

Recommended Competency & Course Progression

Early Impact Virginia offers a comprehensive professional development program for family support professionals with online, asynchronous and synchronous trainings offered in locations across Virginia and through Zoom. EIV recommends that all FSPs take the Pre-Assessment on the Institute to assess their current knowledge. After taking the Pre-Assessment, the Career Compass maps the pre-assessment results into a transcript of skills showing competency attainment and gaps. FSPs can choose their individual learning pathway to fill their competency gaps.

The charts below contain a recommended training progression of competency areas to focus on in the first 12 months of hire. Supervisors can use this progression with family support professionals to plan professional development activities. Registration for all of **Early Impact Virginia's** courses is available at <https://institutefsp.org/>.

Competency Based Progression for Asynchronous Training	
Hire- 3 Months	
Domain 1: Infant and Early Childhood Development <i>Dimension: Typical and atypical development</i> Prenatal development Infant care	Domain 6: Community Resources and Support <i>Dimension: Building community relationships</i>
Domain 2: Child Health, Safety, and Nutrition <i>Dimension: Child health and wellness</i> Infant mental health Safe environments for young children Child abuse, neglect, and maltreatment	Domain 9: Effective Home Visits <i>Dimension: Data & documentation</i>
Domain 3: Parent Child Interaction <i>Dimension: Parent- child relationship</i> Developmentally appropriate guidance	Domain 10: Professional Practice <i>Dimension: Ethical & legal practice</i> Professional boundaries
Domain 5: Family Health, Safety, and Nutrition <i>Dimension: Maternal health</i>	
3-6 Months	
Domain 1: Infant and Early Childhood Development <i>Dimension: Early language and communication</i> Early learning	Domain 7: Relationship Based Family Partnerships <i>Dimension: Respect and responsiveness</i> Positive communication Collaboration
Domain 3: Parent Child Interaction <i>Dimension: Influences on parenting</i>	Domain 8: Cultural & Linguistic Responsiveness <i>Dimension: Cultural competency</i> Cultural humility Linguistic responsiveness
Domain 4: Dynamics of Family Relationships <i>Dimension: Influences on family well-being</i> Fatherhood	Domain 9: Effective Home Visits <i>Dimension: Assessment</i>
Domain 5: Family Health, Safety, and Nutrition <i>Dimension: Physical health</i> Intimate partner violence	Domain 10: Professional Practice <i>Dimension: Reflective practice</i>
Domain 6: Community Resources and Support <i>Dimension: Service system coordination & referral</i> Advocacy	

6-9 Months	
Domain 2: Child Health, Safety, and Nutrition <i>Dimension: Child nutrition</i>	Domain 5: Family Health, Safety, and Nutrition <i>Dimension: Environmental safety</i>
Domain 4: Dynamics of Family Relationships <i>Dimension: Healthy family functioning</i>	Domain 9: Effective Home Visits <i>Dimension: Planning</i>
9-12 Months	
Domain 5: Family Health, Safety, and Nutrition <i>Dimension: Mental health</i>	Domain 10: Professional Practice <i>Dimension: Professional development Quality Improvement</i>

Recommended Progression for Synchronous Training	
3-6 Months	
Working with Pregnant & Parenting Teens	
6-9 Months	
Motivational Interviewing	
9- 12 Months	
Adult Mental Health Learning Lab	SBIRT (Screening, Brief Intervention, and Referral to Treatment)
12- 15 Months	
Building Parent Strengths (Trauma Informed Skills and Reflective Practice)	Healthy Moms, Happy Babies