# Institute 🕅 for the Advancement of **Family Support Professionals**



Scan to view the framework

# Precision Professional Development Brought to You by the Institute

## My Career Compass

Through the Institute, this framework provides the foundation for a **precision** professional development system that directs learners to take trainings based on competency knowledge gaps rather than a one size fits all approach.



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This allows home visitors and supervisors to spend more time taking trainings relevant to knowledge and skill gaps that will support them in their roles to support families. It reduces the inefficiencies that can occur by a one size fits all training approach.









## What?

The Competency Framework is organized around 10 domains. Domains are defined by dimensions and detailed further with **components**. Lastly, each competency is broken down into three distinct levels; recognizing, applying and extending.

## Why?

This framework assists in unifying the field through common standards. Evidence-based home visiting is available in every state and six territories in the United States as well as 19 tribal organizations. The need for core competencies is evident by the sheer number of states that had developed their own standards. The efforts contained here are meant to build upon the work that was already started and to reduce duplication and increase efficiencies.

An established set of core competencies is necessary to create an effective professional development system, including training and certification. Differences by models or states in preparation requirements for Family Support Professionals will still exist. The core definition of family support work contained in the framework serves to unify the field while embracing our rich diversity.

# Transfer of Learning

Built around the transfer of learning framework, the Institute supports supervisors in supporting home visitors.



Home visitors can share their progress with supervisors through an email invitation link. Allowing supervisors to see how they are progressing in module completion and competency attainment.



Every module is designed to support putting the learning into practice. Through the use of a learning guide and a resource guide professionals can set learning goals and an action plan.

# **1** FSPs take a pre-assessment to demonstrate 6 FSPs take post-module quizzes to demonstrate new knowledge. Quiz Quiz





# National Family Support Competency Framework

#### Infant and Early Childhood Development

- Typical and atypical development
- Prenatal development
- Infant Care
- Early language and communication
- Early learning

#### Child Health, Safety, & Nutrition

- Infant mental health
- Child health and wellness
- Safe environments for young children
- Child nutrition
- Child abuse, neglect, and maltreatment

#### Parent-Child Interactions

- Influences on parenting
- Parent-child relationship
- Developmentally appropriate guidance

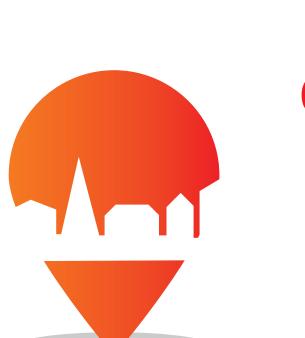
#### Dynamics of Family Relationships

- Healthy family functioning
- Influences on family well-being
- Fatherhood

#### **Effective Home Visits**

- Assessment
- Planning
- Data and documentation







- Maternal health
- Mental health
- Physical health
- Environmental safety
- Intimate partner violence

#### **Community Resources and Support**

- Building community relationships
- Service system coordination and referral
- Advocacy

#### Relationship-Based Family Partnerships

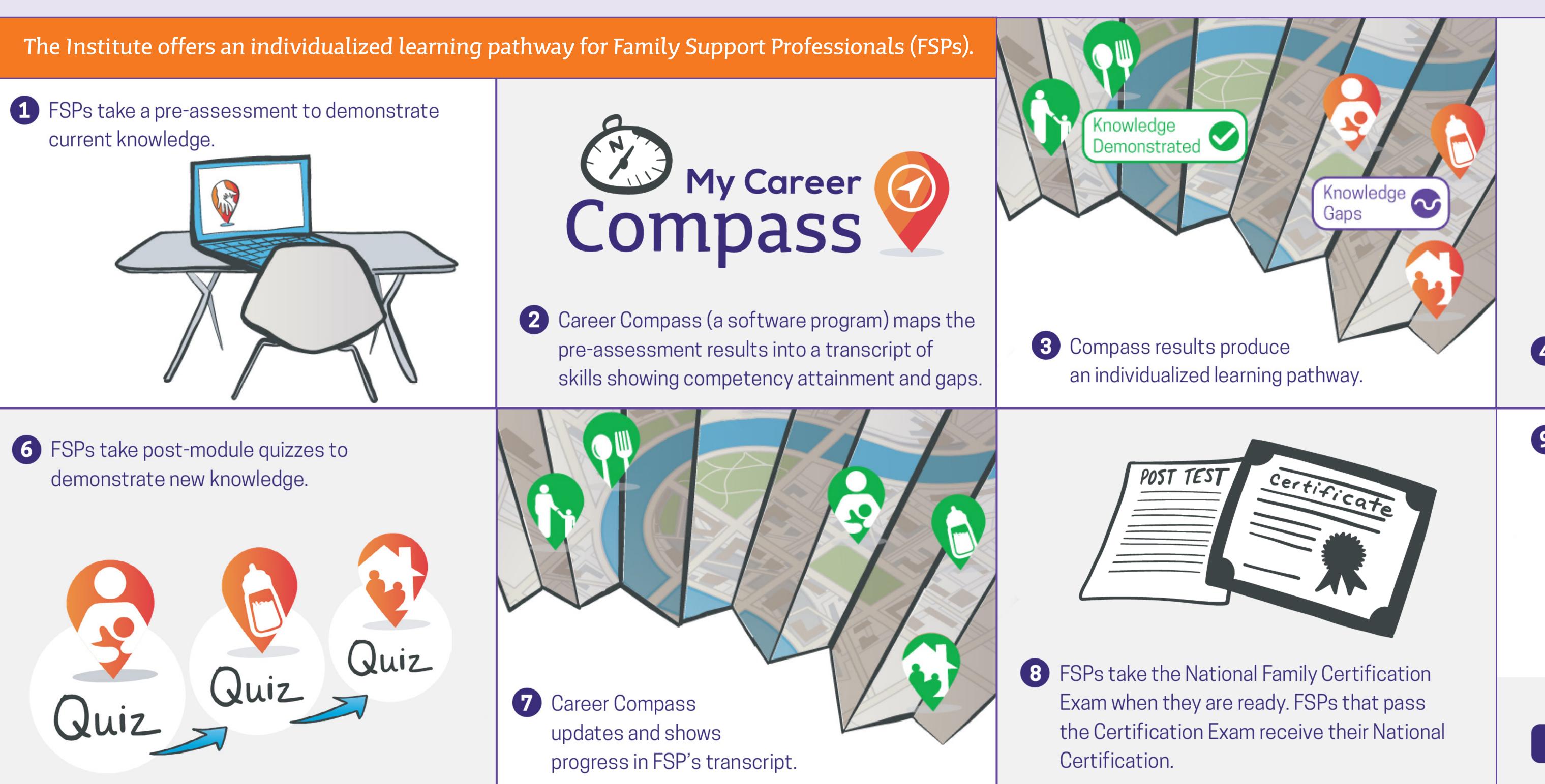
- Respect and responsiveness
- Positive communication
- Collaboration

### Cultural and Linguistic Responsiveness

- Cultural competency
- Cultural humility
- Linguistic responsiveness

#### Professional Practice

- Ethical and legal practice
- Reflective practice
- Professional development
- Professional Boundaries
- Quality Improvement







How?

The first step was to gather and compare existing core competencies. Then an analysis occurred for commonalities and differences. The core competencies were also evaluated against best practice found in the most recent literature and evaluation studies.

The framework and the competencies then underwent a rigorous vetting process by states, models and other organizations. The iterative process resulted in a *comprehensive framework* that provides both depth and breadth in competencies for Family Support Professionals.

An Expert Panel for the Institute for the Advancement of Family Support Professionals carefully reviewed the core competencies, made additional recommendations, and endorsed the final product.

## Who & When?

In 2015, a doctoral student at Iowa State University, Melissa Clucas, PhD, led the analysis and synthesis. 21 states had developed family support core competencies and an additional 8 states had developed early childhood core competencies. In addition, six home visiting models also shared their competencies. The project took 3 years from start to the final endorsement by the Expert Panel.









Development pical and atypical development Developmental stages and milestones

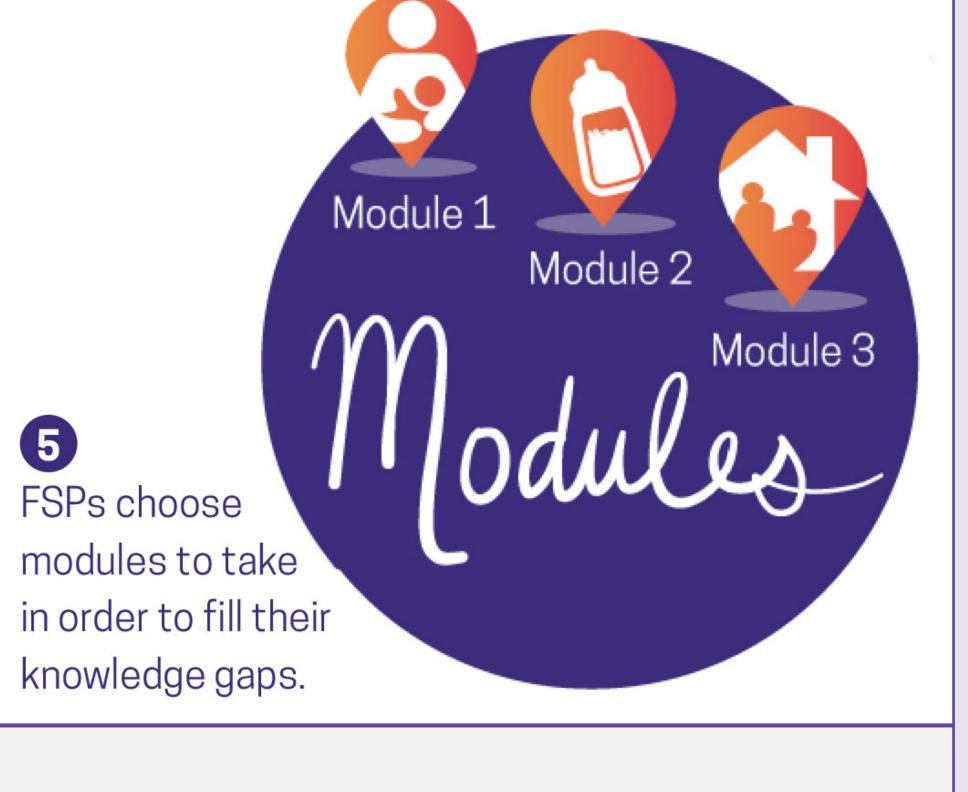
Infant and Early Childhood

Individual needs and differences

gaps to direct their new learning.

9 FSPs continue to grow in knowledge through advanced module courses, digital badging, and more!







Learn more about the Career Compass