

Texas home visiting programs utilize a wide range of models all with different training, certification and credential requirements. Based on our knowledge of the most prevalent home visiting models in the state, research on the requirements and approval process around CEUs for the credentials relevant to those models is below. Also provided are the continuing education requirements for these models. Below are tables describing our findings and recommendations for next steps. Note that for home visiting practitioners, their individual requirements for continuing education are determined by the model, the specific credentials they hold in the state, and the organization in which they are employed.

Credential CEU Research

Nursing¹

<i>HV Model Alignment</i>	<ul style="list-style-type: none"> • Nurse Family Partnership • Family Connects
<i>What is the requirement to establish the license?</i>	<ul style="list-style-type: none"> • Graduate with a BSN or Associate's degree • Pass the NCLEX-RN licensing exam • Take continuing education courses that Texas requires for licensed nurses
<i>What is the requirement to renew the license?</i>	<ul style="list-style-type: none"> • Typically need to renew every 2 years • Complete 20 contact hours of continuing nursing education in the nurse's area of practice within the licensing period OR • Demonstrate the achievement, maintenance, or renewal of a Board-approved national nursing certification in the nurse's area of practice within the licensing period. • Alternatives to earning CNEs <ul style="list-style-type: none"> ◦ A nurse may receive CNE credit for attendance and completion of an academic course within the framework of a curriculum that leads to an academic degree in nursing –OR– any academic course directly relevant to the licensee's area of nursing practice. ◦ A nurse may receive CNE credit for development and/or presentation of a program that is approved by one of the credentialing agencies or providers recognized by the Board. ◦ A nurse may receive CNE credit for development and publication of a manuscript related to nursing and health care that is published in a nursing or health-related textbook or journal within the licensing period.
<i>What is the requirement for in-service/CEU Hours?</i>	20 contact hours every two years in the nurse's area of practice

¹ https://www.bon.texas.gov/education_continuing_education.asp.html , <https://onlinenursing.hbu.edu/uncategorized/registered-nurse-in-texas/>

<p><i>How does an organization get approved to provide those hours?</i></p>	<ul style="list-style-type: none"> • List of National Credentialing Agencies on Texas BON website needs to approve CEU providers. <ul style="list-style-type: none"> ◦ None of the agencies seem to accept IACET approved entities as a proxy. ◦ For agencies that have requirements listed on site there are fees and paperwork involved
<p><i>Are there reciprocal agreements in place?</i></p>	<ul style="list-style-type: none"> • If a nurse's primary state of residence is Texas, or the nurse has a single-state Texas license, the nurse must meet the CNE requirements of Texas to maintain their license. • Texas is one of 39 states that are part of the Nurse Licensure Compact (NLC). A multistate license issued by the nurse's home state, that is a part of the compact, is valid in all compact states. If the nurse has a compact license, this means the nurse must meet the requirements of his/her home state to maintain his/her license and multistate privileges, thus maintaining one license. More information can be found on the Enhanced Licensure Compact page as well as the Multistate Recognition - Nurse Licensure Compact FAQ.
<p><i>Can the Essentials of Home Visiting support a nursing license?</i></p>	<p>The status is unknown at this time. Start Early could investigate further but would need more information about specific licenses held by nurses.</p>

Social Work²

<p><i>HV Model Alignment</i></p>	<p>Healthy Families America</p>
<p><i>What is the requirement to establish the license?</i></p>	<ul style="list-style-type: none"> • Graduated from a Council on Social Work Education-accredited program (CSWE) with a bachelor's or master's degree in Social Work and have passed the applicable Association of Social Worker Board (ASWB) licensing exam • Submit a complete application and fee • Submit passing scores from the ASWB • Submit an official transcript that shows the conferral date of your social work degree • Complete the Texas Jurisprudence Examination • Submit a self-query report from the National Practitioner Data Bank • Submit electronic fingerprints for a nationwide criminal history search
<p><i>What is the requirement to renew the license?</i></p>	<ul style="list-style-type: none"> • A licensee must complete 30 hours of continuing education during each renewal period (typically 24 months) that they hold a license <ul style="list-style-type: none"> ◦ The 30 hours of continuing education must include 6 hours in ethics and 3 hours in cultural diversity or competency

² [https://texreg.sos.state.tx.us/public/readtac\\$ext.TacPage?sl=R&app=9](https://texreg.sos.state.tx.us/public/readtac$ext.TacPage?sl=R&app=9) , <https://www.bhec.texas.gov/texas-state-board-of-social-worker-examiners/faqs/index.html>

<p><i>What is the requirement for in-service/CEU Hours?</i></p>	<ul style="list-style-type: none"> • A licensee must complete 30 hours of continuing education during each renewal period (typically 24 months) that they hold a license <ul style="list-style-type: none"> ○ The 30 hours of continuing education must include 6 hours in ethics and 3 hours in cultural diversity or competency <ul style="list-style-type: none"> ▪ Acceptable ethics hours include, but are not limited to continuing education on: <ul style="list-style-type: none"> • state or federal laws, including agency rules, relevant to the practice of social work; • practice guidelines established by local, regional, state, national, or international professional organizations; • training or education designed to demonstrate or affirm the ideals and responsibilities of the profession; • training or education intended to assist licensees in determining appropriate decision-making and behavior, improve consistency in or enhance the professional delivery of services, and provide a minimum acceptable level of practice. ▪ Acceptable cultural diversity or competency hours include, but are not limited to continuing education regarding age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and socio-economic status. • A licensee with supervisory status must complete 6 hours of continuing education in supervision. • Licensees may claim continuing education credit for each of the following activities: <ul style="list-style-type: none"> ○ Passage of the jurisprudence examination. Licensees who pass the jurisprudence examination may claim 1 hour of continuing education in ethics. ○ Preparing and giving a presentation at a continuing education activity. The maximum number of hours that may be claimed for this activity is 5 hours. ○ Authoring a book or peer reviewed article. The maximum number of hours that may be claimed for this activity is 5 hours. ○ Teaching or attending a university or college level course. The maximum number of hours that may be claimed for this activity is 5 hours. ○ Self-study. The maximum number of hours that may be claimed for this activity is 1 hour.
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	<ul style="list-style-type: none"> ○ Successful completion of a training course on human trafficking prevention described by §116.002 of the Occupations Code. Licensees who complete this training may claim 1 hour of continuing education credit. • Licensees shall maintain proof of continuing education compliance for a minimum of 3 years after the applicable renewal period.
<p><i>How does an organization get approved to provide those hours?</i></p>	<ul style="list-style-type: none"> • The Texas Behavioral Health Executive Council does not approve continuing education providers. Instead, the Council has adopted rules that outline what is considered appropriate continuing education. This means a licensee can receive continuing education from any person or organization that provides the education in accordance with the Council’s rules. No approval by the Council is needed for the individual or organization to engage in the delivery of continuing education. Licensees are still audited for continuing education compliance and during those reviews, staff evaluate the continuing education documentation submitted. • Acceptable Continuing Education Activities: <ul style="list-style-type: none"> ○ All continuing education hours must have been received during the renewal period, and be directly related to the practice of social work; ○ The Council shall make the determination as to whether the activity claimed by the licensee is directly related to the practice of social work; ○ All continuing education hours obtained must be designated by the provider in a letter, email, certificate, or transcript that displays the licensee's name, topic covered, date(s) of training, and hours of credit earned; ○ Multiple instances or occurrences of a continuing education activity may not be claimed for the same renewal period. • Licensees must obtain at least fifty percent of their continuing education hours from one or more of the following providers: <ul style="list-style-type: none"> ○ an international, national, regional, state, or local association of medical, mental, or behavioral health professionals; ○ public school districts, charter schools, or education service centers; ○ city, county, state, or federal governmental entities; ○ an institution of higher education accredited by a regional accrediting organization recognized by the Council for Higher Education Accreditation, the Texas Higher Education Coordinating Board, or the United States Department of Education; ○ religious or charitable organizations devoted to improving the mental or behavioral health of individuals; ○ a licensee that is Council-approved supervisor; ○ any provider approved or endorsed by a provider listed herein.

<p><i>Who is the main contact for approval?</i></p>	<p>Texas Behavioral Health Executive Council Main Line (512) 305-7700</p>
<p><i>Can the Essentials of Home Visiting support a social work license?</i></p>	<p>Start Early would need to investigate further. Based on current information, it appears to be likely.</p>

Infant Mental Health Endorsement³

<p><i>HV Model Alignment</i></p>	<p>All models</p>
<p><i>What is the requirement to establish an endorsement?</i></p>	<p>Home Visitors can be eligible for the Infant Family Associate and Infant Family Specialist Endorsement Designations</p> <p><u>Infant Family Associate Endorsement</u></p> <ul style="list-style-type: none"> • Work Experience <ul style="list-style-type: none"> ◦ Minimum 2 years paid, providing services that promote infant mental health for infants, toddlers, and their families • Educational Experience <ul style="list-style-type: none"> ◦ Master’s or post-graduate degree • In-Service Training <ul style="list-style-type: none"> ◦ Minimum 30 hours • Reflective Supervision <ul style="list-style-type: none"> ◦ Minimum 24 clock hours within a one to two-year time period while working with infants, toddlers, and their families • Three reference ratings • Signed code of ethics • Signed endorsement agreement • First 3 Years member • Submission of professional application • Pay application and processing fee (\$40 total)

³ <https://first3yearstx.org/endorsement/endorsement-requirements-and-competencies/>, <https://first3yearstx.org/endorsement-renewal/>

	<p><u>Infant Family Specialist Endorsement</u></p> <ul style="list-style-type: none"> • Work Experience <ul style="list-style-type: none"> ◦ CDA or Associate’s degree or 2 years early childhood experience and/or 2 years in the infant, early childhood, and family field • Educational Experience <ul style="list-style-type: none"> ◦ Bachelor’s or Master’s degree • In-Service Training <ul style="list-style-type: none"> ◦ Minimum 30 hours • Three reference ratings • Signed code of ethics • Signed endorsement agreement • First 3 Years member • Submission of professional application • Pay application and processing fee (\$65 total)
<p><i>What is the requirement to renew the endorsement(s)?</i></p>	<ul style="list-style-type: none"> • Minimum of 15 clock hours per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or practice of infant mental health (e.g. regional training, related coursework at colleges or universities, infant mental health conference attendance.) • Keep First3Years membership up to date.
<p><i>What is the requirement for in-service/CEU Hours?</i></p>	<ul style="list-style-type: none"> • Minimum of 15 clock hours per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or practice of infant mental health (e.g. regional training, related coursework at colleges or universities, infant mental health conference attendance.)
<p><i>Can the Essentials of Home Visiting support IMH endorsements?</i></p>	<p>Yes. The Alliance for the Advancement of Infant Mental Health supports and approves the use of the Essentials of Home Visiting for purposes of fulfilling (in part) the requirements to obtain and renew IMH endorsements.</p>

Model Continuing Education Requirements

Home Visiting Model	Continuing Education (CE) Requirements
Parents As Teachers	<ul style="list-style-type: none"> • 20 hours to meet annual renewal, EHV Courses can count toward these hours

Nurse Family Partnership	<ul style="list-style-type: none"> • Only NFP provides approved PD hours for NFP renewal
Healthy Families America	<ul style="list-style-type: none"> • No minimum CE hours for renewal, HFA recommends 15 hours of PD annually • Requires all staff annually to receive training on the topics of child abuse and neglect and DEIB <ul style="list-style-type: none"> ◦ Essentials of Home Visiting can be used to fulfill the requirements • Many HFA programs use the Essentials of Home Visiting to fulfill many first-year requirements for training in specific topic areas and for subsequent year recommendations for continuing education

Analysis

There is an opportunity for Texas PEI to utilize and promote the Start Early’s Essentials of Home Visiting to: 1) support home visitors and supervisors with social work licenses to use completion certificates for purpose of license renewal; 2) support home visitors and supervisors to use completion certificates for purposes to meet requirements to obtain or renew an infant mental health endorsement, and 3) support home visitors implementing PAT and HFA to use completion certificates to fulfill annual requirements and recommendations for continuing education.

Recommendations

Texas PEI has opportunities to maximize the professional development benefits it offers to the home visiting workforce to attain and maintain credentials that ultimately impact the quality of home visiting services to families. The following recommendations reflect actions that could strengthen the investment and value (specifically) of the Essentials of Home Visiting to the Texas home visiting workforce as based on our current findings.

1. Promote the benefits of infant mental health endorsements. Advertise to home visitors that Essentials of Home Visiting courses are approved courses for use in obtaining and meeting annual requirements (15 hours) for renewal purposes.

2. Announce that for home visitors with social work licenses that Essentials of Home Visiting Courses may count towards their required 30 clock hours for renewal.
3. Announce that Healthy Families America home visitors can use the Essentials of Home Visiting to meet the annual requirements for training on DEIB and child abuse and neglect for renewal purposes. (See [crosswalk](#).)
4. We recommend surveying your Nurse Family Partnership programs on what type of nursing license their home visitors have for Start Early to establish the best path forward in providing CEUs for home visitors with nursing licenses in Texas.

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