

**While You're Waiting.....**

While you are waiting for the webinar to begin, please introduce yourself in the chat box:

- Tell us your name
- What is your current role, and
- How long have you been in this role?

**Participation Note:**  
We love Wi-Fi, but for the best webinar experience, please make sure you are hardwired to an Ethernet cable. Using Wi-Fi alone may result in problems with viewing the short videos we plan to share during this webinar.

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**Staff Wellness for Home Visitors**

October 9, 2019  
Presenters:  
Randi Hopper, NCECDTL  
Donna Ruhland, NCECDTL

NATIONAL CENTER ON  
Early Childhood Development, Teaching and Learning

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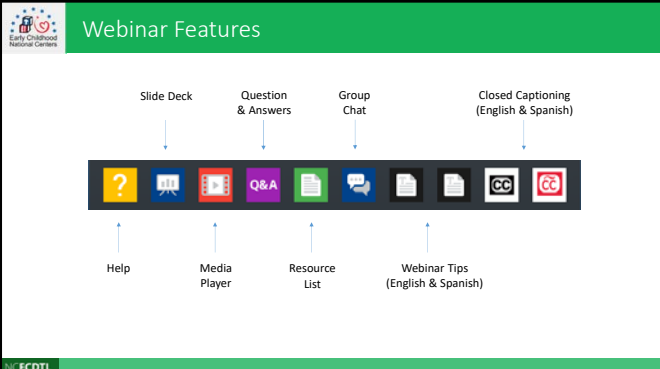
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**Webinar Features**



Slide Deck    Question & Answers    Group Chat    Closed Captioning (English & Spanish)

Help    Media Player    Resource List    Webinar Tips (English & Spanish)

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**Session Objectives**

At the end of this presentation, you should be able to:

- Identify the many roles and job responsibilities that home visitors juggle
- Examine strategies to help home visitors balance roles and responsibilities in ways that counter stress and promote overall wellness
- Share and use resources that support staff wellness for home visitors

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**Poll Question**

How do you promote your self-wellness?

- A. Exercise
- B. Practice mindfulness
- C. Listen to or play music
- D. Engage in hobbies
- E. Read books or magazines
- F. Engage in relaxing activities
- G. Spend time with family
- H. Cook
- I. Clean

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Job factors for home visiting staff that can challenge wellness



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Home Visiting can be a very rewarding job!

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The Role of EHS/HS Home Visitors

Home visitors are required to:

- Provide
- Promote
- Enhance

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Possible Sources of Stress for Home Visitors

- Addressing family challenges
- Maintaining professional boundaries
- Facilitating parent-child interaction
- Balancing other responsibilities
- Feeling helpless or overwhelmed
- Experiencing isolation or concerns for safety

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Addressing Family Challenges

anxiety, pressure, health, substances, failure, depression, instability, abuse, boundaries, homelessness, transportation, incarceration, challenges, insecurity, insurance, concerns, services, violence, isolation, finances, overwhelmed, support, safety

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Maintaining Professional Boundaries

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Maintaining Professional Boundaries

Personal Involvement

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Facilitating Parent-Child Interaction

Family Engagement



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Facilitating Parent-Child Interaction



Planned Activities

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Balancing Other Responsibilities

Balancing Responsibilities



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**Balancing Other Responsibilities**

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**Home Visitors Often Feel**

Helpless

Inadequate

Overwhelmed

Isolated

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**Home Visitors Can Also Feel**

Frustrated

Anxious

Concerned

Protective

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 **Poll Question**

Have you ever experienced any of the feelings we discussed?

- A. Helpless
- B. Inadequate
- C. Overwhelmed
- D. Frustrated
- E. Anxious
- F. Protective
- G. Concerned



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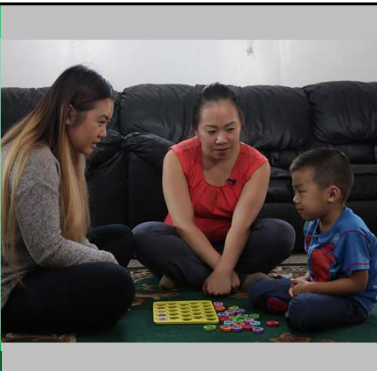
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 Strategies to reduce the impact of job factors that contribute to stress





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 **In The Chat Box...**

What do you think professional boundaries have to do with staff wellness?



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**Boundaries and Home Visitor Wellness**

- Draws the line between professional and personal relationships
- Provides a pathway to remaining objective



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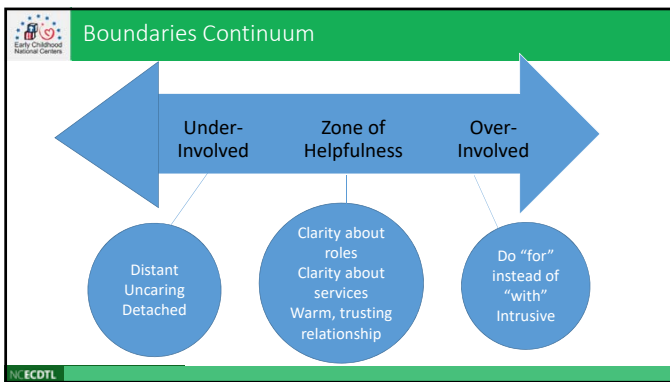
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**Setting Boundaries**



Clarify role and expectations from the beginning

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**Maintaining Boundaries**

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**Maintaining Boundaries**

- Remain objective
- Focus on the purpose of the program
- Watch “red flags”
- Talk/check with supervisor or peer

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**Feeling Helpless or Overwhelmed**

- Support
- Reflection & reflective supervision
- Peer discussions

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 **Feeling Helpless or Overwhelmed**



- Resources
- Professional development



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 **Feeling Supported: Organizational Climate**



Empowered workers experience less burnout



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 **Experiencing Isolation or Safety Concerns**



Each home-based program should have policies and procedures that promote safety.



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Home Visiting Safety: Staying Safe & Aware on the Job



Source: [https://www.youtube.com/watch?v=kl3r\\_3N\\_Qek](https://www.youtube.com/watch?v=kl3r_3N_Qek)

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In the Chat Box...



What are some safety considerations you make before during and after a home visit?

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Home Visiting Safety: Staying Safe & Aware on the Job



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 Policies and Procedures for Home Visitor Safety



Safety Protocols



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 Safety Protocols for...

- o Participation in and timing of safety training
- o Transporting families and transportation safety measures (i.e. use of seat belts, car seats, participation in car seat safety training)
- o Maintaining an up to date schedule accessible by the supervisor and co-workers
- o Carrying cell phones, identification and other relevant documents to home visits



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 Safety Protocols for...

- o Maintaining vehicle safety (i.e. vehicle insurance, how to park the car, first aid kits, gas level, emergency kit, regular vehicle maintenance)
- o Using agency vehicles to travel to home visits and transport clients
- o Handling pets during home visits
- o Protocol for informing families about program safety procedures



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 **Protocols for When Not to Have a Home Visit**

Protocols should be in place for when not to have a home visit, leave a visit, or have a home visit in another location.





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 **Protocols for Home Visit Logistics**

- Home visitor or family is sick with a transmittable illness or disease
- Inclement weather (i.e. temperatures, snow, ice, hurricane)
- Concerns about neighborhood safety
- Concerns about drugs and/or violence in the home



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 **Protocols for Home Visit Logistics**

- Concerns about health and chemical hazards
- Concerns about the presence of weapons
- Other threats and concerns around personal safety



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 **Managing Critical Incidents**



Emergency protocols should be in place for specific incidents, including when to call a supervisor and/or when to call emergency services.



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 **Emergency Protocols**

- Drugs are present, or drug use is suspected
- Dangerous animals are in the home
- Children and/or family members are at risk for harm
- Concerns about threatening behaviors, weapons, or violence



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 **Emergency Protocols**

- Health and chemical hazard concerns
- Staff are asked to leave
- Perceived sexual advances



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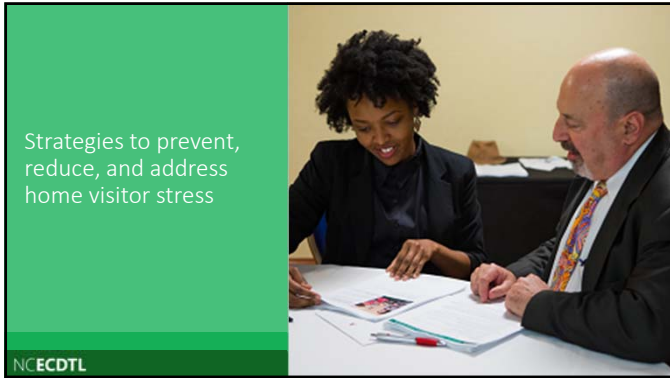
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Strategies to prevent, reduce, and address home visitor stress

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Strategies to Prevent, Reduce, and Address Stress



- Qualities and abilities
- Professional development
- Reflection
- Self-care
- Staff wellness plan

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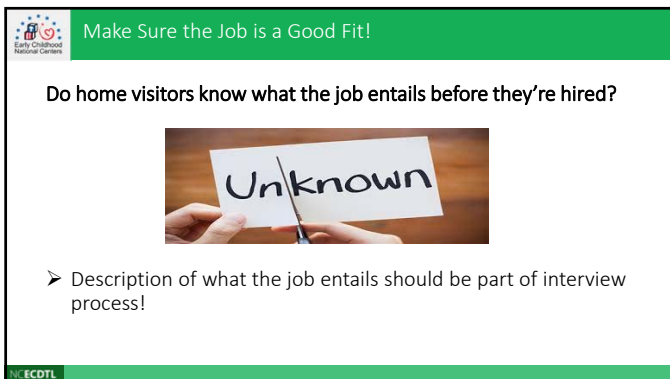
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Make Sure the Job is a Good Fit!

Do home visitors know what the job entails before they're hired?



➤ Description of what the job entails should be part of interview process!

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**Training and Professional Development**

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**Time for Reflection is Essential**

Take time to develop the capacity to be reflective

- with yourself,
- with peers,
- with families,
- and in supervision.

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**Nurture Yourself**

- Mindfulness and meditation
- Exercise
- Home visitor “mental health days”
- Home visitor peer group
- Mental health support for the home visitors

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Self Care

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Resources that support staff wellness for home visitors

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Resources

Taking Care of Ourselves: Stress and Relaxation  
<https://eclkc.ohs.acf.hhs.gov/family-support-well-being/article/taking-care-ourselves-stress-relaxation>

Reflective Practice Guide, Illinois Children's Mental Health Partnership  
<http://icmhp.org/wordpress/wp-content/uploads/2016/01/ReflectivePracticeGuideR04-03-15.pdf>

Mindfulness-Based Stress Reduction (MSBR) Course  
<https://palousemindfulness.com/index.html>

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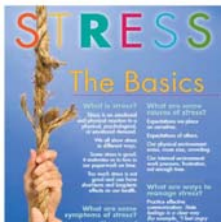
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 Resources



Stress Reduction Poster Set  
[https://www.ecmhc.org/documents/CECMHC\\_GraffitiPosters.pdf](https://www.ecmhc.org/documents/CECMHC_GraffitiPosters.pdf)

Center for Early Childhood Mental Health Consultation,  
[www.ecmhc.org](http://www.ecmhc.org)

Stress Reduction  
<https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/mental-health-201612.pdf>



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 Resources

Relaxation Bookmarks  
[https://www.ecmhc.org/documents/cecmhc\\_bookmark\\_press3.pdf](https://www.ecmhc.org/documents/cecmhc_bookmark_press3.pdf)

*What Makes Supervision Work: Recommendations from the Home Visiting Field*  
<https://eclkc.ohs.acf.hhs.gov/professional-development/article/what-makes-supervision-work-recommendations-home-visiting-field>





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 Putting It All Together





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Staying Connected and Expanding Knowledge





Be in the know!  
Subscribe

Text 4 Home Visitors

To sign up, text HOME to 22660  
Text STOP to 22660 to cancel or HELP to 22660 for technical help.

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Thank You!

For more information, contact:  
[ecdctl@ecetta.info](mailto:ecdctl@ecetta.info)  
or call (toll-free) 1-844-261-3752

Please complete our Survey!

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