

## Regional Home Visiting Coordination & System Building Siskiyou 2017 Professional Development Survey Summary

On October 26, 2017, the Home Visiting Systems Coordination (HVSC) project funded by the Ford Family Foundation held a Professional Development Gathering for Siskiyou County, California. At the event, the evaluation team collected a Professional Development Survey to gather information about home visiting professional development needs and strengths in the region. The survey was also distributed electronically to partners who could not attend the gathering. A total of 16 surveys were collected.



### Participants

#### Region

- 94% (15) serve Siskiyou County
- 6% (1) serve Modoc County

#### Role

- 63% (10) of participants identified as home visitors (HVs),
- 25% (4) identified as a supervisor or manager,
- 6% (1) identified as both
- 6% (1) identified as “other”, e.g., Home Visiting Systems Coordinator

56% reported having been in their current position for 3 or more years, and 62% report more than 5 years of home visiting experience prior to their time in their current role.

**Programs:** In addition to the Home Visiting Systems Coordination project coordinators and First 5 staff, HV staff were part of Early Head Start programs.

#### Supervision

- 71% (10) participate in reflective supervision,
- 21% (3) did not, and
- 7% (1) weren't sure

#### Working Conditions

Although most (94%) HV staff Agree or Strongly Agree they feel a strong sense of accomplishment in their job, 19% also report having a hard time managing the stress they feel in the job.

### Access to Training

The following were identified as trainings that participants reported were most difficult to access:

- Cultural trainings (2)
- Management trainings specific to HV
- Trauma Informed Care
- National Conference in San Francisco
- Mental health/drug abuse prevention
- Autism community resources
- Connecting with families

Although attending required training was not a challenge, some HV staff did find it difficult to attending trainings to further their individual professional development or to meet the cultural and linguistic needs of the families they serve.

In the past year, how easy or difficult has it been for you to:	All	HVs	Sups
<b>% Somewhat/Very Difficult</b>			
Obtain the training <i>required</i> for your position?	0	0	0
Obtain the training you need to <i>feel successful</i> in your position?	0	0	0
Obtain additional training you want to further your own professional development goals?	19%	27%	0
Obtain training to meet the cultural and linguistic needs of families you serve?	13%	9%	20%

## Barriers to Training

The most common barriers that respondents reported encountering, when trying to access required or additional trainings included:

**Travel time:** Travel time and long distances are barriers for staff and reduce their ability to meet program standards for direct service contacts.

**Staffing levels & supervisor approval:** Coverage to attend training and supervisor approval were also identified as barriers, especially if the professional development opportunity was not required for their position.

**Communication:** Staff do not always find out about upcoming trainings far enough in advance to plan to attend.

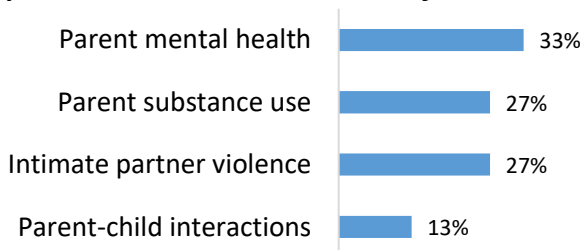
**Limited training options in the region:** Some respondents identified a lack of training availability as a barrier, but overall, respondents felt that training options were available.

**Funding limitations:** Some respondents reported that funding prevented them from attending desired trainings, but overall, respondents felt that funding options exist.

## Identified Training Needs

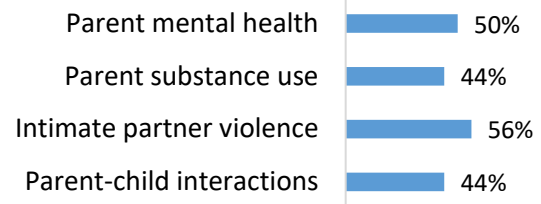
Respondents felt least confident about discussing parent substance use and parent mental health with families.

### % report Somewhat / Not at All Confident



Much of the time, supervision on these topics was helpful.

### % report supervision Frequently / Always Helpful



Type of supports or trainings staff would like varied by role (home visitors or supervisors) and topic.

Parent Mental Health Challenges			
Most Helpful Additional Supports or Trainings	All	HVs	Sups
Screening & Assessment	31%	27%	20%
Addressing Concerns	44%	46%	20%
Formal Training	44%	46%	40%
Peer Support	6%	0	0
Parent Substance Use/Abuse			
Most Helpful Additional Supports or Trainings	All	HVs	Sups
Screening & Assessment	13%	0	20%
Addressing Concerns	44%	36%	40%
Formal Training	50%	56%	40%
Peer Support	13%	0	20%
Intimate Partner Violence			
Most Helpful Additional Supports or Trainings	All	HVs	Sups
Screening & Assessment	25%	9%	40%
Addressing Concerns	44%	46%	20%
Formal Training	50%	64%	20%
Peer Support	19%	18%	0
Parent-Child Interactions			
Most Helpful Additional Supports or Trainings	All	HVs	Sups
Screening & Assessment	19%	9%	20%
Addressing Concerns	31%	36%	20%
Formal Training	44%	46%	20%
Peer Support	25%	27%	0
Infant Mental Health/Attachment			
Most Helpful Additional Supports or Trainings	All	HVs	Sups
Screening & Assessment	38%	27%	40%
Addressing Concerns	25%	18%	20%
Formal Training	63%	64%	60%
Peer Support	25%	18%	20%

# Home Visiting Systems Coordination (HVSC) Project

## Appendix: Siskiyou - Professional Development (PD) Survey 2017

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# Participants

## Region

Item 1: **Which county (or counties) do you serve through your home visiting program?** (n=16)

94% (15)	Siskiyou County
6% (1)	Modoc

## Role

Item 2: **Which of the following best describes your current role?** (n=16)

69% (11)	Home Visitor
25%(4)	Program Manager/Director
6%(1)	Supervisor
6%(1)	Other, please describe: HV System Coordinator

## Experience

Item 3: **How long have you been in your current home visiting position?** (n=13)

15% (2)	Less than 6 months	15% (2)	3-5 years
8% (1)	6-11 months	54% (7)	More than 5 years
8% (1)	1 year		

Item 4: **How much *prior* home visiting experience have you had?** (n=13)

38% (5)	Less than 1 year
62% (8)	More than 5 years

## Education

Item 5: **What is your highest education level? (*Please select ONE*).** (n=16)

12.5% (2)	Graduated from high school or received GED/high school diploma equivalent
31% (5)	Attended some college but did not graduate
19% (3)	Associate's degree (AA)
19% (3)	Bachelor's degree (e.g., BA, BS)
19% (3)	Master's degree (e.g., MA, MS, MSW)

Item 6: **Did your field of study include any of the following? (*Please mark all that apply*).** (n=16)

63% (10)	Early childhood education/Education	13% (2)	Social work/Social welfare
69% (11)	Child development	6% (1)	Not listed, please describe:
31% (5)	Psychology		• Nutrition Education

Item 7: **Do you have any additional endorsements or credentials? (*Please mark all that apply*).**

0	Infant/Early Childhood Mental Health Practitioner
0	Infant/Early Childhood Mental Health Specialist
0	Reflective Practice Facilitator
6% (1)	Reflective Practice Mentor
6% (1)	Not listed, please describe: Family Development Credentials

## Demographics

Item 8: **What is your age?** (n=16)

13% (2)	20-29	25% (4)	50-59
13% (2)	30-39	6% (1)	60+
38% (6)	40-49	6% (1)	Missing

Item 9: **What is your race/ethnicity? (Please mark all that apply).** (n=16)

6% (1)	American Indian/Alaska Native	6% (1)	Native Hawaiian/Pacific Islander
0	Asian	56% (9)	White
0	Black/African American		
38% (6)	Latino/Hispanic		

Item 10: **In what language/s do you provide HV services? (Please mark all that apply).** (n=16)

81% (13)	English	31% (5)	Spanish
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## Agencies and Programs Represented

Item 11: **What is the name of the organization/agency you work for?** (n=5)

- Early Head Start (5)

Item 12: **In which home visiting program/s do you currently work?** (n=16)

75% (12)	Early Head Start
6% (1)	Head Start
6% (1)	Not listed, please describe:
	<ul style="list-style-type: none"><li>• First 5</li></ul>

Item 13: **Which, if any, evidence-based curriculum do you currently use with families?** (n=16)

13% (2)	Parents as Teachers (PAT)
13% (2)	Make Parenting a Pleasure
31% (5)	Partners in Parenting
38% (6)	Nurturing Parent Program
32% (10)	Not listed, please describe:
	<ul style="list-style-type: none"><li>• High Scope (5)</li><li>• Partners for a Healthy Baby (3)</li><li>• Ages and Stages Growing Child/together</li><li>• Second Step</li></ul>

## Access & Barriers to Training

### Item 14

In the past year, how easy or difficult has it been for you to:	Very Difficult	Somewhat Difficult	Neutral	Somewhat Easy	Very Easy
Obtain the training <i>required</i> for your position? (n=16)	0	0	38% (6)	38% (6)	25% (4)
Obtain the training you need to <i>feel successful</i> in your position? (n=16)	0	0	38% (6)	38% (6)	25% (4)
Obtain additional training you want to further your own professional development goals? (n=15)	7% (1)	13% (2)	27% (4)	47% (7)	7% (1)
Obtain training to meet the cultural and linguistic needs of families you serve? (n=16)	0	13% (2)	44% (7)	38% (6)	6% (1)

## Access & Barriers to Training for Home Visitor Respondents

### Item 15

In the past year, how easy or difficult has it been for you to:	Very Difficult	Somewhat Difficult	Neutral	Somewhat Easy	Very Easy
Obtain the training <i>required</i> for your position? (n=11)	0	0	36% (4)	56% (6)	9% (1)
Obtain the training you need to <i>feel successful</i> in your position? (n=11)	0	0	36% (4)	56% (6)	9% (1)
Obtain additional training you want to further your own professional development goals? (n=10)	10% (1)	20% (2)	20% (2)	40% (4)	10% (1)
Obtain training to meet the cultural and linguistic needs of families you serve? (n=11)	9% (1)	0	36% (4)	46% (5)	9% (1)

## Access & Barriers to Training for Supervisor Respondents

### Item 16

In the past year, how easy or difficult has it been for you to:	Very Difficult	Somewhat Difficult	Neutral	Somewhat Easy	Very Easy
Obtain the training <i>required</i> for your position? (n=5)	0	0	60% (3)	0	40% (2)
Obtain the training you need to <i>feel successful</i> in your position? (n=5)	0	0	40% (2)	20% (1)	40% (2)
Obtain additional training you want to further your own professional development goals? (n=5)	0	0	40% (2)	60% (3)	0
Obtain training to meet the cultural and linguistic needs of families you serve? (n=5)	0	20% (1)	60% (3)	20% (1)	0

Item 17: If it was ***Somewhat or Very Difficult*** to obtain any training in the past year, what training/s were difficult to obtain?

- Cultural trainings (2)
  - Training that are focused on multilingual householders
- Management trainings pertained to HV
  - a. **What made it difficult for you to obtain this training/s?**
    - Limited training (2)
    - Time of training (1)
    - Supervisor approval

**Item 18: In the past year, have you heard about a training that you wanted to attend but were unable to? (n=16)**

25% (4) Yes, *If so*, please describe the training topic/s:

- Connecting w/ families
- Mental health/drug abuse prevention, autism/community resources
- National conf. on S.F
- Trauma informed care

75% (8) No

**Item 19: If you were not able to attend a desired training, what were the barriers? (n=31)**

19% (3) Not applicable, I was able to attend all the trainings I wanted

13% (2) My program was not able to pay for me to attend / costs were prohibitive

25% (4) There was too much travel time involved

19% (3) I did not hear about it far enough in advance to plan to attend

32% (5) Not listed, please describe:

- Cost to overall benefit
- During work hours if it's not seen as important to supervisors then we can't go on paid time.
- I couldn't reschedule my visits. My supervisor wanted complete visits.
- no time in my schedule
- Short staff--our case load is heavy.

## Confidence in Addressing Issues with Families

Item 20

Please rate your confidence in discussing the following challenges <i>with families</i> :	Not at all Confident	Rarely Confident	Somewhat Confident	Confident	Very Confident
Discussing parents' mental health challenges. (n=15)	0	7% (1)	27% (4)	53% (8)	13% (2)
Discussing parents' substance use/abuse. (n=15)	0	20% (3)	7% (1)	47% (7)	27% (4)
Discussing intimate partner violence in the home. (n=15)	0	7% (1)	20% (3)	53% (8)	20% (3)
Discussing parent-child interactions. (n=315)	0	7% (1)	7% (1)	40% (6)	53% (8)

## Supervision Supports

Item 21

How helpful is the supervision you receive on the following topics?	Never Helpful	Rarely Helpful	Sometimes Helpful	Frequently Helpful	Always Helpful	N/A I Don't Receive Supervision on This Topic
Families' mental health challenges. (n=16)	6% (1)	% ()	25% (4)	25% (4)	25% (4)	19% (3)
Families' substance use/abuse. (n=16)	6% (1)	% ()	25% (4)	25% (4)	19% (3)	25% (4)
Families' intimate partner violence concerns or challenges. (n=16)	6% (1)	% ()	19% (3)	19% (3)	38% (6)	19% (3)
Families' parent-child interactions. (n=)	6% (1)	% ()	25% (4)	13% (2)	31% (5)	25% (4)

**Item 22: Do you participate in reflective supervision?** (n=14)

*Reflective supervision/consultation can be described as going beyond clinical supervision to the shared exploration of the parallel process -- that is, paying attention to all of the relationships, including that between practitioner and parent, between parent and infant/toddler, and between practitioner and supervisor*

71% (10) Yes  
 21% (3) No  
 7% (1) Don't know

## Work Environment

Item 23

Please rate your level of agreement with the following statements:	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
HV programs in my region effectively share professional development and training resources with one another. (n=16)	0	0	13% (2)	50% (8)	38% (6)
I have sufficient networking opportunities with other HV staff and programs in my region. (n=15)	0	0	13% (2)	53% (8)	33% (5)
I would benefit from having more opportunities for shared learning and support with professional peers. (n=15)	0	0	13% (2)	33% (5)	53% (8)

**Item 24: In the past year, have you attended a training that included home visitors from other programs?** (n=14)

86% (12) Yes, *if so*, please describe the training topic/s: \_\_\_\_\_

- Social Emotional training (4)
- Breastfeeding (3)
- Nurturing Parents (2)
- ACES
- First 5
- Infant Mental Health Training
- Self-Regulation, Brain Gym

14% (2) No

Item 25

Please rate your level of agreement with the following statements:	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
On a typical day, I feel a sense of accomplishment in my job. (n=16)	0	0	6% (1)	44% (7)	50% (8)
I have a clear understanding of my role in our program. (n=16)	0	0	6% (1)	44% (7)	50% (8)
I often have a hard time managing the stress I experience in my job. (n=16)	13% (2)	38% (6)	31% (5)	6% (1)	13% (2)
I frequently feel overwhelmed in my job. (n=16)	6% (1)	56% (9)	19% (3)	13% (5)	6% (1)
My program provides me with the emotional and personal support I need to do my job most effectively. (n=16)	0	13% (2)	13% (2)	50% (8)	25% (4)
My program appreciates any extra effort from me. (n=16)	6% (1)	0	25% (4)	38% (6)	31% (5)
My program really cares about my well-being. (n=16)	6% (1)	0	19% (3)	56% (9)	19% (3)
My program would be responsive to any complaint from me. (n=16)	6% (1)	13% (2)	19% (3)	31% (5)	31% (5)
My program takes pride in my accomplishments at work. (n=16)	6% (1)	0	19% (3)	50% (8)	25% (4)



## Support & Training Requests

### Item 26

Please indicate what additional supports or trainings would be most helpful to you in supporting families in these areas:	Screening, Assessment & Identification	Raising & Addressing Concerns with Families	Formal Training in New Practices	Peer Support & Shared Learning
Parents' mental health challenges. (n=16)	31% (5)	44% (7)	44% (7)	6% (1)
Parents' substance use/abuse. (n=16)	13% (2)	44% (7)	50% (8)	13% (2)
Families' intimate partner violence in the home. (n=16)	25% (4)	44% (7)	50% (8)	19% (3)
Families' parent-child interactions. (n=16)	19% (3)	31% (5)	44% (7)	25% (4)
Infant mental health/attachment. (n=16)	38% (6)	25% (4)	63% (10)	25% (4)

## Support & Training Requests for Home Visitor Respondents

### Item 27

Please indicate what additional supports or trainings would be most helpful to you in supporting families in these areas:	Screening, Assessment & Identification	Raising & Addressing Concerns with Families	Formal Training in New Practices	Peer Support & Shared Learning
Parents' mental health challenges. (n=11)	27% (3)	46% (5)	46% (5)	0
Parents' substance use/abuse. (n=11)	0	36% (4)	56% (6)	0
Families' intimate partner violence in the home. (n=11)	9% (1)	46% (5)	64% (7)	18% (2)
Families' parent-child interactions. (n=11)	9% (1)	36% (4)	46% (5)	27% (3)
Infant mental health/attachment. (n=11)	27% (3)	18% (2)	64% (7)	18% (2)

## Support & Training Requests for Supervisor Respondents

### Item 28

Please indicate what additional supports or trainings would be most helpful to you in supporting families in these areas:	Screening, Assessment & Identification	Raising & Addressing Concerns with Families	Formal Training in New Practices	Peer Support & Shared Learning
Parents' mental health challenges. (n=5)	20% (1)	20% (1)	40% (2)	0
Parents' substance use/abuse. (n=5)	20% (1)	40% (2)	40% (2)	20% (1)
Families' intimate partner violence in the home. (n=5)	40% (2)	20% (1)	20% (1)	0
Families' parent-child interactions. (n=5)	20% (1)	20% (1)	20% (1)	0
Infant mental health/attachment. (n=5)	40% (2)	20% (1)	60% (3)	20% (1)

### Item 29: Which policies or supports in your program help you integrate training into your practice?

- 50% (8) Adaptive leaders who can manage the change process
- 63% (10) Information that is used regularly to help make good implementation decisions, e.g., continuous quality improvement processes
- 38% (6) Coaching to help individuals establish new practices
- 44% (7) Administrators who reduce implementation barriers
- 6% (1) Not listed, please describe:
  - Outstanding partnerships

**Item 30: Is there anything else you need in order to obtain additional training for you to do your job well?**

- More infant mental health
- not at this time. maybe just support and encouragement
- Sometimes too many trainings take away time for our families
- Supportive Director

**Item 31: Is there anything else you want to tell us about what will be important as your region develops a home visiting professional development plan?**

- Cont. education, it's so costly
- Continued support as our region dives deeper into the HV development plan
- I would like to pursue the IMH endorsement
- Large rural county--hard to keep all families aware of services
- We have a comprehensive county-wide training system already in place.