

CIS *Strong Families Vermont* Nurse 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 CIS *Strong Families Vermont* Nurse Home Visitor is responsible for providing high quality comprehensive community-based evidence-based or evidence-informed home visiting services to prenatal and postpartum people, families, and infants and children ages birth up to six.

The Nurse Home Visitor is responsible for maintaining the highest clinical standards in maternal child and family health nursing practice; including safe, competent, effective nursing care based on sound scientific principles and the nursing process.

The Nurse Home Visitor will adhere to all policies of nursing practice and Children's Integrated Services.

Duties and Responsibilities

The Children's Integrated Services (CIS) *Strong Families VT* Nurse Home Visitor is responsible for case management and on-going evaluation of medical, educational, psychological, social/environmental, economic, or other identified needs of all assigned clients.

The CIS *Strong Families VT* Nurse Home Visitor provides prevention, health promotion, and early intervention supports to people and their families eligible for CIS services.

Skills include:

- Clinical screening and assessment of physical, psycho-social, and environmental health, including protective and risk factors for individuals/ families
- Health education and counseling, with a focus on wellness, health promotion and safety, particularly as it relates to pregnancy, intrapartum, postpartum, parenting, infant and child development, and behavior modifications or changes
- Risk reduction, intervention, and advocacy, with a focus on nutrition and physical activity, management of illness and infectious disease, medication management, substance use/abuse, environmental exposures, trauma, abuse, etc.
- Individual plan development, referral, and case management, including monitoring and evaluation of individual health status and support needs
- Individual or group education for childbirth preparation and development of parenting skills
- Assisting individuals to gain access to needed medical, social, educational, and other services as well as *addressing barriers to care*.
- Links the individual and families to community services and supports which will help them achieve their goals and outcomes

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- Assists individual and family to identify goals and actions that will assist them in meeting their desired outcomes, e.g., increased knowledge and skill acquisition, improvement in health status, and awareness of community resources
- Develops and maintains community partnerships to support appropriate client referrals to CIS and a strong CIS system of care
- Participates in multi-disciplinary team referral and planning meetings
- Seeks and encourages input from CIS team members and other community providers in determining the priority health care needs of the maternal child and family health population

- Provides information to host agency for timely and accurate data input and billing information
- Participates in CIS quality improvement efforts

Communication

- Maintains confidentiality
- Creates, maintains, and supports a safe environment for open discussions with families
- Seeks and responds appropriately to feedback

Team Development

- Assists in creating a positive work environment that promotes productivity, mentoring, teamwork, and cooperation.
- Elicits and considers differing viewpoints when analyzing issues

Professional Development

- Accurately assesses own learning needs and develops strategies to meet them
- Stays informed of current health care developments to provide safe, quality nurse home visiting services
- Participates in the review and analysis of the CIS reports; identifies areas of achievement and areas for improvement
- Completes full training and certification for the applicable evidence- based model

Qualifications

- Bachelor's degree
- Current Vermont registered nursing license
- Current CPR certification
- Two years recent experience in community maternal child and family health, public health, or mental/behavioral nursing
- Must have a valid VT driver's license and insured automobile
- Professional liability insurance
- Basic computer skills
- All required qualifications specific to the applicable evidence-based model

Specific Knowledge and Experience

- Ability to work collaboratively as a member of a multidisciplinary team

- Maintains professional boundaries with clients
- Uses evidence-based practices and/or program model, as available
- Utilizes skills, including screening, assessment, evaluation, and monitoring health status; extensive knowledge of pregnancy, postpartum, infant and child development; cultural competence; life skills; and an extensive knowledge of community resources
- Has home visiting experience
- Demonstrates excellent written and verbal communication skills
- Is organized and maintains complete, accurate records and filing reports in a timely manner
- Is willing to meet regularly with supervisor to develop a reflective practice and continuously assess their clinical nursing knowledge and skills and identify areas that need special attention