

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://institutevsp.org/>.

Family Support Professionals who work in certain model programs may **opt-out** of specified courses (designated with *) with supervisor permission. See Page 4 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>* HFA, PAT</i>	online		
c. Child Development 3 to 5 <i>* HFA, PAT</i>	online		
d. Parent-Child Interactions <i>Coming Soon</i>	online		
e. Social and Emotional Development of Young Children	online		
f. Ages and Stages Questionnaire and ASQ-SE2 Training (supervisor-led)	classroom		
6. The Medical Home and <i>Bright Futures Guidelines</i>	online		
7. Infant Care: The ABCs of Safe Sleep	online		
8. Child Abuse and Neglect			
a. Part 1: Education and Prevention	online		
b. Part 2: Abusive Head Trauma (Shaken Baby Syndrome)	online		
c. Part 3: Virginia Mandated Reporting	online		
9. Personal Safety for Home Visitors	online		
Tier Two – 3 months to 6 months			
10. Three-Step Counseling Strategy	online		
11. Family Engagement			
a. Part 1: Partnering with Parents	online		
b. Part 2: Strategies for Partnering with Parents (Prerequisite: 11. a. Family Engagement Part One: Partnering with Parents)	online		
12. Family Goals – It's More About the Process	online		
13. Reproductive Health	online		

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14. Prenatal Basics for Home Visitors	online		
15. Supporting Immigrant Families: A Culturally Humble Approach	online		
16. Supporting Dual Language Learning Families (Prerequisite: 14. Supporting Immigrant Families: A Culturally Humble Approach)	online		
17. Working with Pregnant and Parenting Adolescents * PAT – Partnering with Teen Parents (2-day training participants)	classroom		
18. The Dad Effect: Understanding Dad’s Role <i>Coming Soon</i>	online		
19. Substance Use: Risks and Effects in Pregnancy and Early Childhood Development	online		
20. Substance Exposed Infants – A Three Part Series			
a. Part 1: Supporting Pregnant and Post-Partum Women’s Use of Medication-Assisted Treatment and Psychotropic Medications (Prerequisite: 19. Substance Use)	online		
b. Part 2: Impact of Perinatal Substance Use on Infants (Prerequisite: 20b, Part 1: Supporting Pregnant and Postpartum Women’s Use of Medication-Assisted Treatment and Psychotropic Medications)	online		
c. Part 3: Developing and Implementing Plans of Safe Care for Substance Exposed Infants (Prerequisite: 21b, Part 2: Impact of Perinatal Substance Use on Infants)	online		
21. Why Screen Women for Substance Use, Intimate Partner Violence, Mental Health and Perinatal Depression?	online		
Tier Three – 6 months to 9 months			
22. Infant Care: Diapering and Bathing	online		
23. Breastfeeding: A Series for Home Visitors			
a. Part 1: Helping Mothers Choose Breastfeeding *HFA	online		
b. Part 2: Helping Mothers Initiate Breastfeeding (Prerequisite: 24.a. Part 1: Helping Mothers Choose Breastfeeding) *HFA	online		
c. Part 3: Helping Mothers Continue Breastfeeding (Pre-requisite: 24.b. Helping Mothers Initiate Breastfeeding) *HFA	online		
24. Promoting Oral Health in Pregnancy and Early Childhood	online		
25. Nutrition Basics	online		
26. 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		
27. Motivational Interviewing for the Home Visitor	classroom		
28. Promoting Safe and Healthy Homes	online		
Tier Four – 9 months to 12 months			
29. Adult Mental Health & Perinatal Depression Series *HFA			
a. Adult Mental Health Part One	online		
b. Adult Mental Health Part Two: Perinatal Depression	online		
c. Adult Mental Health Learning Lab	classroom		

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30. 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			
31. Building Parent Strengths: Applying Trauma-Informed Skills and Reflective Practices in Home Visiting Work (Prerequisite: 28. Motivational Interviewing for Home Visitors)	classroom		
32. Healthy Moms, Happy Babies: Creating Futures without Violence	classroom		
Supervisor Courses			
33. Transfer of Learning for Supervisors <i>Coming Soon</i>	online		
34. Reflective Supervision	classroom		

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INSTRUCTIONS: To receive EIV credit for opt-outs: *

- EIV approved supervisor approves opt-out for individual user.
- User visits <https://institutevsp.org/> and logs in to account.
- User clicks on training title, selects “launch module,” then selects “Mark as Completed.”

Opt-out courses will satisfy pre-requisite requirements to allow individuals to register for higher level courses.

HVC Training	PAT	CHIP	Healthy Families
Confidentiality Series	NA	NA	Opt-out available
Home Visiting 101	NA	Opt-out available	Opt-out available
Home Visiting 102	Opt-out available	Opt-out available	Opt-out available
Home Visiting 103	NA	NA	Opt-out available
Child Dev. 0-3	FSP with any of the following training or certification: <ul style="list-style-type: none"> • AAS or BS in Child Development • CDA • PAT Foundational Training plus 18 months of implementation <i>and supervisor recommendation</i> 	NA	Opt-out available if programs are trained in PAT 0-3
Child Dev. 3-5	FSP with any of the following training or certification: <ul style="list-style-type: none"> • AAS or BS in Child Development • CDA • PAT Foundational 2: 3-5 training plus 6 months implementation <i>and supervisor recommendation</i> 	NA	Opt-out available if programs are trained in PAT 3-5
Working with Pregnant and Parenting Adolescents	Opt-out available to FSPs with 2-day training, Partnering with Teen Parents	NA	NA
Breastfeeding – 3 part series	NA	NA	Opt-out available
Adult Mental Health	NA	NA	Opt-out available
Perinatal Depression	NA	NA	Opt-out available