

A photograph of a woman with dark, curly hair holding a baby. The woman is looking at the baby with a gentle smile. The baby is looking towards the camera. The background is softly blurred, suggesting an indoor setting with natural light.

WASHINGTON STATE
HOME VISITING CORE COMPETENCIES

HOME VISITOR SELF ASSESSMENT & DEVELOPMENT PLAN

This document is intended to be used by home visitors in conjunction with the Washington State Home Visiting Core Competencies for Home Visitors.

WASHINGTON STATE HOME VISITING CORE COMPETENCIES
HOME VISITOR SELF ASSESSMENT

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WASHINGTON STATE HOME VISITING CORE COMPETENCIES



HOME VISITOR SELF ASSESSMENT

INTRODUCTION

This form encourages you to think about the opportunities you have for learning through the lens of core competencies associated with your work as a Home Visitor.

The first part is a **self-assessment** to be used to:

- Identify and your strengths and abilities for each of the eight competency areas.
- Identify and prioritize one competency area that you wish to grow.

The second part is a **development plan** which encourages you to:

- Identify your preferred way of learning.
- Identify learning opportunities that will support growth in your priority competency area in the next 6-12 months.
- Identify additional opportunities for learning and how they may support growth in knowledge and skills that relate to other areas of competency important to your role.

Consider the self-assessment and development plan to be a “snapshot in time.” As such, it can be completed once or twice a year. It is intended to support strategic thinking and ground your planning for development activities in the core competencies. But most of all, it is intended to support your ongoing growth and effectiveness as a Home Visitor.



For additional information, please visit Start Early's website at <https://www.startearly.org/where-we-work/washington/home-visiting-core-competencies/> or email our team directly at hvstartearlywa@startearly.org



HOME VISITOR SELF ASSESSMENT

INTRODUCTION

Name:



Job Title:

Program Name:

Date:

Before you begin:

- Make sure you have a copy of the **Home Visitor Core Competencies** which lists for each competency area, what Home Visitors need to KNOW and DO.
- You can find a copy of the Home Visiting Core Competencies [here](#).
- If you have questions about the use of this form, work with your supervisor or contact amatthias@startearly.org



scan QR code
to provide feedback





1. COMPETENCY AREA: DIVERSITY, EQUITY, INCLUSION, AND BELONGING: EFFECTIVE RELATIONSHIPS WITH FAMILIES

READ: Core Competency Area #1 (pages 11 & 12) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: A Home Visitor's understanding of and respect for a family's culture is fundamental to an effective home visiting relationship. Respect for a family's culture requires confidence in the value of diversity, equity, inclusion, and belonging when partnering with families and caregivers. Home Visitors will practice humility and cultivate an environment of continued learning regarding culture and race.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



1. COMPETENCY AREA: DIVERSITY, EQUITY, INCLUSION, AND BELONGING: EFFECTIVE RELATIONSHIPS WITH FAMILIES

1. List one or two competencies from the **KNOW** column from competency area #1 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #1 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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2. COMPETENCY AREA: **EFFECTIVE HOME VISITING**

READ: Core Competency Area #2 (pages 13 & 15) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors partner with parents and caregivers in visits to identify the family's needs and goals, given the cultural and community context, their current circumstances, and the environment in which they live. Visits are delivered in accordance with the home visiting design and practices of the program's organization.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Often an area of strength (60-85%)

Sometimes an area of strength (40-60%)

Seldom an area of strength (Less than 40%)

This is an area where growth is needed to be more effective in my role



2. COMPETENCY AREA: **EFFECTIVE HOME VISITING**

1. List one or two competencies from the **KNOW** column from competency area #2 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #2 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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3. COMPETENCY AREA: PARENT-CHILD INTERACTIONS

READ: Core Competency Area #3 (pages 16 & 17) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors recognize the impact of the parent-child relationship on healthy physical growth and social-emotional development. Home Visitors understand that parents and caregivers are experts in their own lives and, therefore, support the parent-child relationship in the context of a family's culture, religion, and community.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



3. COMPETENCY AREA: PARENT-CHILD INTERACTIONS

1. List one or two competencies from the **KNOW** column from competency area #3 that you want to learn more about in the next 6-12 months.

2. List one or two competencies from the **DO** column from competency area #3 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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4. COMPETENCY AREA: INFANT AND EARLY CHILDHOOD DEVELOPMENT

READ: Core Competency Area #4 (pages 18 - 20) in the [Washington State Home Visitor Core Competencies](#)

Based on the description of the competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors understand a child's development in the context of their family's values, culture, and beliefs. Home Visitors partner with parents and caregivers to support and facilitate an understanding of the healthy physical, cognitive, and social-emotional growth and development of their children.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



4. COMPETENCY AREA: **INFANT AND EARLY CHILDHOOD DEVELOPMENT**



1. List one or two competencies from the **KNOW** column from competency area #4 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #4 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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5. COMPETENCY AREA: DYNAMICS OF FAMILY RELATIONSHIPS

READ: Core Competency Area #5 (pages 21 & 22) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors are strengths-based and trauma-informed in their interactions. They know about the impact of gender identity, culture, and religion on the community and in family systems and composition. Home Visitors partner with parents and caregivers to recognize, develop, and foster protective factors and family resiliency. Home Visitors partner with parents and caregivers to address risks and stressors that impact the family's well-being.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



5. COMPETENCY AREA: DYNAMICS OF FAMILY RELATIONSHIPS

1. List one or two competencies from the **KNOW** column from competency area #5 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #5 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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6. COMPETENCY AREA: FAMILY HEALTH AND WELLNESS

READ: Core Competency Area #6 (pages 23 - 25) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors collaborate with parents and caregivers to identify safe and healthy practices that foster health and wellness in the context of a family's culture, beliefs, and resources.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



7. COMPETENCY AREA: CONTINUAL DEVELOPMENT AND PRACTICE

READ: Core Competency Area #7 (pages 26 & 27) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors continually learn from families, colleagues, and others. They develop an effective working relationship with their Supervisor as a partner in ongoing professional development. It is essential for Home Visitors to grow in skills and abilities and to stay current in the knowledge of research that impacts the practice of home visiting, changes in community conditions, and available resources. A commitment to ongoing learning is necessary for Home Visitors to be effective in partnerships with families.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



8. COMPETENCY AREA: COMMUNITY RESOURCES AND SUPPORT

READ: Core Competency Area #8 (pages 28 & 29) in the Washington State Home Visitor Core Competencies

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Home Visitors are knowledgeable about the network of community resources and referral options available for families. Home Visitors partner with parents and caregivers to identify, access, navigate systems, and advocate for themselves and their children.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



8. COMPETENCY AREA: COMMUNITY RESOURCES AND SUPPORT

1. List one or two competencies from the **KNOW** column from competency area #8 that you want to learn more about in the next 6-12 months.

2. List one or two competencies from the **DO** column from competency area #8 that you that you want to develop further in the next 6-12 months.

KNOW

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HOME VISITOR DEVELOPMENT PLAN
PRIORITY AREA

REVIEW: Take a look at how you rated your strengths and abilities in each of the core competency areas
Check the competency area that you would like to prioritize strengthening in the next 6-12 months?

- 1. **COMPETENCY AREA: DIVERSITY, EQUITY, INCLUSION, AND BELONGING: EFFECTIVE RELATIONSHIPS WITH FAMILIES**
- 2. **COMPETENCY AREA: EFFECTIVE HOME VISITING**
- 3. **COMPETENCY AREA: PARENT-CHILD INTERACTIONS**
- 4. **COMPETENCY AREA: INFANT AND EARLY CHILDHOOD DEVELOPMENT**
- 5. **COMPETENCY AREA: DYNAMICS OF FAMILY RELATIONSHIPS**
- 6. **COMPETENCY AREA: FAMILY HEALTH AND WELLNESS**
- 7. **COMPETENCY AREA: CONTINUAL DEVELOPMENT AND PRACTICE**
- 8. **COMPETENCY AREA: COMMUNITY RESOURCES AND SUPPORT**





HOME VISITOR SELF ASSESSMENT
DEVELOPMENT PLAN

CHOOSE: List one or two competencies from the **KNOW** column of your priority competency area that would improve your overall strength and abilities in that area.

1. KNOW # _____

How do you plan to *learn more* in this area of knowledge (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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2. KNOW # _____

How do you plan to *learn more* in this area of knowledge (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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HOME VISITOR SELF ASSESSMENT
DEVELOPMENT PLAN

CHOOSE: List one or two competencies from the **DO** column of your priority competency area that would improve your overall strength and abilities in that area.

1. DO # _____

How do you plan to *develop more skill* in this area? (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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2. DO # _____

How do you plan to *develop more skill* in this area? (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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HOME VISITOR SELF ASSESSMENT
LEARNING STYLE

How do I learn best?

Check all that apply.

- Hands-on/doing.
- Reading.
- In a group.
- Listening.
- Watching.

What is my preferred language to learn in?

- English
- Spanish
-

What else is important to know about my learning style?

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WASHINGTON STATE HOME VISITING CORE COMPETENCIES



HOME VISITOR SELF ASSESSMENT
LEARNING OPPORTUNITIES

- Complete the section below by listing conferences, in-service, training, coursework, reflective supervision or other activities you will be involved in over the next 6-12 months.
- Indicate all areas of core competencies that may be addressed in each activity. Over time, you may use this chart to identify gaps in learning opportunities you have had to date that will help you identify priorities for future learning.

COMPETENCY AREA	KNOW #	DO #	UPCOMING LEARNING OPPORTUNITIES/ACTIVITIES
EXAMPLE Competency Area #1	K12	D2	National Home Visiting Summit Communities of practices