors and career long engagement in the home visiting field.

- Identify research and efforts underway related to the home visiting workforce, DEIB in professional development, and home visiting career pathways.

Team members will also select one of two tracks for specific study on pathways into home visiting and advancement. One track will explore pathways based on academic qualifications, and one track will focus on non-academic, alternative qualifications. Each track will:

- Recommend strategies that improve access to and support for entry and retention in the home visiting field.
- Identify examples of career advancement opportunities and needed support for career advancement.
- Propose changes to policy and practice to build a holistic approach to supporting a diverse workforce.

Team members are encouraged to share their personal and professional experiences, expertise, observations, and strategies being used in their organizational setting. Meetings are held via Zoom and recorded for absent members and to inform the content of the paper and poster.

Note: A second project team will continue its study of competencies related to coaching in home visiting. With a research project underway, it is closed to new members now.

#### **Timeline:**

- Recruitment for the new project teams is open during July 2023. For more information or to join a project team, please contact Janelle Weldin-Frisch: [questjweldinfrisch@startearly.org](mailto:questjweldinfrisch@startearly.org)
- Team leaders will facilitate the development of the content of the team paper and poster in four 60–90-minute team meetings (via Zoom) between August and November. The meeting schedule is:
  - August 15, 2023 (12:30-2pm CST)
  - September 19, 2023 (12:30-2pm CST)
  - October 31, 2023 (12:30-2pm)
  - November 21, 2023 (12:30-2pm CST)
- Members are encouraged to attend at least 2 of the 4 meetings scheduled and if absent, to review the recordings and contribute via email and shared google drive.
- The paper representing the team's collective efforts will be due to Janelle Weldin-Frisch by November 30, 2023. A small group will work on drafting the poster based on the paper in early December.