

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 & DEVELOPMENT PLAN

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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 [StartEarly.org/CoreCompetencies](https://www.startearly.org/corecompetencies) 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



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provide feedback

Please help us to strengthen this document by sharing your feedback and suggestions for improvement. All feedback is anonymous, unless you choose to share your email address for follow up.



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



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

1. List one or two competencies from the KNOW column from 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 Area 1 that you that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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 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 Area 2 that you that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



3. COMPETENCY AREA: **PARENT-CHILD INTERACTIONS**

1. List one or two competencies from the KNOW column from 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 Area 3 that you that you want to develop further in the next 6-12 months.



KNOW

DO



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 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 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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



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

1. List one or two competencies from the KNOW column from 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 Area 4 that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



5. COMPETENCY AREA: **DYNAMICS OF FAMILY RELATIONSHIPS**

1. List one or two competencies from the KNOW column from 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 Area 5 that you that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



6. COMPETENCY AREA: **FAMILY HEALTH AND WELLNESS**

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



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



7. COMPETENCY AREA: **CONTINUAL DEVELOPMENT AND PRACTICE**

1. List one or two competencies from the KNOW column from Area 7 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the DO column from Area 7 that you that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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



8. COMPETENCY AREA: **COMMUNITY RESOURCES AND SUPPORT**

1. List one or two competencies from the KNOW column from 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 Area 8 that you that you want to develop further in the next 6-12 months.



KNOW

DO

WASHINGTON STATE HOME VISITING CORE COMPETENCIES
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**

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HOME VISITOR DEVELOPMENT PLAN

CHOOSE: List one or two competencies from the **KNOW** column of your priority competency area that you most want to focus on developing.

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.)

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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CHOOSE: List one or two competencies from the **DO** column of your priority competency area that you most want to focus on developing.

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.)

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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LEARNING STYLE

How do I learn best?

Check all that apply.

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

My preferred language to learn in is:

What else is important to know about my learning style?

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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	3	5	National Home Visiting Summit Communities of Practice