

**First Born Program Home Visitors will be trained and demonstrate competencies in the following areas within 90 days of employment.**

## **First Born Program**

### **1. Mission statement / philosophy / guiding principles / OUTCOMES / Program Fidelity**

Training Objectives:

- Home Visitors demonstrate knowledge and understanding of the mission, philosophy and guiding principles of the First Born Program.
- Home Visitors demonstrate knowledge and understanding of the OUTCOMES of the First Born Program.
- Home Visitors demonstrate knowledge and understanding of the essential program elements and what constitutes First Born Program fidelity.
- Home Visitors demonstrate knowledge and understanding of Adverse Childhood Experiences (ACEs) and their long term impacts.

### **2. Communication and Relationship-Building Skills / Ethical issues and boundaries**

Training Objectives:

- Home Visitors will demonstrate knowledge and an understanding of following elements:
  - What is meant by rapport and trust and why they are important?
  - How attitudes, feelings and values impact communication with families and peers
  - Forms of verbal and nonverbal communication
  - Open-ended and close-ended questions
  - Importance of listening skills
  - The importance of maintaining confidentiality
  - Maintaining professional boundaries with families
- Home Visitors demonstrates knowledge and an understanding of the ethical issues involved with home visiting and how to handle ethical dilemmas.

### 3. Culturally Respectful Programming

#### Training Objectives:

- Home Visitors demonstrate that they are able to provide services that are respectful of all cultures, races, ethnic backgrounds, and religions in a manner that recognizes, values, affirms, and respects the worth of the individuals and protects and preserves the dignity of each.
- Home Visitors demonstrate the ability to examine their own thoughts, feelings, strengths and needs.
- This concept is evident in all aspects of First Born -- among peers, in service delivery protocols, and interactions within the community.

### 4. Teaching Model

#### Training Objective:

- Home Visitors demonstrate knowledge and understanding of the principles of adult education.
- Home Visitors demonstrate knowledge and understanding of what elements must be present for learning to occur.
- Home Visitors demonstrate knowledge and understanding of different learning styles.

### 5. Decision Making

#### Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of how decision-making effects empowerment.
- Home Visitors demonstrate knowledge and an understanding of the problem-solving model and how to implement the model with themselves and with families.

### 6. Managing Home Visits

#### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of how to manage a home visit using the following elements:
  - Developing a schedule
  - Determining content / Effective use of curricula
  - Setting boundaries / safety issues
  - Avoiding common home visiting pitfalls

## 7. Recording Keeping

Training Objective:

- Home Visitors demonstrate knowledge and understanding of record keeping and the following elements:
  - Case file content
  - Documentation
  - Outcomes

## 8. Home Visit Safety Issues

Training Objective:

- Home Visitors demonstrate knowledge and understanding of how to keep themselves safe during home visiting and within the context of their job requirements.

## 9. Coping with Stress

Training Objective:

- Home Visitors demonstrate knowledge and understanding of coping with their own stress and a problem-solving approach to help clients cope with their stress including the following:
  - What stress is and what it isn't
  - How people react to stress, theirs and others
  - How to minimize vicarious trauma

## **Prenatal**

### 10. Prenatal Home Visits / Positive Birth Outcomes

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the elements of prenatal home visits including use of the Core Curriculum and the following elements:
  - How a baby grows
  - Why prenatal care is important
  - Discomforts of pregnancy
  - Prenatal stresses
  - Nutrition
  - Exercise

- Risks during pregnancy, including ATODA
- Danger signs and preterm labor
- The birthing process / labor and delivery
- Breastfeeding

## **Postpartum**

### 11. Birthing Experience / Maternal Self Care / Postpartum Issues

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the birthing experience, maternal self-care and postpartum issues.

## **Infants**

### 12. Breast feeding

Training Objective:

- Home Visitors demonstrate knowledge and understanding of how to promote and support successful breastfeeding.

### 13. Infant Nutrition

Training Objective:

- Home Visitors demonstrate knowledge and understanding of infant nutrition including breastfeeding, bottle feeding and adding solids.

### 14. Immunizations

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the advantages and risk of immunizations.

### 15. Infant Care

Training Objective:

- Home Visitors demonstrate knowledge and understanding of infant care (e.g., bathing, feeding, diapering, stimulation, calming) and the benefits and techniques of infant massage.

## 16. Pediatrics / Medical Issues

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of pediatric medical issues including, but not limited to:
  - When to call a medical provider
  - SIDS
  - FAS
  - NAS
  - Autism Spectrum Disorder
  - Etc.

## 17. Infant and Toddler Growth and Development: Curricula, Resources, and Assessment

### Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of normal infant and toddler growth and development, how to assess infant progress, and when and how to make referrals.
- Home Visitors demonstrate knowledge and an understanding of the First Born Program Core Curricula: The First Born First Year of Life Core Curriculum, The First Born Toddler Years Core Curriculum, and *Sequences*.

## Families

## 18. Depression

### Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of depression and postpartum depression including, but not limited to:
  - Components of depression
  - Impact on family members
  - Value of seeking support/treatment
- Home Visitors demonstrate knowledge and an understanding of suicide and know when and where to seek help and how to make referrals.

## 19. Parenting Roles

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of nurturing and play in parenting roles, how to parent together or alone, and how to navigate changes together or alone.

- Home Visitors demonstrate knowledge and an understanding of how to work with, support and respect diverse parents in their roles within their own family structure.

## 20. Smoking

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of the risk of tobacco exposure and how to support family member's accessing smoking cessation classes.

## 21. Family planning / Sexuality Issues / Spacing Pregnancies

### Training Objective

- Home Visitors demonstrate knowledge and an understanding of family planning resources and sexuality issues.
- Home Visitors demonstrate knowledge and an understanding of the importance of spacing pregnancies.

## 22. Domestic violence

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of the following domestic violence issues:
  - How to recognize that domestic violence is occurring
  - How to encourage families to seek help

## 23. Substance Abuse

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of ATODA including but not limited to the following:
  - How to recognize substance abuse
  - An understanding of harm reduction
  - How to encourage families to seek treatment
  - How to inform families that no amount of alcohol is safe to drink during pregnancy

## 24. Child Abuse and Neglect

### Training Objective:

- Home Visitors demonstrate knowledge and an understanding of child abuse and neglect issues including the following:
  - Definitions
  - Reporting procedures

## Community

### 25. New Mexico Human Services Department (HSD)

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of HSD issues including the following:
  - Programs
  - Access
  - Eligibility

### 26. Community Resources

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of their community's resources including the following:
  - What are they?
  - How are they accessed?
  - Role of the First Born Program Staff

### 27. Immigration

Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of their community's policies, services and challenges for the population of families recently immigrated into the community

### 28. Poverty

Training Objective:

- Home Visitors will develop a personal and professional awareness of poverty as defined as the extent to which an individual does without internal and external resources.
- Home Visitors demonstrate knowledge and an understanding of the role of the Home Visitor: to offer a support system, role models and opportunities for the family to learn.

## 29. CPR Certification Class or Recertification Class

Training Objective:

- Home Visitors are CPR certified within 90 days of employment.

Each new employee will observe at least 5 home visits and 2 Developmental Assessments.

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Date Completed

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Program Manager

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Home Visitor



## First Born New Mexico

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[firstbornprogram.org](http://firstbornprogram.org)

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