

# ***Strong Families Vermont* Family Support Home Visitor**

## **Introduction**

Professional standards or competencies are the foundation of the CIS professional system and they are used as follows:

- As the self- assessment in an IPDP (Individual Professional Development Plan)
- To provide common expectations and language
- To plan and assess professional development activities and curricula (our shared work)
- To develop job descriptions and performance evaluations
- To structure supervision and mentoring

The CIS professional standards recommended for **all staff roles** within the CIS program include the following knowledge areas:

1. **Philosophy and Professional Orientation** - Professionals show knowledge of using a family-centered, strengths and outcomes based collaborative approach for delivering services and supporting children and families.
2. **Family Systems** - Professionals demonstrate knowledge of family characteristics, factors impacting family functions and strategies for supporting families.
3. **Child Development** -Professionals use their knowledge of child development and the factors affecting development in their work with young children and their families.
4. **Assessment** - Professionals use their knowledge of assessment to inform the *One Plan* process.
5. **Addressing Challenges** - Professionals demonstrate knowledge of risk and resiliency factors, the use of strategies for working with vulnerable populations and ways to promote effective transitions.
6. **Systems Resources** - Professionals have knowledge of resources, systems, laws, policies, and procedures.

## **Basic Requirements**

The *Strong Families Vermont Family Support Home Visitor* is responsible for providing professional support, role modeling, and advocacy for families who may be faced with life stressors, such as acquisition of parenting skills, continuing education, and difficulty maintaining basic needs, such as housing and transportation.

S/he will conduct child developmental screenings as appropriate to support parent education and promote family success in attainment of life skills with a concentration on promoting optimal health.

## **Job Responsibilities**

- Uses knowledge and skills to identify family strengths and needs.
- Provides home visits and center-based services in partnership with the family and clinical team.
- Assists with the development and implementation of a culturally appropriate targeted One Plan.
- Provides appropriate parent education, anticipatory guidance, and coaching:

- Facilitates acquisition of family life skills, basic parenting skills, activities of daily living and resiliency traits in children and adults
- Focuses on the development of the child; uses role modeling, mentoring and relevant parenting and family engagement approaches.
- Provides appropriate health and safety education
- Acts as an advocate with community systems for families with limited English proficiency, cognitive disabilities and/or other limitations which interfere with the family's ability to access services:
  - Assists families to stay connected to a medical home and other services
  - Is familiar with and shares information about community resources
  - Makes referrals as needed to community services
  - Coordinates entitlements, housing, transportation, and other basic needs, such as food programs
  - Assists parents in obtaining recommended follow-up care
- Establishes and maintains a network of support that provides basic safety for each child.
- Participates in evaluating progress toward family goals.
- Identifies gaps in resources and informs clinical team/supervisor.
- Maintains confidentiality of family records and other information.

## **Qualifications**

- Bachelor's degree in Social Work, Psychology, Nursing, or other related human services field, with limited experience
- Mature adult with related life experience who demonstrates evidence-based practices
- CDA or other relevant certification
- Excellent communication skills
- Demonstrated ability to be empathetic, flexible, and non-judgmental with diverse populations

## **Specific Knowledge and Experience**

- History of family support work with young children and their families.
- Teaches life skills and is a role model /mentor for families.
- Advocates, coaches, and helps families build resiliency.
- Demonstrated success in working with families with multiple challenges.
- Intention of continuing education in a related field.
- Willing to be fully trained and certified in applicable evidence-based model.