

Welcome to  
**2023 HVSA Office Hours!**

May 18, 2023

*Please chat in your name, organization & role and  
Share a fun and/or meaningful moment from the All HVSA!*



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

# Today's Topics

1. Welcome
2. SFY24 Reflective Practices Updates
3. New! Infant Family Reflective Supervisor Endorsement
4. *Time Permitting:* HVAC Workforce Development Engagement
5. Open Topics



# QUICK POLL # 1



# HVSA Reflective Practices Update

## May 18, 2023

Reflective Practice offerings are free learning opportunities for HVSA-funded home visiting programs, that support their home visitors, supervisors and home visiting teams. We are grateful to our two contracting providers who each offer exceptional trainings that many LIA's might not be able to afford on their own:

**Cooper House**, FAN Providers: <https://www.cooperhouse.org/>

**Washington Association of Infant Mental Health (WA-AIMH)**, expertise and programming to support Reflective Supervision, IECMH Trainings and IECMH Endorsement: <https://www.wa-aimh.org/>



# Equitable Participation Guidelines

- To ensure that all HVSA programs and their staff have access to, and inclusion in, opt-in Reflective Practices offerings.
- To assess annual participation to better understand barriers and opportunities to improve access and inclusion.
- To balance programming to support HV at all role levels: leadership, supervisor, home visitor and team levels.
- To engage field using recruitment and participation considerations that create equitable opportunity regardless of program size, location of services, program age or home visiting model used.



# Why Does the HVSA Support Reflective Practices?

- Home Visiting **staff deserve to be supported** in their Work with Families
- Reflective Supervision has been shown to have a **positive impact on workforce retention**
- Reflective Practice and Reflective Supervision are **developmental practices that are dynamic** in nature – growing and deepening over time.



## Parallel Outcomes for Families and Workforce

| <b>Family Relational Health Outcomes</b><br><a href="https://cssp.org/">https://cssp.org/</a>   | <b>Home Visiting Workforce Relational Health Outcomes</b>  |
|---|--|
| Maternal and Family Well-being  | Individual and Workplace Well-being  |
| Positive, attuned, and nurturing caregiver-child relationships  | Positive, attuned, and nurturing supervisor -home visitor relationships  |
| A focus on resiliency in the face of trauma   | A focus on resiliency in the face of secondary trauma  |
| An explicit effort to advance equity, family engagement, and social supports  | An explicit effort to advance equity, workforce engagement, and social supports  |
| A paradigm shift in early childhood to improve child and family health, development, and well-being through the focus on relationships. | A paradigm shift in workforce development to improve workforce development and well-being through a focus on interconnected relationships. |



# QUICK POLL # 2





# Facilitating Attuned Interactions (FAN)

## Annual FAN Offerings, include:

- July HVSA Practitioner FAN (team) Trainings
- September HVSA Supervisor FAN Trainings
- FAN Communities of Practice (CoP's)
- FAN Booster Trainings
- NEW to SYF 24: Piloting a Team-Based FAN CoP



# July HVSA Practitioner FAN

## **Level 1 Training: 4 Virtual Sessions**

Tu Jul 18, 9-12:15

Th Jul 20, 9-12:15

Tu Jul 25, 1-4:15

Th Jul 27, 1-4:15

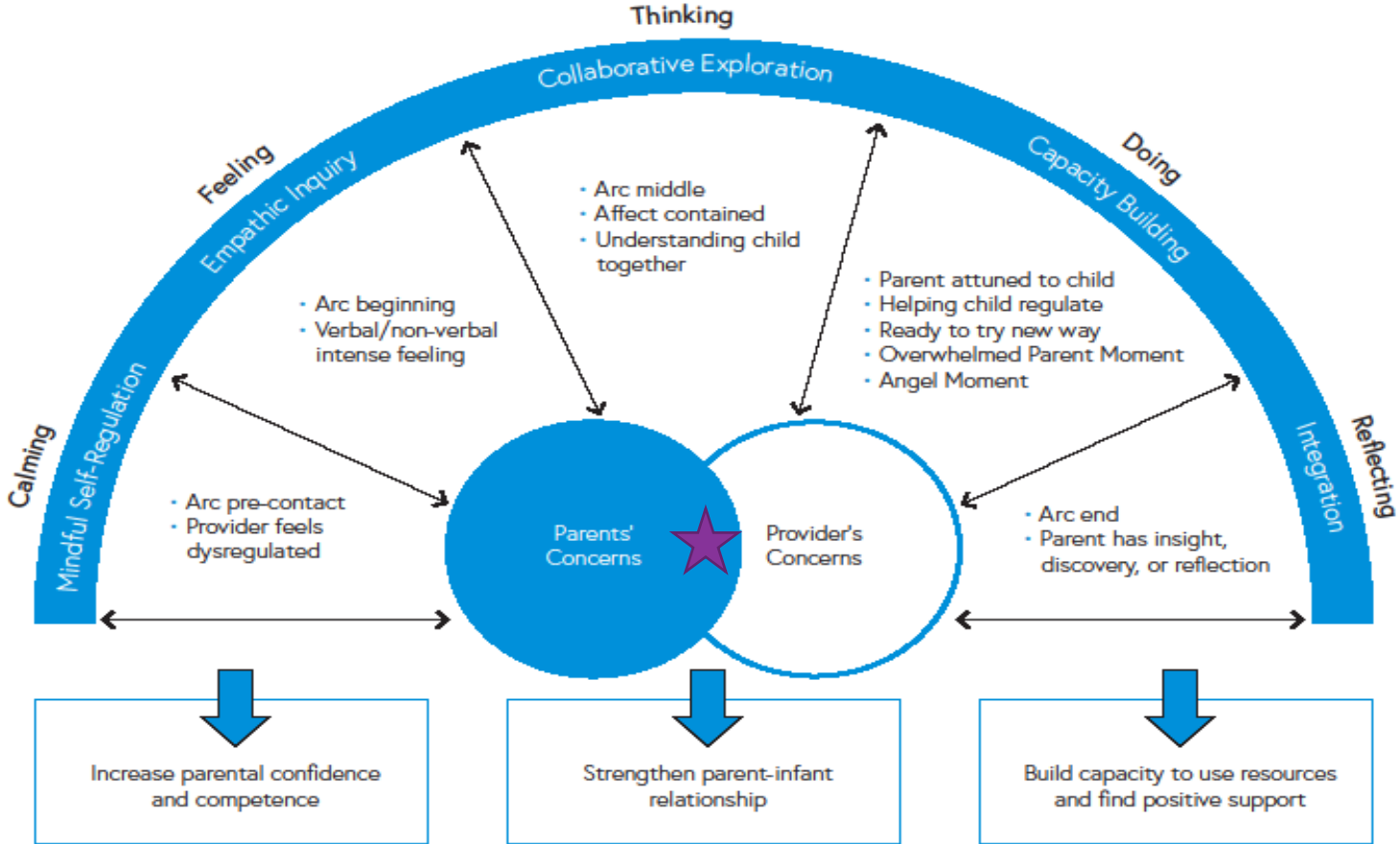
## **Level 2 Training: 2 Virtual Sessions**

Wed. and Thurs., Feb 7 and 8, 2024, 9 am-12:15 pm



# Practitioner

## FAN: Facilitating Attuned Interactions



# September HVSA Supervisor FAN

## **Level 1 Training: 4 virtual sessions**

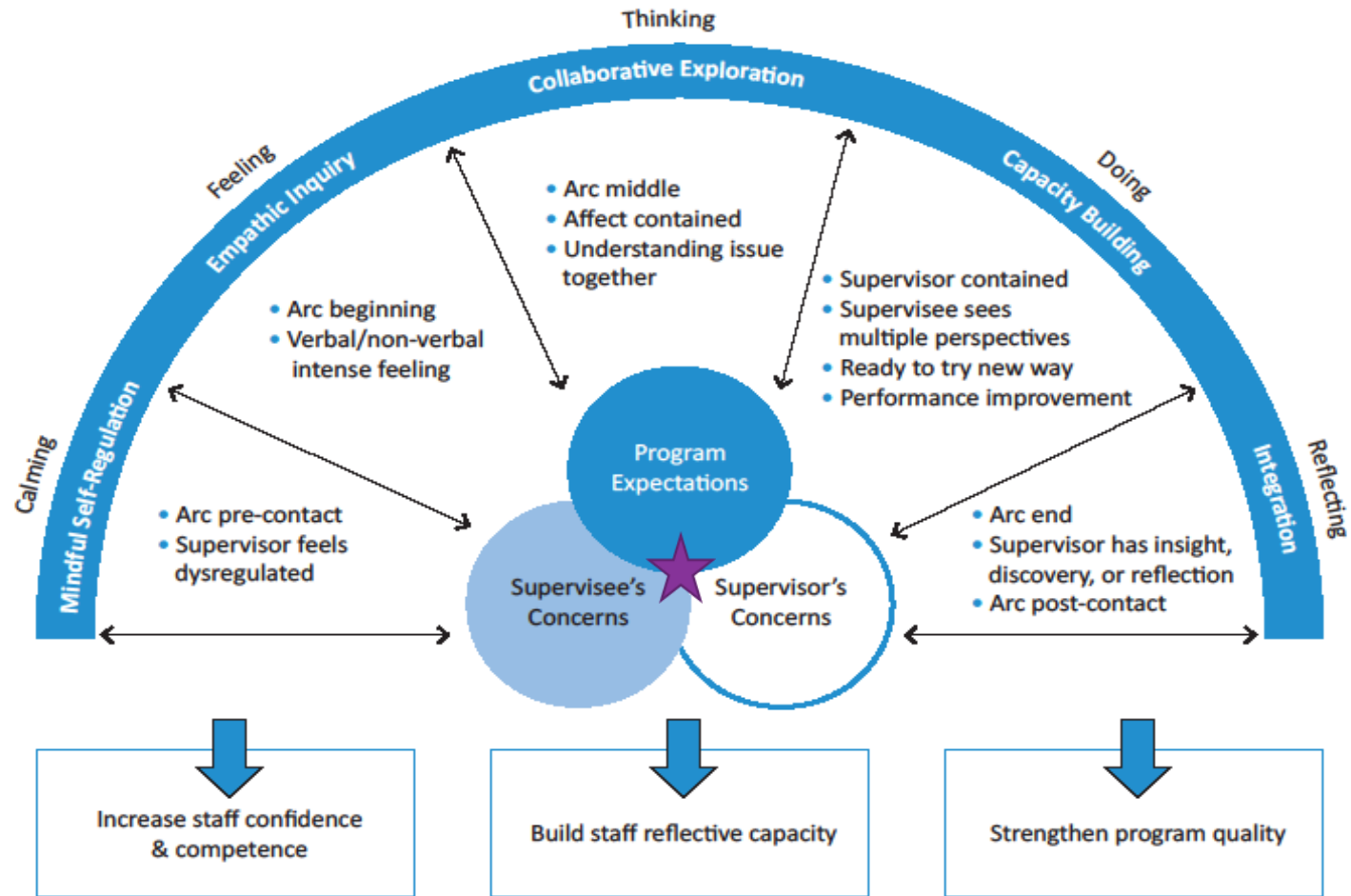
Mo, Tu, We, Th, Sep 18-21, 9 am – 12:15 pm

## **Level 2 Training: 2 virtual sessions**

Tu April 2 and Th April 4, 2024 9-12:15



# The FAN as a Framework for Integrated Supervision



# QUICK POLL # 3



NEW

# Infant Family Reflective Supervisor Endorsement

- Scholarships and Technical Support for Supervisors seeking endorsement
- Support for Reflective Supervision/Consultation (RSC) Experience and in-service Training:
  - *Intro to Reflective Supervision and 12 month, monthly RSC groups*
  - *Team-Based Foundations in Reflective Practice and 12 month, monthly RSC Groups*
  - *Advanced webinar topics such as recent Decolonizing RSC programming*
- Scholarships for Annual Endorsement Renewals as long as in position
- <https://www.wa-aimh.org/endorsement>



## *WA-AIMH Trainings that Build Capacity to apply Relationship-Based Principles of IMH*

- Zero to Three's Growing Brain Training
- Foundations of Reflective Practices
- Foundations of Infant and Early Childhood Mental Health
- Introduction to Reflective Supervision/Consultation





# Need More Info?

Please don't hesitate to reach out:

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# Open Questions



# Save the Date

## **HVSA Office Hours** **June 15<sup>th</sup>, 2023 3-4 p.m.**

- SFY24 Contract Updates
- Open Topics



# Thank You!



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