



**RAPID RESPONSE**  
**VIRTUAL HOME VISITING**

## Team Engagement: From Hiring to Sustainability

August 24, 2022

# RR-VHV Resources

**Institute**  
for the Advancement of  
Family Support Professionals

Your Dashboard All Modules Your Compass Hi Red

## RAPID RESPONSE VIRTUAL HOME VISITING

The Rapid Response-Virtual Home Visiting collaborative (RR-VHV) will provide best practice principles and strategies to support all home visiting professionals in maintaining meaningful connection with families during this time of increased anxiety and need.

Through collaboration, the RR-VHV will leverage the extensive resources and expertise that exists across home visiting organizations to support the development and distribution of cross-model, cross system approaches and guidance.

Providing immediate support for our front-line home visiting staff and the families they serve is our highest priority.

The RR-VHV is committed to creating processes to facilitate collaborative content development and shared decision making.

**Resources**

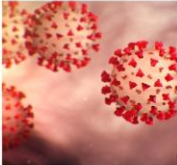
**Frequently asked questions**

**Want to help?**

If you would like to support our efforts, please let us know!

**Contact the RR-VHV for more information**

**Available Webinars**



**Home Visiting Models and COVID 19 Response**  
(Friday, April 3, 2020)

If you are having difficulties accessing the webinar, click here to download the video.

Learn how HRSA and national home visiting models are responding to the COVID 19 crisis. The discussion will explore needs and priorities from the field, model guidelines, resources available to support current efforts and responses from federal, state and local levels.



**Virtual Visit Readiness**

Learn the basics of using different types of technology to connect with families.

Available Resources:  
Readiness Reflection (pdf)  
Troubleshooting Tips (pdf)

**Guiding Principles**

**Accessible:**

- All materials will be provided free of charge and made accessible to providers through the website and other platforms.
- All information and resources shared will be designed to meet the needs of all home visiting professionals.
- All materials developed as a result of this project will remain available to support future needs of the field.

**Strength-based:**

- Include as many provider networks as possible in content and resource development.
- All providers bring unique and important views. Expertise will be sought based on content area and specific needs.
- Every effort will be made to be as inclusive as possible. However, it is important to remember that no one individual or organization is expected to have expertise in every area. Please assess your own areas of strength and capacity to determine those areas in which you believe it is most important to be involved.

**Shared Responsibility**

- The RR-VHV will create a shared process for information gathering and sharing that is inclusive of all providers.
- It will be up to each provider network to determine the most efficient way for inclusion in rapid decision making and content review.
- To maintain a rapid response framework, we

Webinar recordings, slide decks, and supporting documents are available at:

<https://institutefsp.org/covid-19-rapid-response>



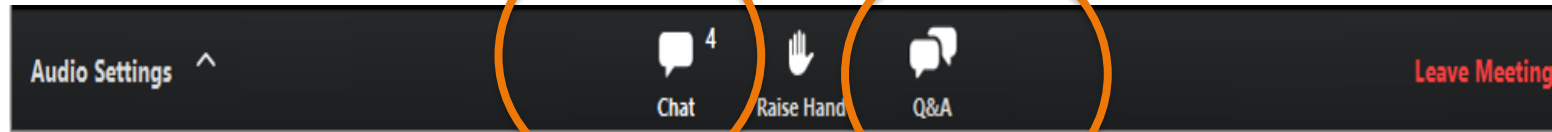
# Chat Feature

# Q&A Feature

Please use the chat box to respond to questions that we ask you!

Please use the Q&A box to submit your questions.

Thank you!



# Objectives

- Reflect on staff engagement during the pandemic and “Great Resignation”
- Learn strategies for engaging and onboarding new staff members
- Consider ideas to sustain our team during continuously evolving times



# National FSP Competencies

- Domain 10: Professional Practice
  - Dimension 35- Reflective Practice
  - Dimension 36- Professional Development
  - Dimension 38 - Quality Improvement

# Meet the Panelists



Emily Robb  
Program Manager  
Nursing Services  
Washington County, MN



Christine Sparks  
Easterseals Program Manager  
Jump Start Home Visiting Program  
Joliet, IL



# Tell us...

What keeps  
you engaged  
in home  
visiting?



# Where we are...

The great resignation was/is a real thing

- People have left for many reasons
- People continue to leave for different reasons
- Newly found freedom to take risks and explore



# Bringing People to the Work

- How are we promoting this is the work they want to do?
- What do we have to offer?
- Why would someone want to come to work with us everyday?



# Poll

What is the most difficult part about hiring/staffing:

- Getting people to apply
- Getting people to stay

# Building Relationships Across the Organization

Generate intentional questions to learn about people:

- How is the job going?
- What do you like about your job right now?
- What don't like about your job right now?



# Listening to Learn



# Learning from our Staff



# Learning from our Staff

## Sustainability Ideas:

- Tangible (salary, benefits, espresso machine)
- Non-tangible (grace, acknowledgement, trust, independence, praise, feeling valued, appreciated, supported)



# Creating Connections Through the Work

- CoPHE Talk  
(coffee talk)
- Book Club
- Ice Breakers



# Questions





# Upcoming Webinar

Registration is now open for  
our next webinar:

Ask the Pediatrician: COVID  
Vaccinations for Children

September 7th, 2022  
at 2 pm CST



# Credits

We extend a special thank you to the team that created this webinar:

- Casey Amayun, Rapid Response Virtual Home Visiting
- Joelfre Grant, Brazelton Touchpoints Center
- Eva Rivera, Brazelton Touchpoints Center
- Emily Robb, Nursing Services Washington County, MN
- Christine Sparks, Easterseals Joliet Region

