

Professional Development Program

Recommended Course Progression

Early Impact Virginia offers a comprehensive professional development program for family support professionals with online, self-paced courses and in-person classroom trainings offered in locations across Virginia. EIV recommends that FSPs take EIV trainings according to the progression and time frames below. Supervisors can use this progression with home visitors to plan professional development activities. Registration for **Early Impact Virginia's** courses is available at <https://institute4fsp.org/>.

Family Support Professionals who work in certain model programs may opt-out of specified courses (designated with *) with supervisor permission. See attachment for further details.

Training Course	Format	Date Completed	Super visor Initials
Tier One – Hire to 3 months			
1. Home Visiting 101: Importance of Home Visiting <i>*CHIP, HFA</i>	online		
2. Home Visiting 102: Home Visitor Skills and Strategies <i>*PAT, CHIP, HFA</i>	online		
3. Home Visiting 103: Professional Practice <i>*HFA</i>	online		
4. Confidentiality for the Home Visitor: Your Client's Right and Your Responsibility			
a. Part 1: Confidentiality Principles <i>*HFA</i>	online		
b. Part 2: Confidentiality and the Law <i>*HFA</i>	online		
c. Part 3: Confidentiality in Practice (Prerequisites: 4.a. Confidentiality Principles and 4.b. Confidentiality and the Law) <i>*HFA</i>	online		
5. Child Development			
a. Secrets of Baby Behavior	online		
b. Child Development Birth to 3 <i>Not Currently Available</i> <i>* HFA, PAT</i>	online		
c. Child Development 3 to 5 <i>* HFA, PAT</i>	online		
d. Ages and Stages Questionnaire and ASQ-SE2 Training (supervisor-led)	classroom		
6. <i>Bright Futures</i> Concepts and Working with the Medical Home	online		
7. Safe Sleep	online		
8. Child Abuse and Neglect <i>Coming Soon</i>			
a. Child Abuse and Neglect Prevention and Education	online		
b. Mandatory Reporting for Virginia Family Support Professionals	online		
c. Preventing Abusive Head Injuries in Infants and Young Children	online		
9. Personal Safety for Home Visitors	online		
Tier Two – 3 months to 6 months			
10. Three-Step Counseling Strategy	online		
11. Family Engagement <i>Coming Soon</i>	online		
a. Part One: Partnering with Parents			
b. Part Two: Strategies for Partnering with Parents (Prerequisite: 11. a. Family Engagement Part One: Partnering with Parents)			
12. Reproductive Health	online		
13. Prenatal Basics for Home Visitors	online		
14. Supporting Immigrant Families: A Culturally Humble Approach	online		

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15. Supporting Dual Language Learning Families (Prerequisite: 14. Supporting Immigrant Families: A Culturally Humble Approach)	online		
16. Working with Pregnant and Parenting Adolescents * PAT – Partnering with Teen Parents (2-day training participants)	classroom		
17. Engaging Fathers in their Children’s Lives	online		
18. Substance Use: Risks and Effects in Pregnancy and Early Childhood Development	online		
19. Supporting Pregnant and Post-Partum Women’s Use of Medication-Assisted Treatment and Psychotropic Medications (Prerequisite: 19. Substance Use)	online		
20. Impact of Perinatal Substance Use on Infants (Prerequisite: 19. Supporting Pregnant and Postpartum Women’s Use of Medication-Assisted Treatment and Psychotropic Medications)	online		
21. Developing and Implementing Plans of Safe Care for Substance Exposed Infants (Prerequisite: 20. Impact of Perinatal Substance Use on Infants)	online		
22. Why Screen Women for Substance Use, Intimate Partner Violence, Mental Health and Perinatal Depression?	online		
Tier Three – 6 months to 9 months			
23. Infant Care	online		
24. Breastfeeding: A Series for Home Visitors			
a. Helping Mothers Choose Breastfeeding *HFA	online		
b. Helping Mothers Initiate Breastfeeding (Prerequisite: 24.a. Helping Mothers Choose Breastfeeding) *HFA	online		
c. Helping Mothers Continue Breastfeeding (Pre-requisite: 24.b. Helping Mothers Initiate Breastfeeding) *HFA	online		
25. Social Emotional Development of Young Children <i>Not Currently Available</i>	online		
26. Nutrition Basics	online		
27. Growing Healthy Children – A Three Part Series			
a. Part One – Prenatal Period and Breastfeeding Mothers (Prerequisite: 26: Nutrition Basics)	online		
b. Part Two – Feeding and Nutritional Needs of Infants, Toddlers and Children (Prerequisite: 27.a. Growing Healthy Children – Part One)	online		
c. Part Three – Physical Activity and Limiting Screen Time (Prerequisite: 27.b. Growing Healthy Children – Part Two)	online		
28. Motivational Interviewing for the Home Visitor	classroom		
29. Promoting Safe and Healthy Homes	online		
Tier Four – 9 months to 12 months			
30. Adult Mental Health Part One: A Critical Component in Early Childhood Development *HFA	online		
31. Adult Mental Health Part Two: Perinatal Depression *HFA	online		
32. SBIRT for Risky Health Behaviors (Screening, Brief Intervention and Referral to Treatment) (Prerequisite: 28. Motivational Interviewing for Home Visitors)	classroom		
Tier Five – 12 months to 15 months			
33. Building Parent Strengths: Applying Trauma-Informed Skills and Reflective Practices in Home Visiting Work (Prerequisite: 28. Motivational Interviewing for Home Visitors)	classroom		
34. Healthy Moms, Happy Babies: Creating Futures without Violence	classroom		

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35. Learning Lab	classroom		
Supervisor Courses			
36. Reflective Supervision	classroom		