

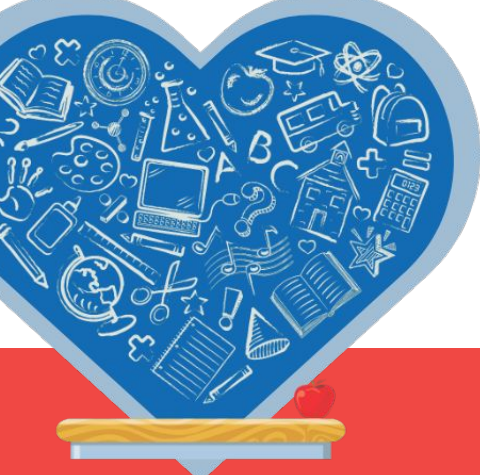
Disclaimer

This presentation is intended solely for the purpose of information and reference. It is provided to you on the understanding that its contents are confidential and proprietary. The material within this presentation is not to be duplicated, reproduced, altered, or redistributed without prior consent from HIPPIY International. Any unauthorized use, reproduction, or alteration is strictly prohibited.

Please note that the information contained herein is subject to change without notice. While every effort has been made to ensure the accuracy and completeness of the content, we do not guarantee its entirety or reliability. Viewer discretion is advised, and any actions taken based on the information presented in this document are at your own risk.

By accessing this presentation, you agree to abide by these terms and conditions. If you are not the intended recipient or have received this document in error, please notify the sender immediately and delete this presentation from your system.

Thank you for your understanding and cooperation.



Hiring and Supporting Home Visitors

from the Communities We Serve

May 14, 2025

**CONNECTING HEARTS
& IGNITING MINDS!**



This session is being recorded



Learning Objectives

- Understand why parents make strong HIPPY Home Visitors
- Use the language assessment to screen effectively
- Learn how to conduct strengths-based interviews



Ignite the Day: Check In and Connect

In the chat.....

Check in!

Why “prioritize parents” when hiring home visitors?

Home Visitor Standard One: The local implementing agency prioritizes hiring Home Visitors who are HIPPY parents or former HIPPY parents and are knowledgeable of the community culture.

Rationale

Experience has shown that parents are more comfortable with, and more inclined to welcome, peers in their homes every week.

Home Visitor Standard One: The local implementing agency prioritizes hiring Home Visitors who are HIPPIY parents or former HIPPIY parents and are knowledgeable of the community culture.

Implementation Requirements

1. Look for potential home visitors when performing family intakes. It is important to have home visitors with similar experiences to develop rapport with their assigned families more effectively.
2. Consult the Start-Up Guide for recruitment ideas, ideal home visitor qualifications, and home visitor job description.
3. Consider former HIPPIY parents if it is impossible to hire current parents. Home visitors need to experience HIPPIY with their own or a practice child.
4. Ensure applicants have an excellent working knowledge of the community and community services.

Home Visitor Standard One: The local implementing agency prioritizes hiring Home Visitors who are HIPPY parents or former HIPPY parents and are knowledgeable of the community culture.

Best Practice Recommendations

1. Seek individuals who do not have another job or individuals whose primary responsibility is HIPPY.
2. Solicit recommendations from agency staff, elementary school teachers/principals, or community partners.
3. If recruiting from the pool of parents is not possible, consider partnering with a workforce development office, community college or other agency to recruit home visitors.
Candidates should still meet the general criteria for program enrollment.
4. Determine the agency's hiring procedures and timelines in the first year.

Ignite the Day: Check In and Connect

In the chat.....

Check in!

What are your best tips and strategies for recruiting and interviewing home visitors?

Spot Peer Educators in Action



**A leader is one who knows the way,
goes the way, and shows the way.**

—JC Maxwell

Use Personal Invitations

Sometimes the smallest gesture
can change a life forever.

– Oprah Winfrey



Hold a “Path to Leadership” Info Session



Don't wait for opportunity. Create it!

– George Bernard Shaw

Create a “Try-It” Pathway


You don't have to see the whole staircase, just take the first step.

– Martin Luther King



Applicable Forms

- ★ Home Visitor Demographic Form
- ★ Free online language level assessment for English and Spanish.

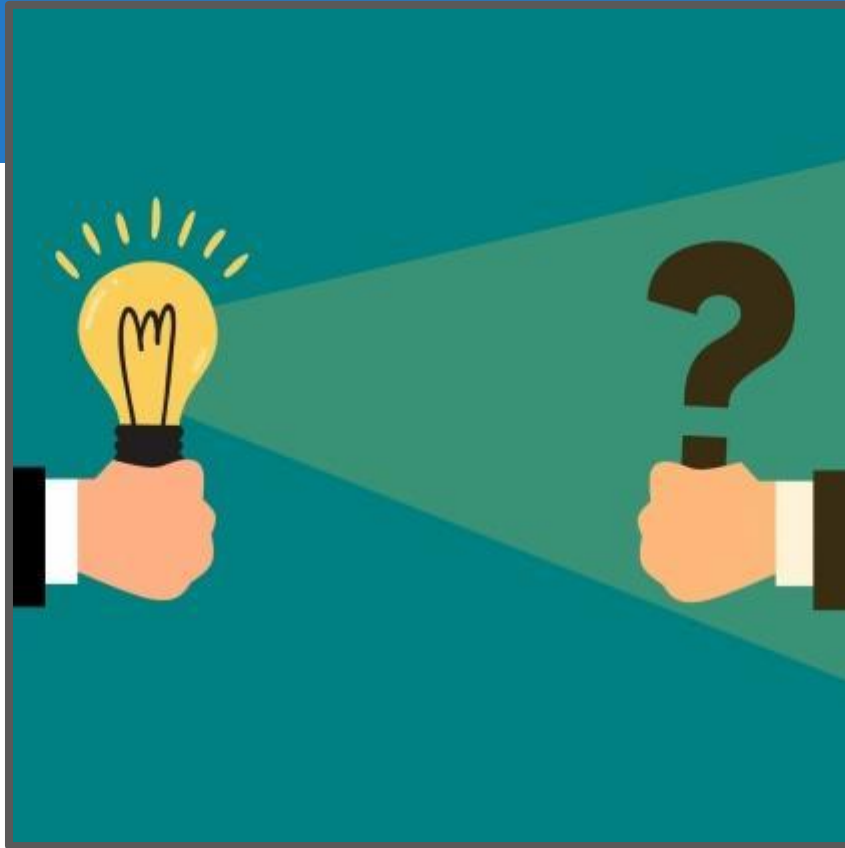
 **HOME VISITOR DEMOGRAPHIC FORM**
To enter information you must download and save to your own device.

HOME VISITOR INFORMATION	
Program Name	
Home Visitor	
Coordinator*	
Home Visitor is (check all that apply) <ul style="list-style-type: none">• Current HIPPY Participant• Former HIPPY participant• Has characteristics of the community	

*this form is to be completed by the program coordinator

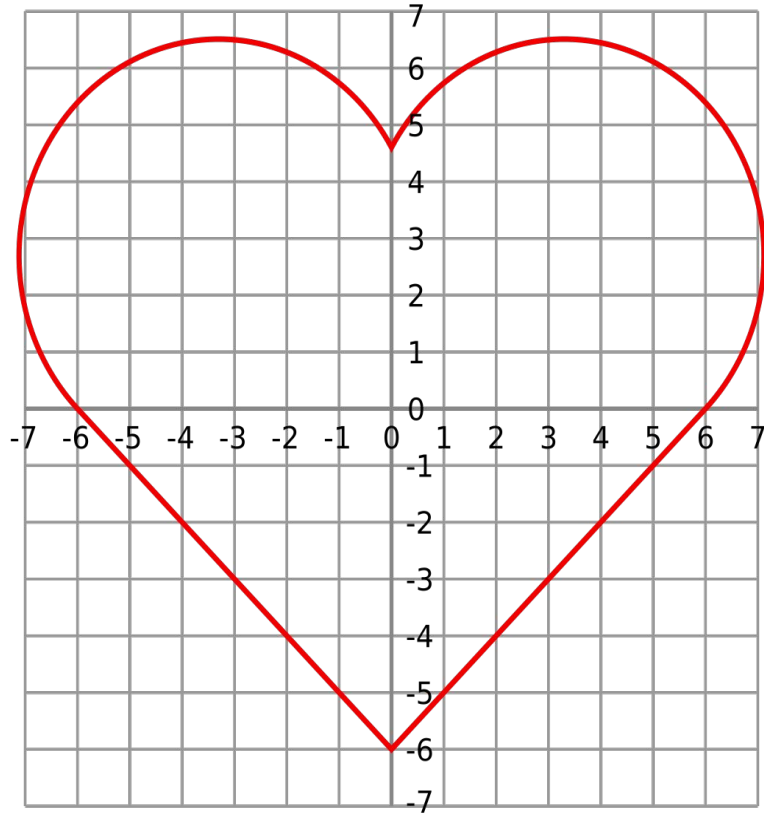
LANGUAGE INFORMATION	
Primary Language English Spanish Other (<i>Specify</i>)	Serves families in: (Check all that apply) English Spanish Other (<i>Specify</i>)
Secondary Language N/A English Spanish Other (<i>Specify</i>)	Coordinator / Supervisor: Using the language proficiency levels 1-4 (see description below), rate proficiency level for: 1. Primary Language Level: 1 2 3 4 2. Secondary Language Level: 1 2 3 4
Language proficiency levels*: <ol style="list-style-type: none">1. Beginner - can perform simple tasks like introducing themselves or asking basic questions.2. Intermediate - can function efficiently in every day or professional situations. They can make basic conversations but may have limited knowledge of grammar and vocabulary.3. Advanced - can handle most conversations and express themselves fluently4. Native or Proficient - can communicate with a similar level of fluency and understanding as a native speaker.	
Free online language level assessment for English and Spanish.	
* This should be assessed and verified by the coordinator (if they speak Spanish) or a Spanish-speaking colleague. Describe below how this level of proficiency was assessed or verified.	


Revised 2024
Page 0



Questions?

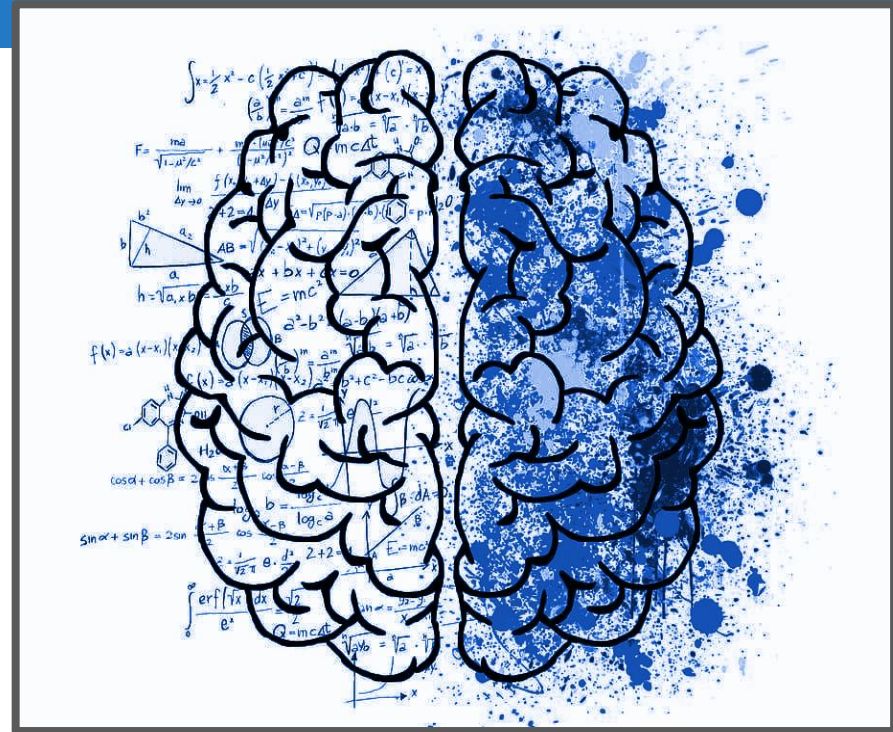
Connecting Hearts!



- Understand why parents make  strong HIPPY Home Visitors
- Use the language assessment to screen effectively
- Learn how to conduct strengths-based interviews

Igniting Minds!

- **Step 1:** Discuss how the home visitor demographic form and language assessment could be utilized at your program.
- **Step 2:** Answer the questions based on the group that you are in.
- **Step 3:** Choose a Representative and prepare for the larger group discussion



Home Visitor Qualities

Skills - What skills do you think a home visitor should have?

- How will you know someone has these skills?
- What questions would you include in the interview?
- How will they demonstrate these skills to you?

Attitudes - What attitudes do you want a home visitor to have?

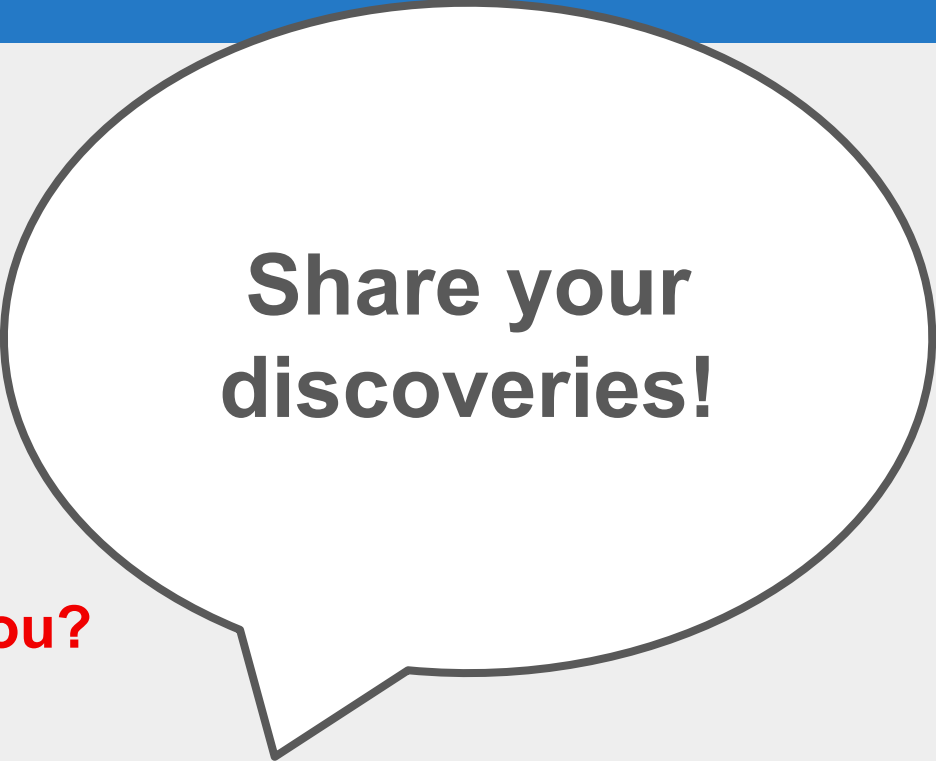
- How will you know someone has this attitude?
- What questions would you include in the interview?
- How will they demonstrate these attitudes to you?

What other things should you consider?

- Helping applicants navigate barriers to workforce entry
- Temptation to hire “professionals”
- The job can be learned!
- Make a plan for how to incorporate this in the interview and hiring process.

Connect and Ignite

- **How will you know someone has a skill or attitude?**
- **What questions would you include in the interview?**
- **How will they demonstrate these skills or attitudes to you?**



Share your discoveries!



Let's Brainstorm

- Each person briefly describe their target community. Who are you looking to recruit?
- Then, together brainstorm as many ideas as possible:
 - Where could you post information - digitally and in person
 - Who (in your agency and outside collaborators) can help you?
 - What messages and images would appeal to your parent population?
 - What user friendly strategies would you like to try?
 - When are some key opportunities you can plug into?

Igniting Minds



**How do you feel
about applying
what you've
learned?**

**Are you excited,
nervous, or
something else?**

Additional Professional Development Resources

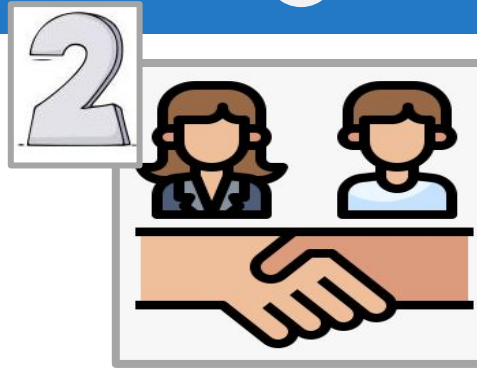


- [Home Visitor Demographic Form](#)
- [Free online language level assessment for English and Spanish.](#)
- [7 Tips for Recruiting HIPPI Home Visitors from Participating Parents](#)
- [Learning Collaborative for Promoting Home Visiting Workforce Well-Being](#)
- [Start-up Guide](#)

Resources and Reminders



- **Upcoming Webinars and Indie Connects**



- **Upcoming events**
- **Preservice**
 - **Jun. 1: Supervisor**
 - **Sept. 22-25: Coordinator**



- **The HIPPY Library**
 - **Webinar Archive**

Don't forget to like and follow our social media





PLACEHOLDER

- **Content**
- **TBD**
- **TBD**
- **TBD**

Topic

- **Content**
- **TBD**
- **TBD**
- **TBD**



PLACEHOLDER



Model Fidelity

For the HIPPY Model

November 6, 2024

CONNECTING HEARTS & IGNITING MINDS!

Slides Coming Soon!



This session is being recorded



HIPPY
UNITED STATES