

# Welcome to the Indie Connect Powerpoint!

**HUS Webinars are recorded for site coordinators to review if they are unable to attend in person. The recording, accompanying power point and any handouts are also an excellent resource for coordinators to use to present to relevant webinar content to home visitors.**

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# Home Visitor Support

Supporting Growth Through Evaluation

November 19, 2025

## CONNECTING HEARTS & IGNITING MINDS!



This session is being recorded and will be available in the Library



**HIPPY**  
UNITED STATES

# CHECK IN AND CONNECT

**In pairs or as a trio, take 2 minutes per person to introduce yourself and respond to this prompt**

Introduce yourself (name, program, and state).

Share one thing that has been going well in your program this month.

# Today We Will....

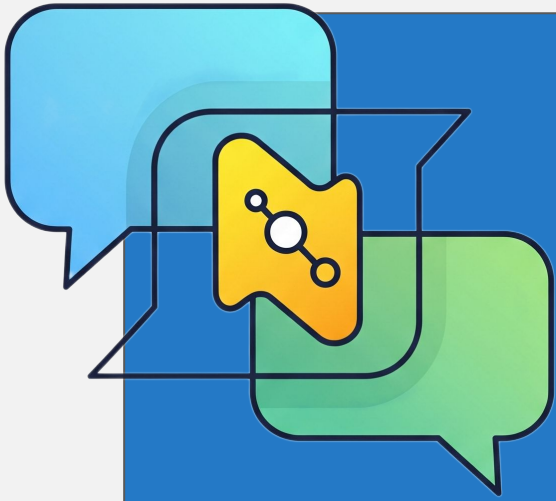
- Understand the core components of the home visitor evaluation process and how they support growth.
- Build confidence using key evaluation tools through guided practice and discussion.
- Apply supportive, strength-based strategies when giving feedback and setting goals with home visitors.



# Supporting the Supporters

- Active Listening
- Strength-Based Leadership
- Home Visitor Wellness
- CQI (Continuous Quality Improvement) to motivate home visitors





# The Home Visitor Performance Evaluation Cycle

# Related MGRA Standards

**Coordinator Standard Two:** The coordinator observes at least three home visits each year per Home Visitor.

**Coordinator Standard Three:** The coordinator works with Home Visitors to develop performance goals and a professional development plan at the beginning of the program year, reviews progress mid-year, and evaluates the overall performance before the end of the program year.



<p><b>Beginning of Year By Week 5 of Curriculum</b></p>	<p>O b s e r v e</p> 			
<p><b>Weeks 6-25</b></p>	<p>O b s e r v e</p> 		<p>O b s e r v e</p> 	
<p><b>End of Year</b></p>	 <p><b>Use all of the above to complete a Summative Performance Evaluation</b></p> 			

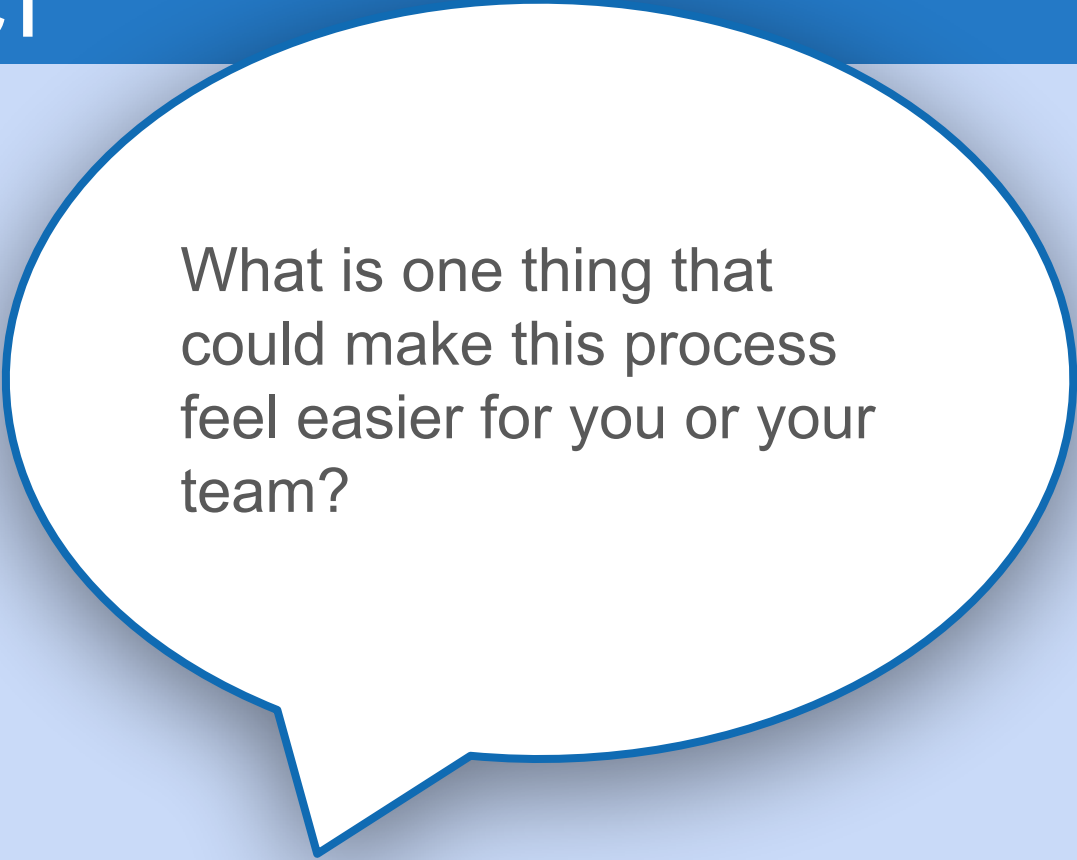
# Home Visitor Evaluation sample forms

- Performance Goals and Professional Development Plan form
- Summative Performance Evaluation form



## CHECK IN AND CONNECT

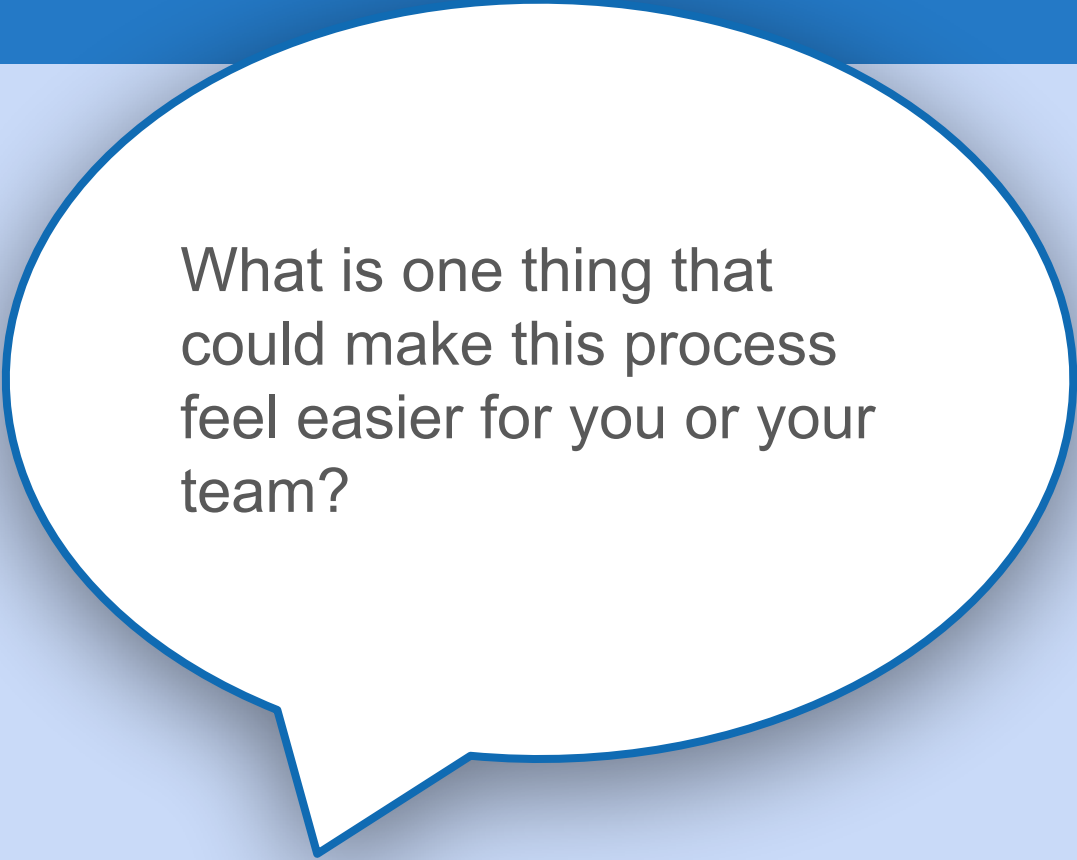
**In pairs or as a trio, take 2 minutes per person to respond to this prompt...**



What is one thing that could make this process feel easier for you or your team?

# LET'S CONNECT

## Chat Waterfall



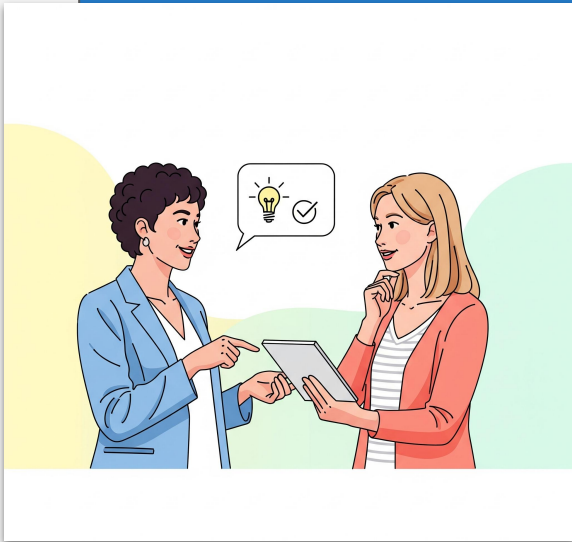
What is one thing that could make this process feel easier for you or your team?

# The Home Visitor Performance Evaluation Cycle

- Is a year-long process that includes observing, giving feedback, setting goals, and checking progress.
- Each step builds on the one before it, helping home visitors grow their skills in a supportive and steady way.
- All observations, feedback, and goals come together at the end of the year to complete the Summative Performance Evaluation.

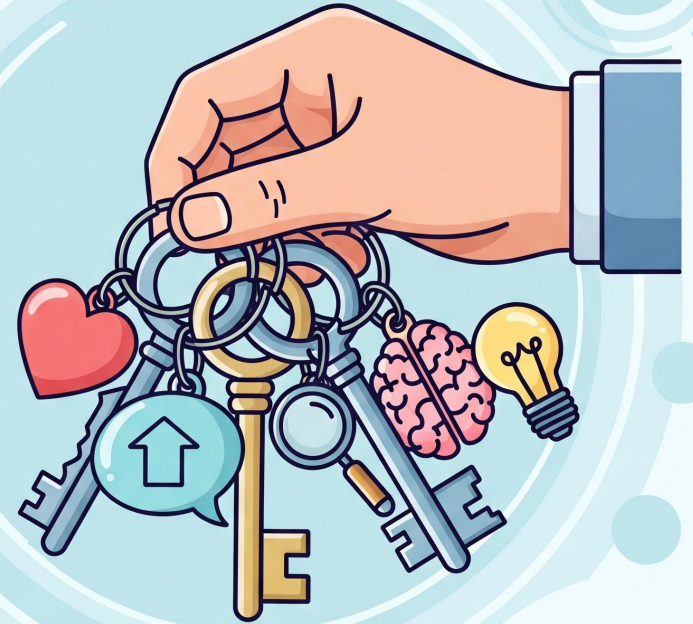


# Supportive Feedback



- Start with what went well
- Be specific and clear
- Focus on behavior, not the person
- Keep feedback balanced
- Invite conversation
- Focus on growth

## KEYS TO SUPPORTIVE FEEDBACK



# Scenario

## Home Visit Observation



During the home visit, you notice that the home visitor did not review the previous week's packet. The parent still had the materials, and no discussion or follow-up took place. This means item "4. Previous packet completed. Reviewed previous week's work" on the observation form would be marked "not observed".

## CHECK IN AND CONNECT

**In pairs or as a trio, take 10 minutes to discuss..**

How would you talk with the home visitor about this in a supportive way?

What would you say, and how would you frame it so it feels like help, not criticism?

# Supportive Feedback

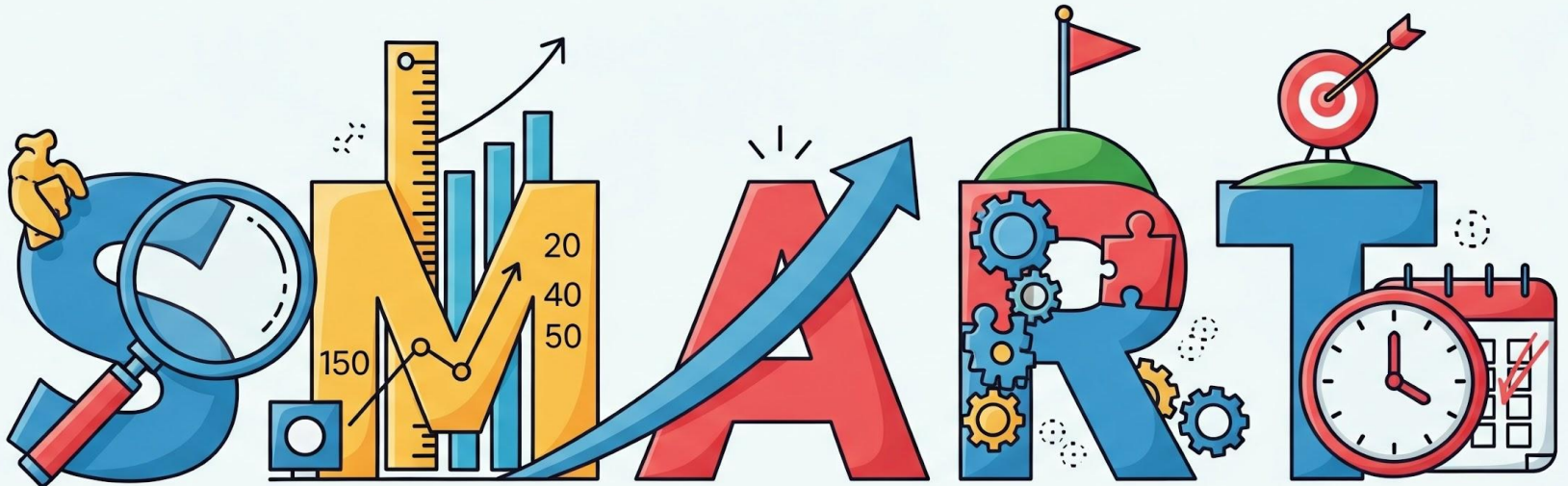
- Focuses on strengths first and gives clear, specific guidance on one skill at a time.
- Uses a calm, respectful tone that helps the home visitor feel safe and supported.
- Encourages a two-way conversation so the home visitor can reflect, ask questions, and plan next steps.



# Collaborative Goal Setting



# ANATOMY OF A SMART Goal



Specific

Measurable

Achievable

Relevant

Time-bound



**“I will arrive at group meetings at least 10 minutes early for the next quarter to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**



**“I will arrive at group meetings at least 10 minutes early for the next quarter to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**

**SPECIFIC**



**“I will arrive at group meetings at least 10 minutes early for the next quarter to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**

**MEASURABLE**



**“I will arrive at group meetings at least **10 minutes** early for the next quarter to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**

**ACHIEVABLE**



**“I will arrive at **group meetings** at least 10 minutes early for the next quarter to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**

**RELEVANT**



**“I will arrive at group meetings at least 10 minutes early for **the next quarter** to check that all materials, supplies, and handouts are ready, so the meeting can start smoothly and on time.”**

**TIME-BOUND**

## Next Steps in Collaborative Goal Setting

- Talk about what support is needed
- Agree on how progress will be checked
- Celebrate small wins along the way



# Scenario

## Home Visit Observation



During the home visit, you notice that the home visitor did not review the previous week's packet. The parent still had the materials, and no discussion or follow-up took place. This means item "4. Previous packet completed. Reviewed previous week's work" on the observation form would be marked "not observed".

# CHECK IN AND CONNECT

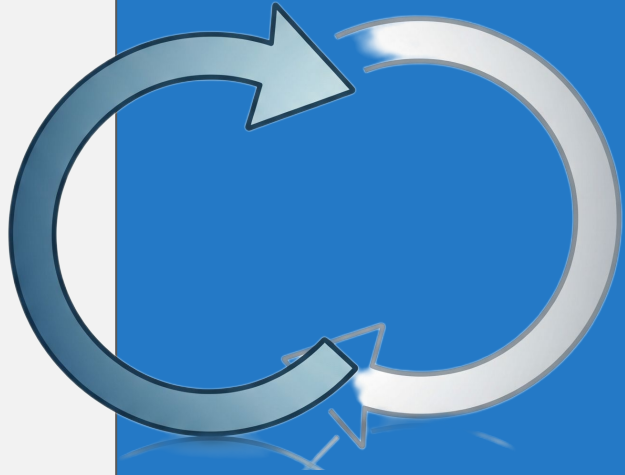
**In pairs or  
as a trio,  
take 10  
minutes to  
discuss..**

- What is one SMART goal the home visitor could work on?
- What support would the home visitor need to reach this goal?
- How will you check progress together?
- How will you celebrate small wins along the way?

# Collaborative Goal Setting

- Goals work best when they are created with the home visitor, not for them.
- SMART goals keep the focus clear, specific, and realistic.
- A strong plan includes support, progress check-ins, and celebrating small wins.





# Reflection and Closing

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## What? So What? Now What?



- What? — What stood out to you today?

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## What? So What? Now What?



- What? — What stood out to you today?
- So What? — Why does that matter?

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## What? So What? Now What?



- What? — What stood out to you today?
- So What? — Why does that matter?
- Now What? — What will you do next?

LET'S IGNITE

**Chat Waterfall**



What will you do next?



**When we support home visitors with clear feedback and shared goals, we strengthen their confidence, their practice, and the families they serve.**

# Resources and Reminders



- [Webinars](#)
- [Indie Connects](#)



- [Upcoming events](#)
- [Newsletter Archive](#)



- [HIPPY Library](#)
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# THANK YOU!



Please complete  
the **attendance and evaluation form**  
for today's session  
to receive **your certificate.**

