

Iowa Family Support Professional Development Best Practice Recommendations

Many Family Support program models have professional development requirements that vary across the program models. The purpose of these recommendations is to go beyond the requirements and outline recommendations for best practice in regard to professional development. These recommendations transcend the differences in program models and in program delivery unless otherwise noted. It should be noted that there is an emphasis that has been placed on services to families with young children (0 – 5) in this document.

1. Ethical Conduct (14.01, 19.01, 24.02)

- a. Client confidentiality
- b. Professional boundaries with families and colleagues

Frequency: Prior to solo service with families and then annually

2. Family Violence (14.01, 24.02, 24.04, 24.06)

- a. Indicators of family violence
- b. Dynamics of family violence
- c. Intervention protocols
- d. Strategies for working with family violence issues
- e. Family violence resources
- f. Effects on children

Frequency: Within six months of hire and then a minimum of every two years

3. Substance Abuse (14.01, 24.02, 24.04, 24.06)

- a. Etiology of substance abuse
- b. Culture of drug use
- c. Strategies for working with substance abusing families
- d. Alcohol use/abuse
- e. Fetal Alcohol syndrome
- f. Drug effected children
- g. Substance abuse resources

Frequency: Within six months of hire and then a minimum of every two years

4. Child Abuse and Neglect (14.01, 24.02, 24.04, 24.06)

- a. Mandatory child abuse reporter training

Frequency: Within six months of hire and then every five years.

- b. Shaken baby prevention
- c. Etiology of child abuse/neglect
- d. Working with survivors of abuse

Frequency: Within six months of hire and then every two years (unless otherwise noted in the category)

5. Child and Family Assessment (3.01, 14.01)

- a. Life Skills Progression Instrument
- b. Protective Factors Survey
- c. Ages and Stages Questionnaire – ASQE
- d. Edinburg Postnatal Depression Scale
- e. Standardized family assessment

Frequency: Within six months of hire then a minimum of every three years

6. Goal Setting/Planning with families (14, 14.01)

Frequency: Within six months of hire then a minimum of every three years

7. Family Centered practice (14, 14.01, 14.03, 24.07)

Early Childhood Iowa

- a. Adult learning principles
- b. Active listening
- c. Solution focused interviewing
- d. Assertive communication
- e. Addressing sensitive issues
- f. Advocacy

Frequency: Within six months of hire then a minimum of every three years

8. Basics of Home Visiting (for home visiting personnel only) (14, 14.01)

- a. home visit safety

Frequency: Within six months of hire then a minimum of every three years

9. Group Facilitation Skills (for group parent education personnel only) (14.03)

- a. *Engage and motivate group members*
- b. *Understand group dynamics*
- c. *Lead discussions and facilitate group activities*

Frequency: Within six months of hire then a minimum of every three years

10. Child Development (14.01, 14.02, 14.03, 24.04)

- a. Language and literacy development
- b. Physical and emotional development
- c. Identifying potential delays
- d. Providing early intervention (Only for Early ACCESS)
- e. Brain development

Frequency: Within twelve months of hire then a minimum of every five years

11. Child Health and Safety (14.01, 24.04)

- a. Sudden infant death
- b. Failure to thrive
- c. Lead poisoning
- d. Medical and Dental home
 - i. Immunizations
 - ii. Well child care
 - iii. Oral health
- e. Car seat safety
- f. Infant massage
- g. Choosing quality, affordable child care
- h. Internet safety (6 – 17 aged children)
- i. Healthy sexual development
- j. CPR

Frequency: Within six months of hire and then annually

- k. First Aid certification

Frequency: Within six months of hire and then every five years.

Frequency: Unless otherwise noted in this category, within 12 months of hire and then a minimum of every five years.

12. Family Health and Well Being (14.01, 24.04)

- a. Family planning
- b. Nutrition
- c. Sexually transmitted diseases
- d. Pre/Post natal care
- e. Economic health
 - i. Budgeting
 - ii. Job hunting and retention
- f. Mental health (includes infant, child and adult)
 - i. Maternal Depression

Early Childhood Iowa

- ii. Coping with stress
- iii. Promotion of positive mental health
 - 1. Positive behavior supports (PBS)
- iv. Behavioral signs of mental health issues
- v. Depression
- vi. Suicide prevention
- vii. Strategies for working with families with mental health issues
- viii. Mental health resources

Frequency: Within 12 months of hire and then a minimum of every five years.

13. Cultural Competency (14.01, 14.03, 15.03, 24.04, 24.05, 24.06)

- a. Impact on parenting
- b. Diverse cultures
- c. Age
- d. Religion
- e. Gender
- f. Sexuality
- g. Ethnicity
- h. Poverty
- i. Fathers
- j. Teen parents
- k. Disabled populations
- l. English language learners
- m. Values

Frequency: Within twelve months of hire then a minimum of every five years

14. Parent Child Relationships (14.01, 14.03)

- a. Supporting attachment
- b. Positive parenting discipline
- c. Parent-child interactions (includes observation)
- d. Strategies for working with difficult relationships

Frequency: Within 12 months of hire and then a minimum of every five years.

15. Special Family Issues (14.01, 14.02, 24.02, 24.04, 24.06)

- a. Daily life skills
- b. Multi-generational families
- c. Teen parents
- d. Children or adults with special needs
- e. Public assistance and government subsidy programs
 - i. Social Security disability
 - ii. Food Stamps
 - iii. FIP
 - iv. WIC
 - v. Medicaid
 - vi. *hawk-i*
- f. Legal issues
 - i. Clinical indicators of abuse and neglect
 - ii. Criminal behavior
 - iii. Duty to warn
 - iv. Confidentiality and disclosure
 - v. Legal rights of service recipients
- g. Early Intervention (14.02)

Frequency: Within 12 months of hire and then every five years.

16. Family Support Staff Related Issues (14.01, 14.03, 24.02, 24.04)

- a. Stress and time management

Early Childhood Iowa

- i. Secondary trauma
- b. Burnout prevention
- c. Personal safety
- d. Crisis intervention
- e. Emergency protocols
- f. Understanding and working with community partners
- g. Professionalism including business etiquette
- h. Problem solving

Frequency: Within 12 months of hire and then every five years.

17. Agency/Organization Orientation (24.01)

- a. Mission, philosophy, goals and services
- b. Culture and socioeconomic characteristics of the service population
- c. Personnel manual
- d. Lines of accountability and authority within the organization

Frequency: Within three months of hire.

18. Documentation (24.03)

- a. Proper documentation techniques
- b. Maintenance and security of case records

Frequency: Within 3 months of hire and annually thereafter.