

Teaching a Child's First Teacher

Adult Learning in Early Intervention

Paula Landry
Steven Lindauer
March 2022



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About Paula

- Founder, Program Lead, and Early Intervention Teacher of the Visually Impaired with A Shared Vision
- Certified VIISA and INSITE trainer
- Former Program Lead with Anchor Center for Blind Children (Infant and Parent Programs)
- Mother of daughter who is blind

About Steve

- Founder and Executive Director with A Shared Vision
- Change management and human performance consultant
- Accenture, organizational engineering consultancy, online education platform provider, career school system
- Emergenetics Advanced Associate

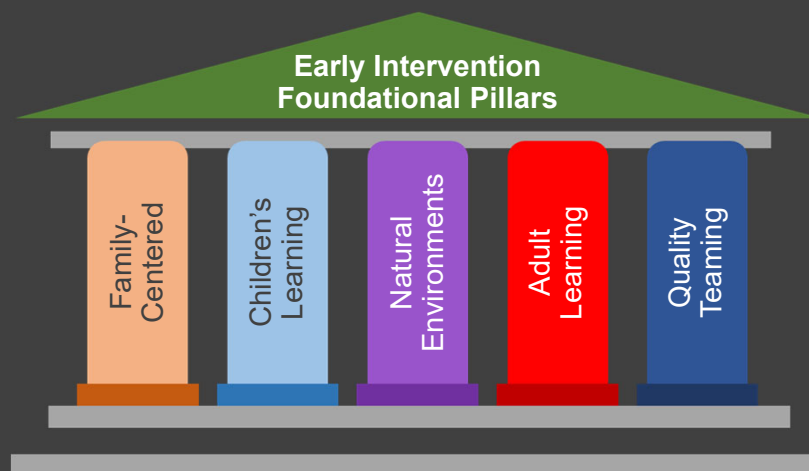
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Objectives

- Expand your knowledge about adult learning
- Adopt frameworks, tools, and techniques to enhance preparation and effectiveness of EI services
- Improve your ability to build caregivers' capabilities to be their child's first teacher
- Be even more consciously competent

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**The real impact of early intervention occurs
after the provider leaves**

Robin McWilliam, 2010

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Parents are the experts on their child's behavior...

T. Berry Brazelton, M.D., and Joshua Sparrow, M.D. The Touchpoints Model of Development, 2003.

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**...each practitioner is the expert within the context of
their practice setting**

T. Berry Brazelton, M.D., and Joshua Sparrow, M.D. The Touchpoints Model of Development, 2003.

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**There are unknown unknowns -
the things we don't know we don't know**

Donald Rumsfeld, "There are known knowns." 2002

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Dissonance

Learning process (Taylor and Hamdy)

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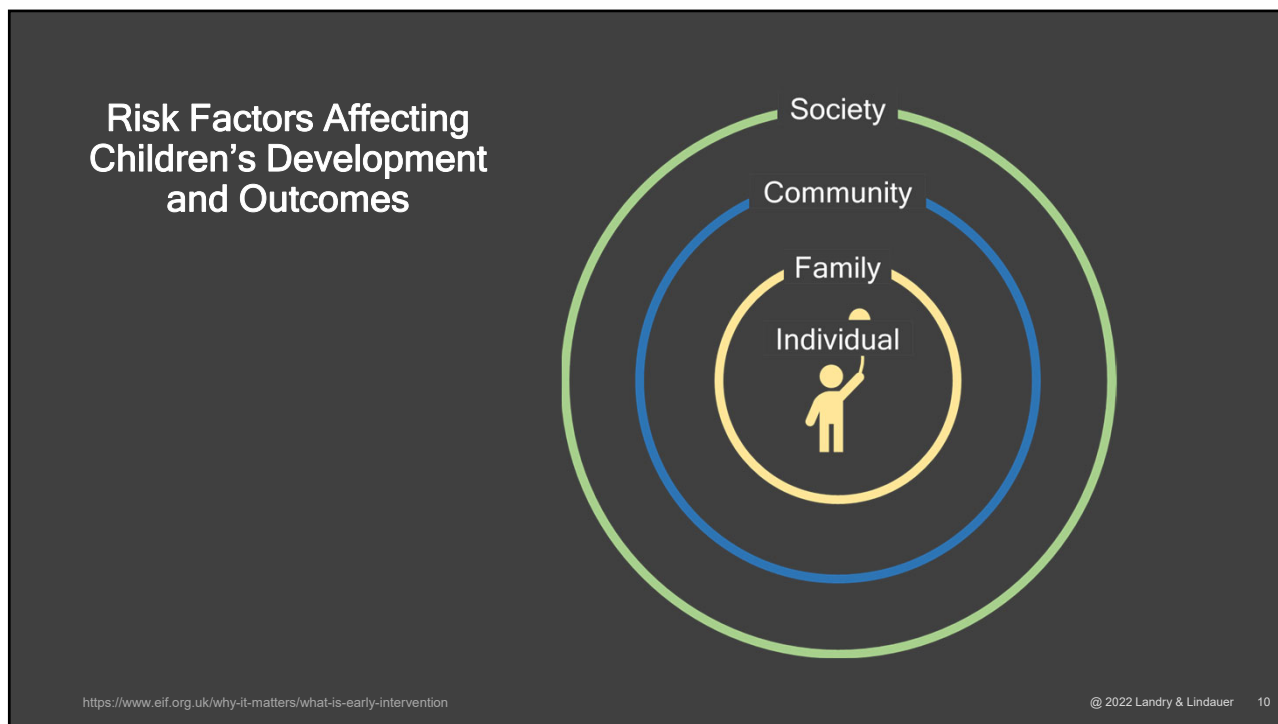
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Agenda

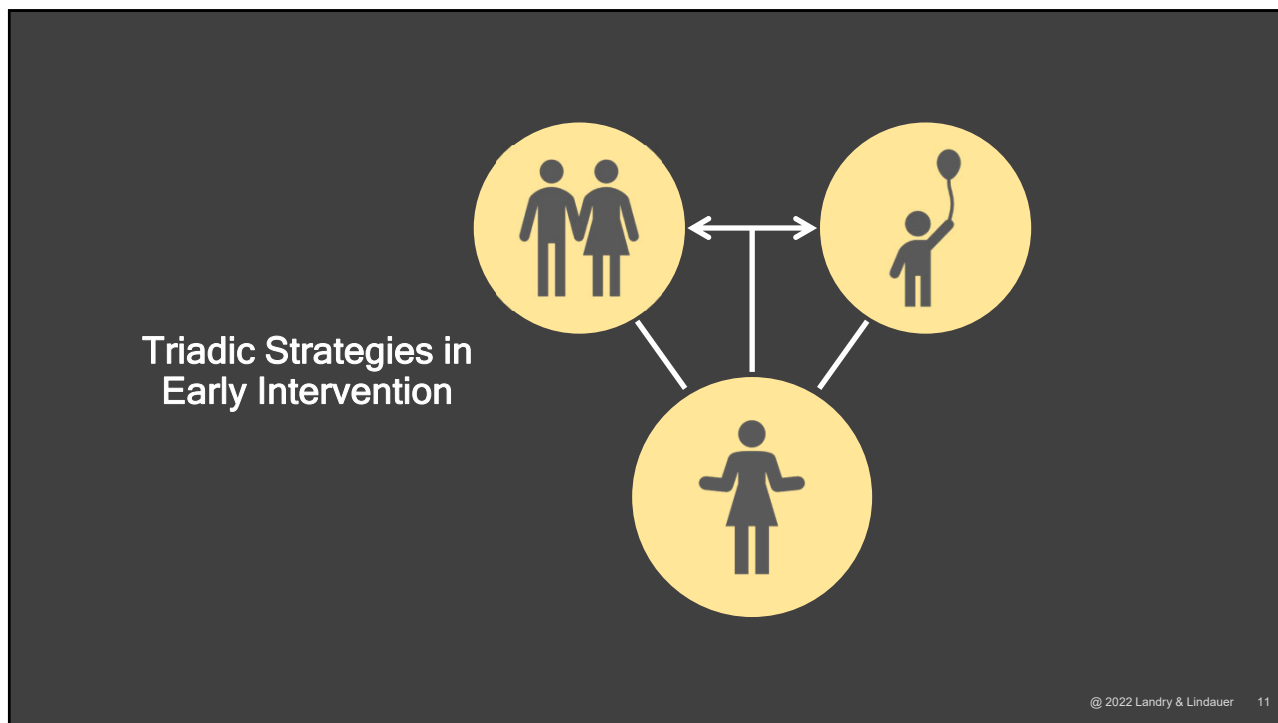
- Welcome (10 min)
- Context (5 min)
- Caregiver competency (10 min)
- Adult learning principles (15 min)
- Know your audience (30 min)
- Applying learning principles to build caregiver competence (20 min)
- Home visit best practices (20 min)
- Wrap up (10 min)

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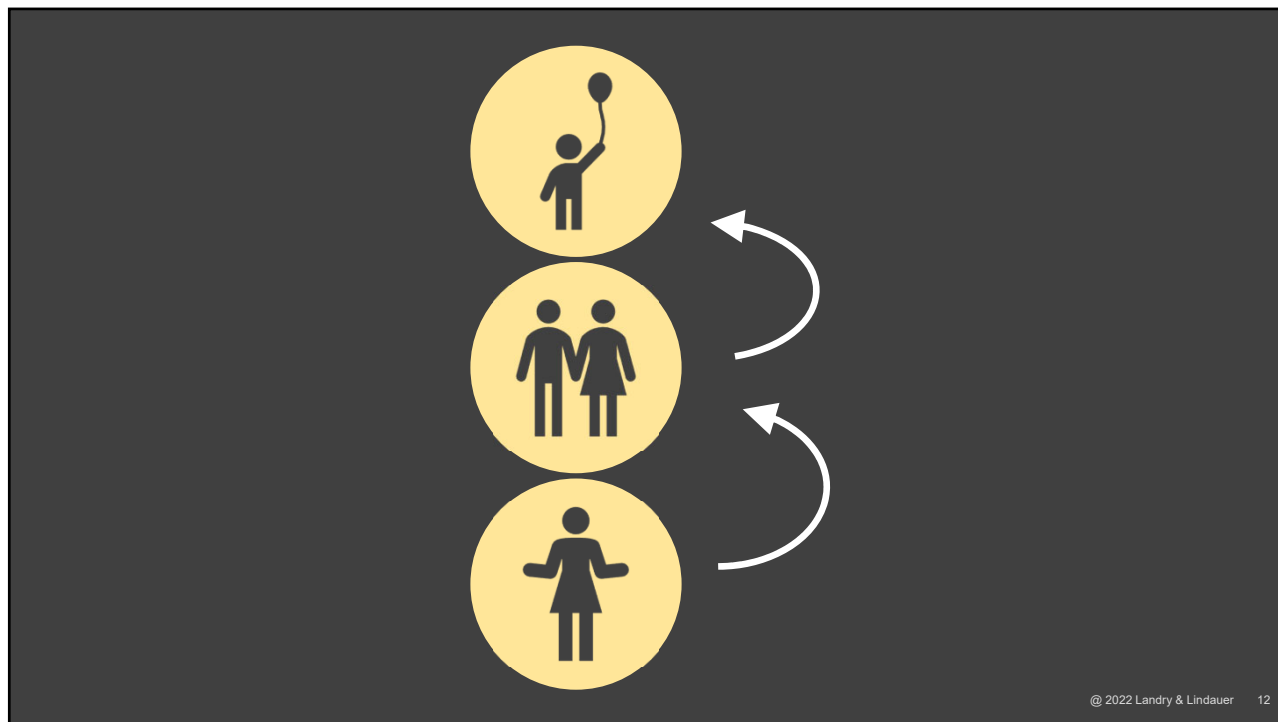
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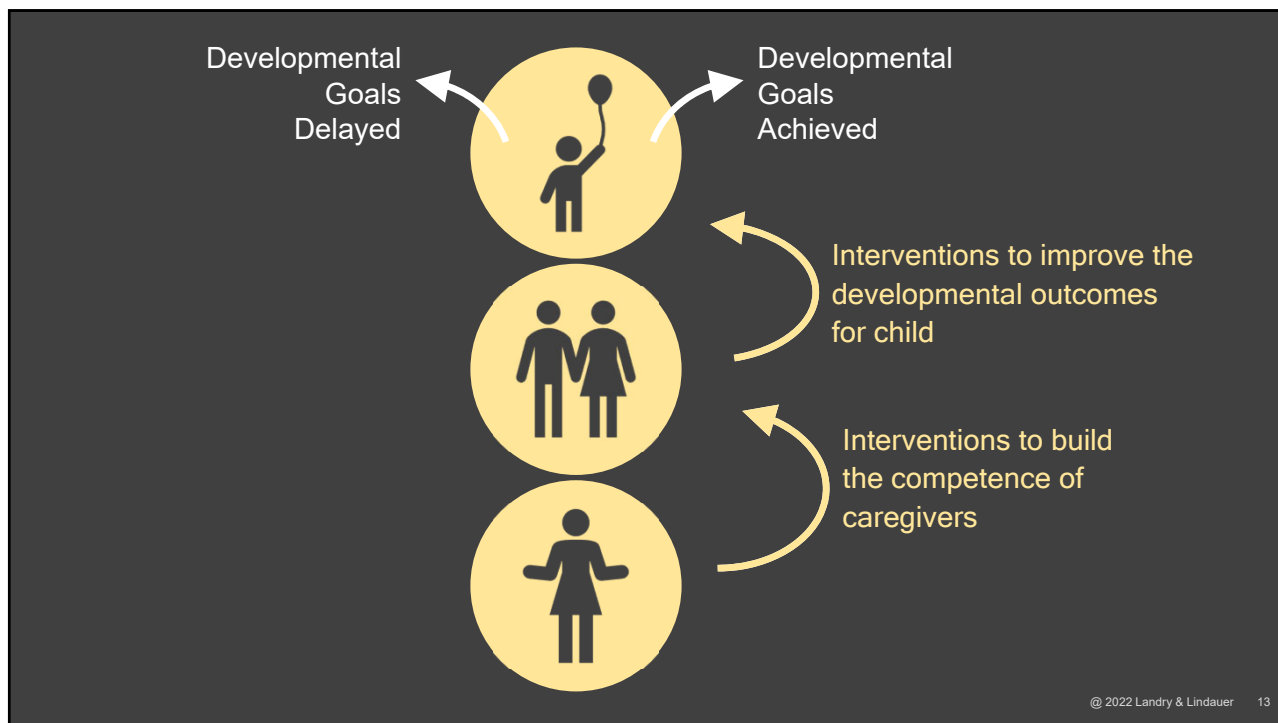
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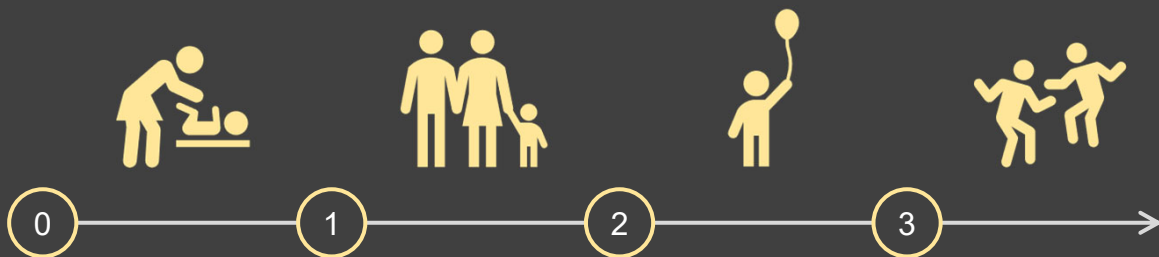
Agenda

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Caregivers' Journey as Their Child's First Teacher



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Caregiver Competency Domains as Their Child's First Teacher

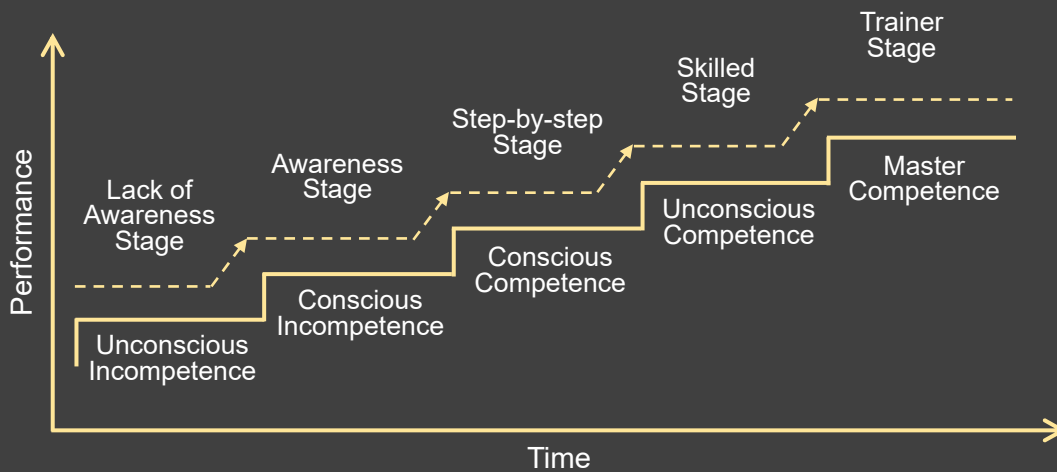
Self Care	Finances, insurance, budgeting	Communication
Program management (time, organization)	Health and safety	Physical environment
Child assessments	Early child development	Working with providers
Content (curriculum)	How to teach my child (pedagogy)	Community support and resources
My child's diagnosis/ delay	Early intervention	Strategies to support child development

Adapted from www.earlychildhood.org
<https://www.google.com/url?sa=t&rlz=C&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwiSip6CivP1AhW0MX0KHcAAAhEQFn0ECAkQAQ&url=http%3A%2F%2Fwww.earlychildhood.org%2Fpdfs%2FChart2.pdf&usq=AOvVaw0bqnb4OA4TBSqNdpRzOTJH>

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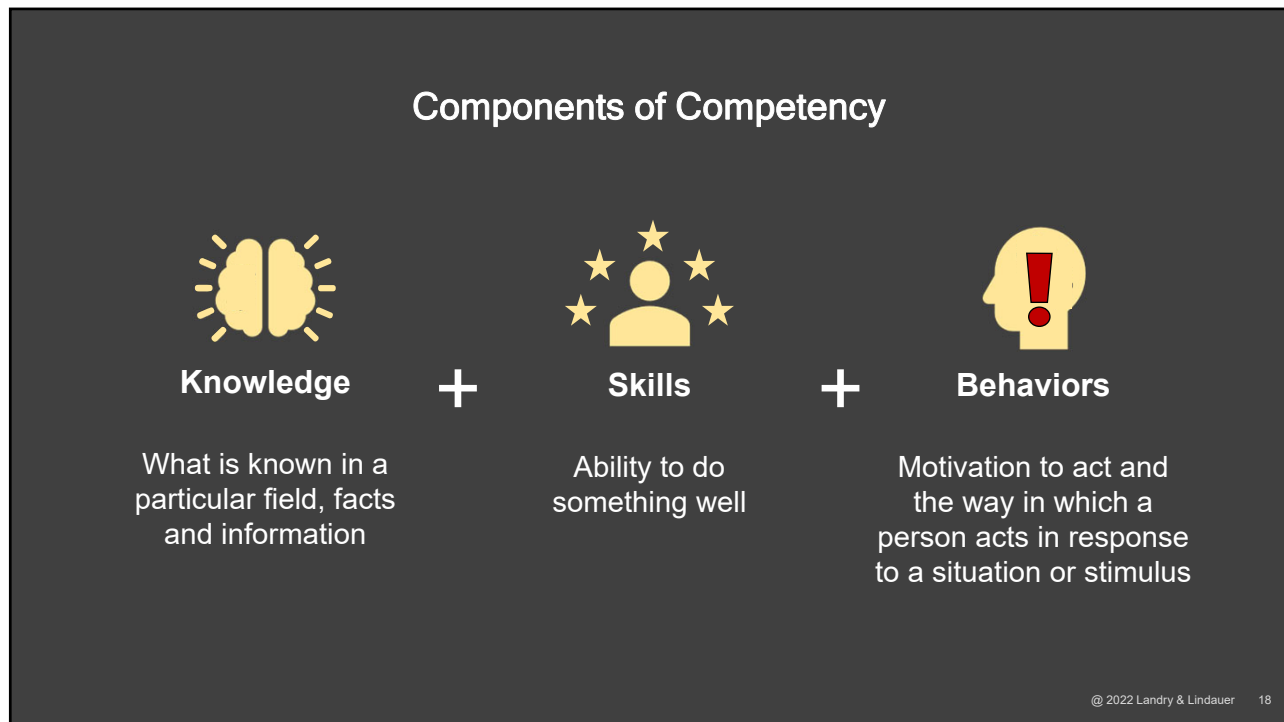
Stages of Competence



Adapted from https://en.wikipedia.org/wiki/Four_stages_of_competence

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Key Takeaways

- Build caregivers' competencies within the context of their early intervention journey – birth to age three
- Seek to help caregivers achieve unconscious competence as their child's first teacher
- Caregiver knowledge, skills, and behaviors are the components of competency

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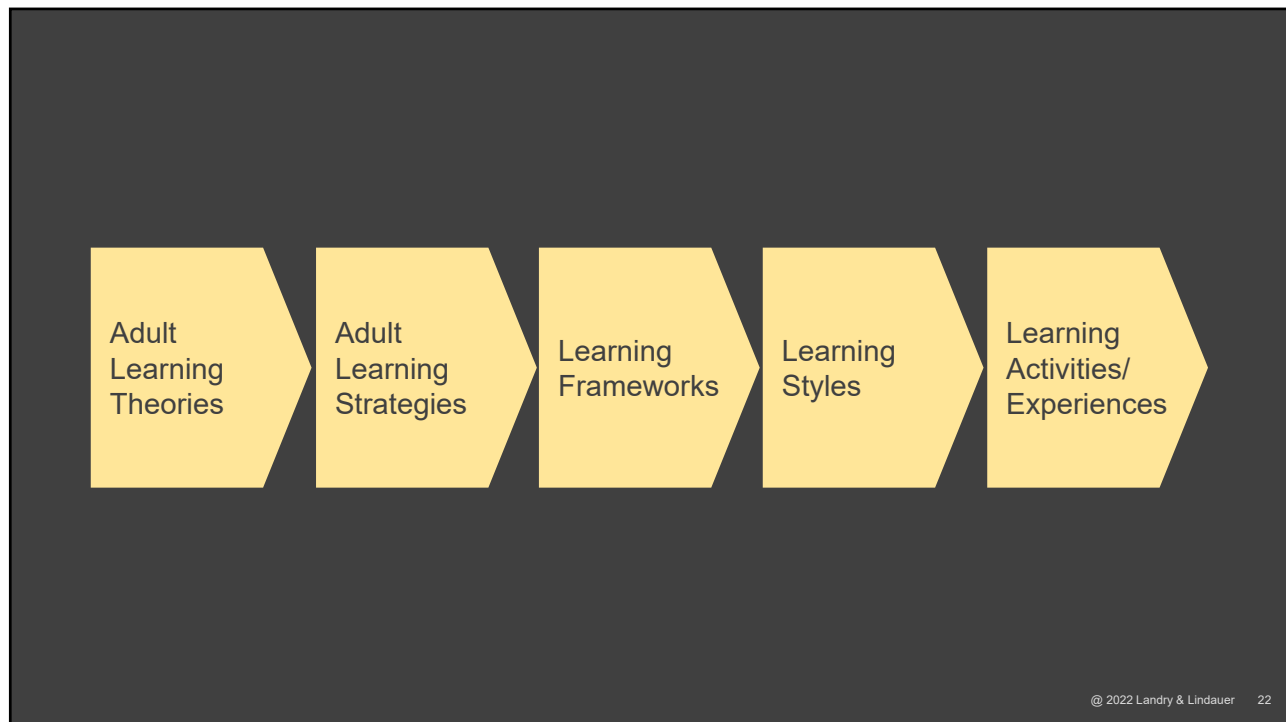
Adults Learn Best When...

- Actively involved in learning
- Real-life experiences are the basis for learning
- Learning is immediately relevant
- Learning is practice-centered rather than content-centered

El Colorado – El Provider Training module 3.

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Adult Learning Theories

- **Andragogy.** Provides context for adults' motivation and disposition to learning
- **Experiential Learning.** Focuses on the development of competencies and skills in a specific context
- **Transformative Learning.** Explores how critical reflection can be used to challenge a learner's beliefs and assumptions
- **Self-Directed Learning.** Adults plan, conduct, and assess their own learning
- **Project-Based Learning.** Utilizes real-world scenarios and creates projects for learners that they could encounter in a job or activity in the future

<https://www.wgu.edu/blog/adult-learning-theories-principles2004.html#close>
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4005174/>

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Adult Learning Theories

THEORY	SUMMARY	BEST SUITED FOR
Andragogy	<ul style="list-style-type: none"> Adult learners are autonomous and self-directed and seek out learning based on personal needs. Adult learners must be able to apply what they learn in a practical way. 	<ul style="list-style-type: none"> Problem solving Structured formal learning Learners with a defined need to know
Experiential Learning	<ul style="list-style-type: none"> A hands-on approach where individuals learn by doing. Puts the learner at the center of the learning process. Learning happens through an active process of doing and reflection. 	<ul style="list-style-type: none"> Mechanical skills Leadership skills Process improvement Systematic thinking
Transformational Learning	<ul style="list-style-type: none"> A person's beliefs and expectations shape their view of the world. Through a rational analytical process, a person can consciously change their old beliefs and implement new ones. 	<ul style="list-style-type: none"> Complex analytical processes Evaluation and analysis Long-term personal growth
Self-Directed Learning	<ul style="list-style-type: none"> Process where individuals take complete ownership of the learning process to diagnose learning needs, identify resources, implement learning, and assess their results. 	<ul style="list-style-type: none"> Process updates Self-motivated learners Technology and software skills
Project Based Learning	<ul style="list-style-type: none"> Learners engage in active investigation of a real-world problem. Gives learners a voice in the overall process through a process of inquiry, critical thinking, problem solving, collaboration, and communication. 	<ul style="list-style-type: none"> Project management Process improvement Manufacturing
Action Learning	<ul style="list-style-type: none"> Learning is the result of programming and questioning. Learners take action on a problem and reflect upon the results. 	<ul style="list-style-type: none"> Team building Fill in knowledge gaps Uncover areas of learning need

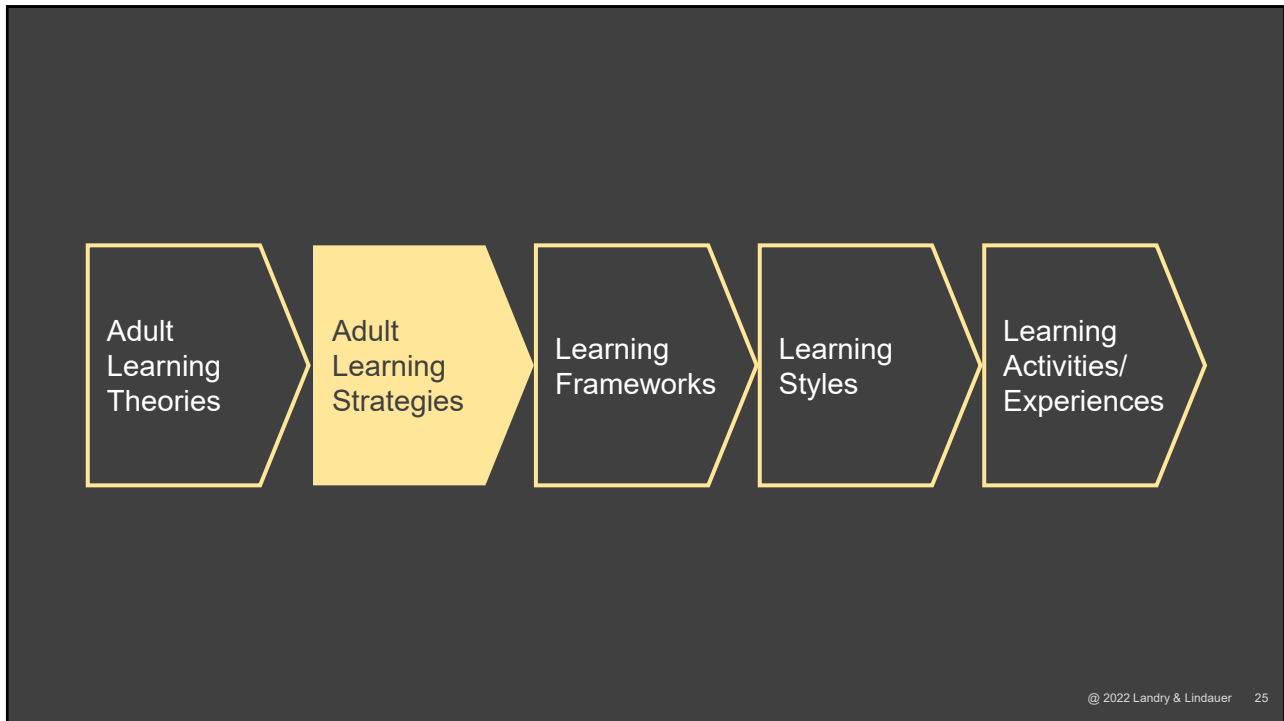
https://www.springjournals.com/kg/adult-learning-theories

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Adult Learning Theories

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Adult Learning Strategies and Techniques

- **Set goals.** Adult learners need these goals because their learning is more in their own hands than younger learners
- **Discuss their why.** Understanding why different topics will help them reach their goal can make sure they stay motivated
- **Review information regularly.** Adult brains are less plastic. They have a harder time creating new neural pathways. They need to review material more regularly to help create new pathways
- **Find experiences to help facilitate learning.** Leverage a variety of methods for a firmer grasp of their learning to help translate it to real life

<https://www.wgu.edu/blog/adult-learning-theories-principles2004.html#close>

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Adult Learning Strategies and Techniques (cont.)

- Keep your lessons relevant
- Focus on your learners' life experience
- Tell stories as you're teaching
- Break up information to avoid cognitive overload
- Provide feedback in the moment of need
- Make your material visually stimulating
- Encourage questions and discussion
- Be flexible

<https://www.learningrevolution.net/strategies-for-teaching-adult-learners/>

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Adult Learning Strategies and Techniques

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Handout

Adult Learning Strategies and Techniques

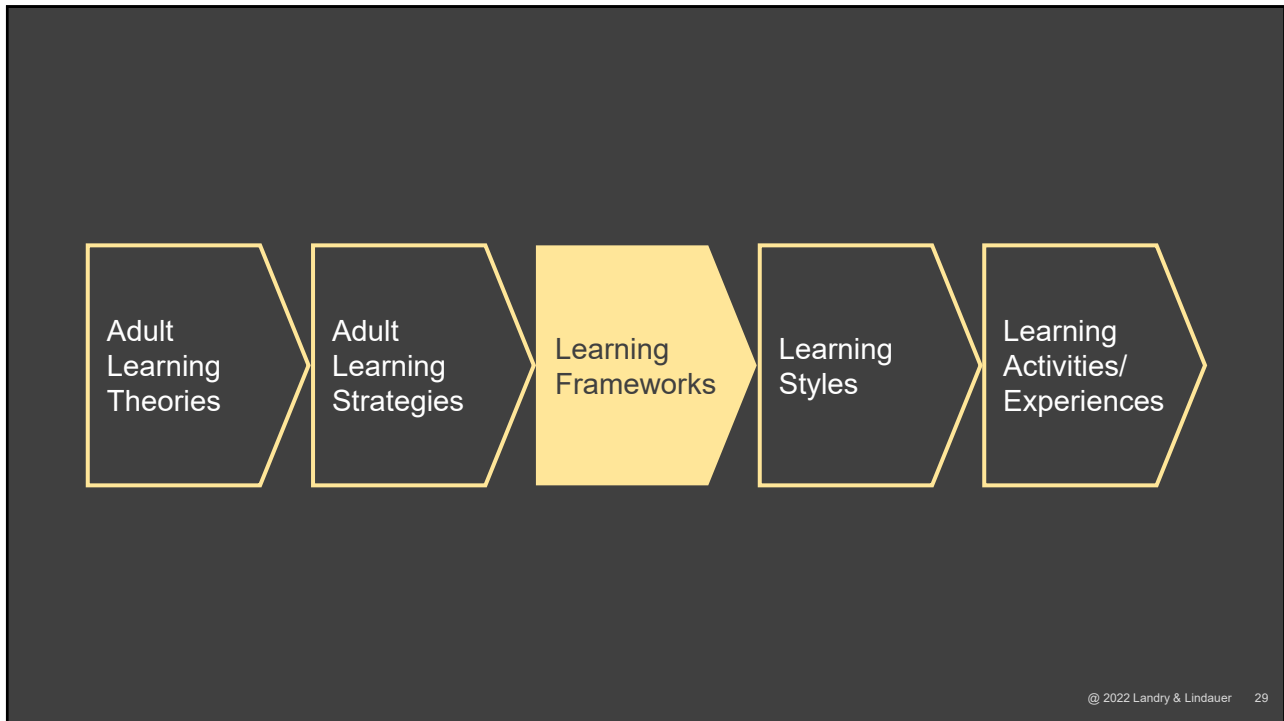
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<https://www.wpa.edu/blog/adult-learning-strategies-principles-2021.html>
<https://www.learningtools.com/resources-for-teaching-adult-learners/>

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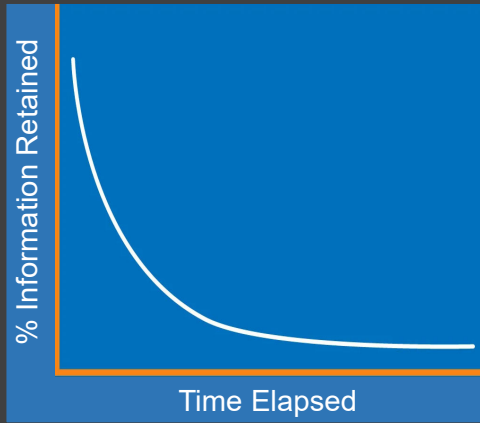
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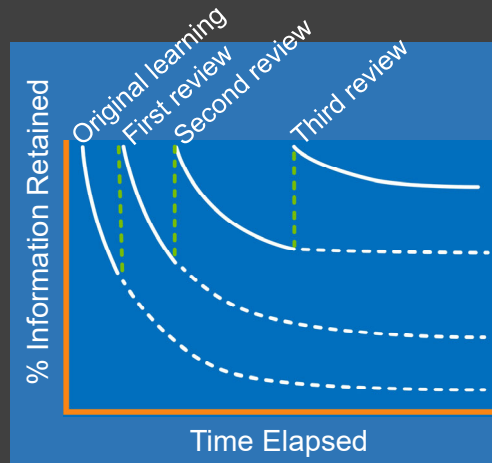


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The Forgetting Curve (Herman Ebbinghaus)



People forget 80% of what is learned in 30 days

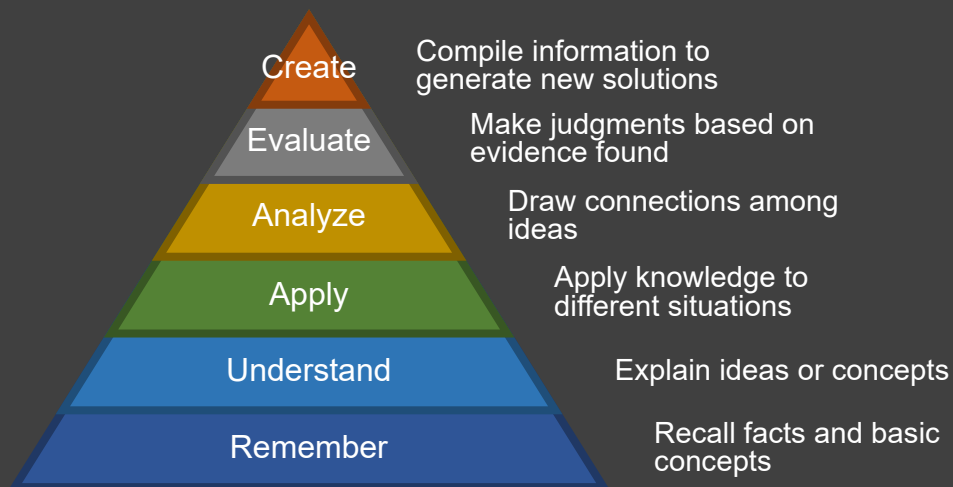


<https://www.mindtools.com/pages/article/forgetting-curve.htm>

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Blooms Taxonomy



<https://cft.vanderbilt.edu/guides-sub-pages/blooms-taxonomy/>

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Blooms Taxonomy - Verbs

REMEMBER	UNDERSTAND	APPLY	ANALYZE	EVALUATE	CREATE
Recall facts and basic concepts	Explain ideas or concepts	Apply knowledge to different situations	Draw connections among ideas	Make judgments based on evidence found	Compile information to generate new solutions
Arrange Define Identify Indicate Label List Match Memorize Recall Recite Recognize	Compare Classify Describe Explain Give examples Interpret Paraphrase Predict Present Report Rewrite Summarize	Calculate Complete Demonstrate Execute Illustrate Implement Modify Organize Practice Prepare Solve Show Use Write	Categorize Critique Debate Differentiate Experiment Inspect Infer Investigate Organize Outline Question Separate Test	Attribute Argue Assess Conclude Critique Defend Examine Justify Measure Recommend Support Reflect	Compose Construct Design Develop Devise Formulate Generate Hypothesize Plan Produce Propose Revise Summarize Synthesize

Adapted from: <https://www.pearson.com/en/subject-catalogs/course-management/courses/resources/blooms-higher-level-verbs>

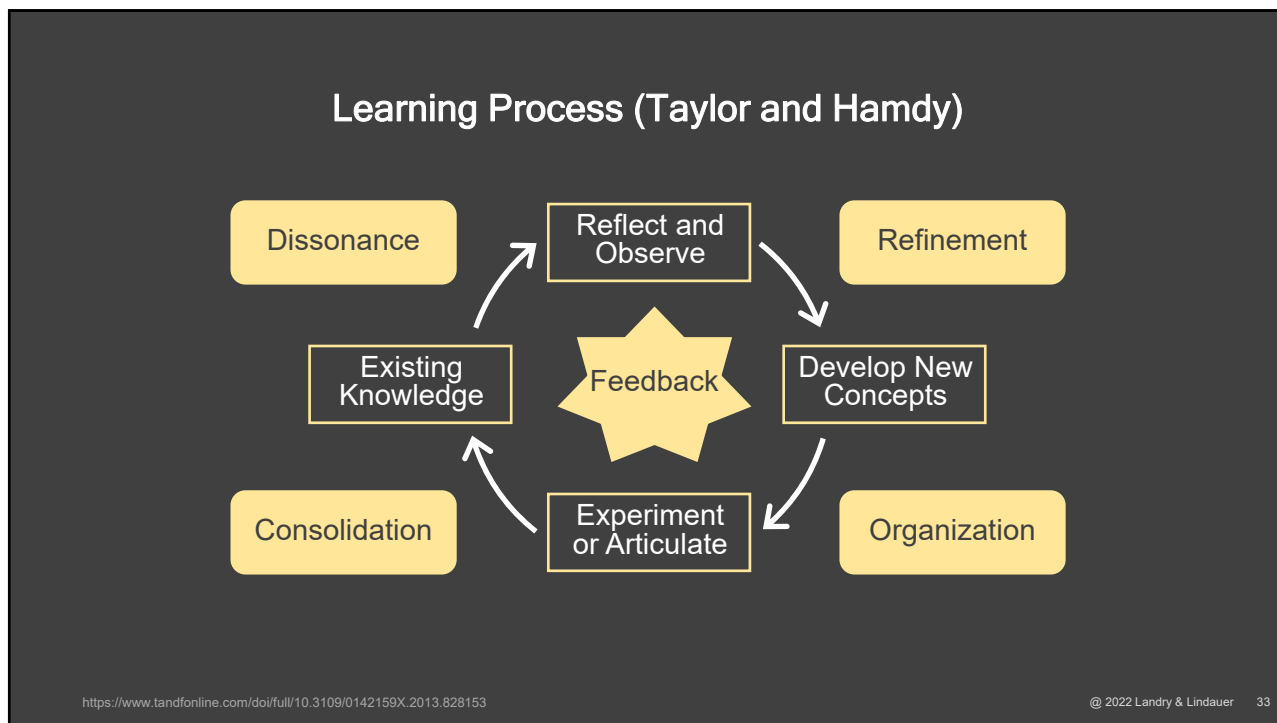
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Blooms Taxonomy - Verbs

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Learning Process (Taylor and Hamdy)

Learning Process
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https://www.kirkpatrick.com/articles/10-1708/01-071992-2013-020103

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Kirkpatrick Evaluation Model

<p>Level 4: Results</p> 	<p>Did the training influence performance? (measurement)</p>
<p>Level 3: Behavior</p> 	<p>Did the training change behavior? (observation)</p>
<p>Level 2: Learning</p> 	<p>Did learning occur? (quiz, test)</p>
<p>Level 1: Reaction</p> 	<p>Did the learner enjoy the training? (smile sheet)</p>

<https://www.kirkpatrickpartners.com/the-kirkpatrick-model/>

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Kirkpatrick Evaluation Model

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Level 4: Results
Did the training influence performance? The degree to which targeted outcomes occur as a result of the training and the support and accountability package. (measurement)

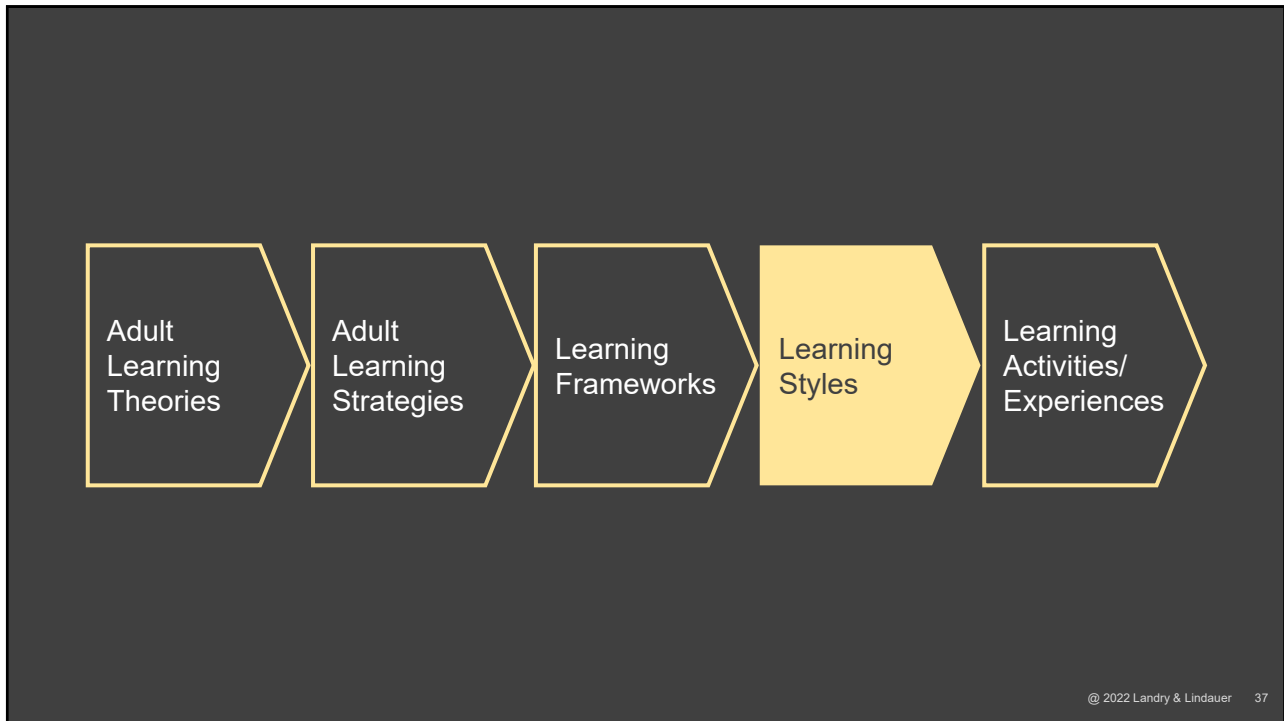
Level 3: Behavior
Did the training change behavior? The degree to which participants apply what they learned during training when they are back on the job. (observation)

Level 2: Learning
Did learning occur? The degree to which participants acquire the intended knowledge, skills, attitude, confidence, and commitment based on their participation in the training. (quiz, test)

Level 1: Reaction
Did the learner enjoy the training? The degree to which participants find the training favorable, engaging, and relevant to their jobs. (smile sheet)


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Learning Styles




Visual

Individual learns more effectively when information is visually presented (e.g., pictures, videos, diagrams)



Auditory

Individual prefers learning with sound, music, recordings, rhymes, rhythms, etc.



Kinesthetic

Individual processes information more effectively when using their bodies and when they are doing something

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Visual Learner

- Use visual aids
- Provide visual analogies and metaphors to help with visual imagery. Use storytelling to help with visualization
- Write key points in front of the learner to provide visual cues; complement words with colors and pictures
- Ask learners to write down explanations and take notes
- Include exercises where the learner creates mind maps
- Color-code and organize any materials to help organize things in their minds

<https://virtualspeech.com/blog/adult-learning-styles-vak-model> @ 2022 Landry & Lindauer 39

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Auditory Learner

- Encourage your learners to participate in discussions
- Encourage problem-solving aloud
- If reading is required suggest audio books if appropriate
- Allow recordings of your lessons or make your lessons accessible online
- Pair up and explain concepts to each other
- Suggest rereading their notes back to themselves
- Use mnemonic devices and rhyming

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Kinesthetic Learner


- Use physical exercises and provide hands-on experiences
- Include activities where they use pen and paper to map out their thoughts and problem-solve because writing is a physical exercise
- Encourage them to draw diagrams, graphs, and maps
- Get them to interact with physical objects or solve puzzles
- Role-playing
- Suggest reviewing their notes while engaging in physical activity
- Ask them to teach other class members some of the lesson content

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Learning Styles

Handout Packet


Learning Styles



Visual

Individual learns more effectively when information is visually presented (e.g. pictures, videos, diagrams)


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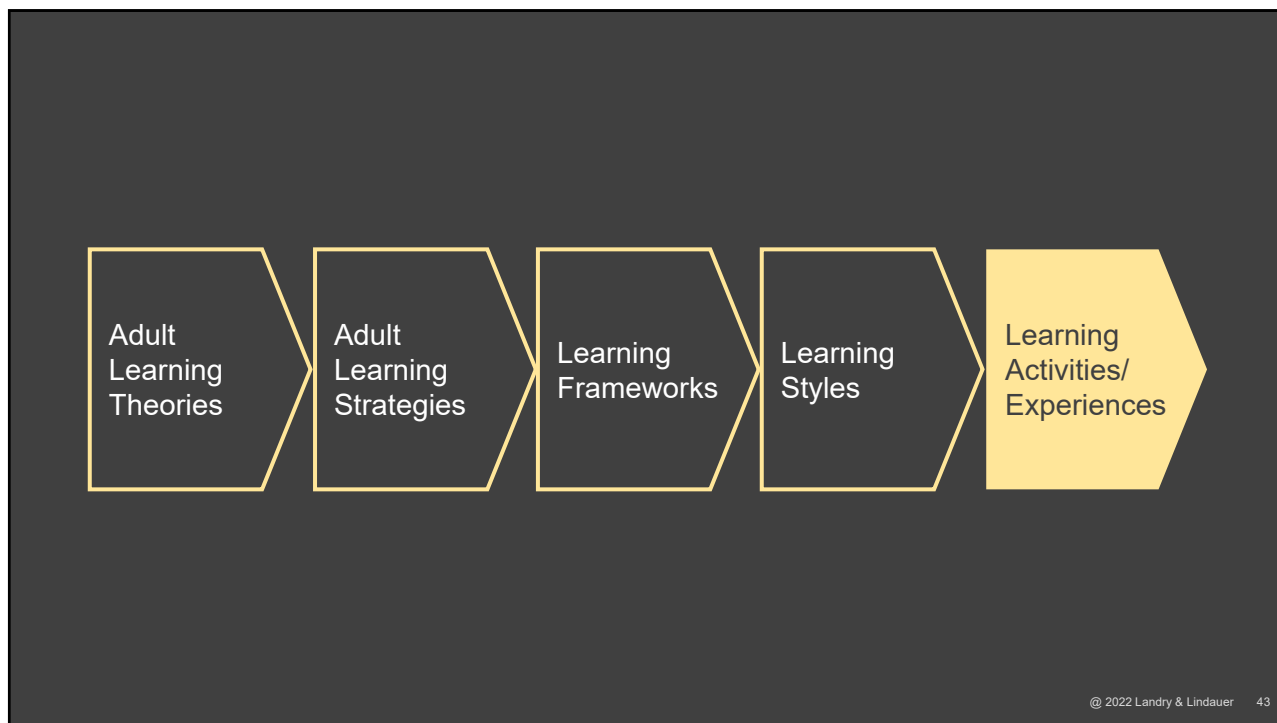
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<https://www.khanacademy.org/learning-styles/a/visual-auditory-kinesthetic>
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Adult Learning Methods in Early Intervention

CONTENT FOCUS: SELF STUDY

- Text-based materials
- Podcasts
- YouTube/ video
- Recorded trainings or presentations

CONTENT FOCUS: LEADER LED

- Presentation
- Modeling
- Storytelling
- Demonstration

ACTIVE LEARNING: COACH LED

- Discussion
- Practice
- Role play
- Feedback
- Reflection

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'Performance support' refers to tools that help caregivers - in the moment of need - to perform a task to the highest possible level

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Adult Learning Methods and Performance Support
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	CONTENT FOCUS	ACTIVE LEARNING	ASSESSMENT	PERFORMANCE SUPPORT
SYNCHRONOUS	<ul style="list-style-type: none"> • Presentation/ lecture • Modeling • Storytelling • Demonstration 	<ul style="list-style-type: none"> • Discussion • Practice • Feedback • Debate • Reflection 	<ul style="list-style-type: none"> • Observations • Projects • Simulation • Role plays • Case studies 	<ul style="list-style-type: none"> • Job-aids (forms, checklists, schedules) • FAQs • Websites, mobile apps • Infographics • Videos of procedures • Audios or podcasts • Questionnaires for decisions
ASYNCHRONOUS	<ul style="list-style-type: none"> • Text-based materials • Podcasts • YouTube • Recorded lectures/ trainings • Computer-based training • Website exploration 	<ul style="list-style-type: none"> • Social media communities (e.g., Facebook) • Computer-based applications/ practice 	<ul style="list-style-type: none"> • Computer-based simulation 	

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Key Takeaways

- Leverage adult learning strategies and techniques that meet the needs of different learning styles
- You will encounter learning dissonance from caregivers
- Use a variety of teaching methods – content focused (self study and leader led), plus active learning. Mix it up!
- Design training to meet specific learning outcomes (Blooms Taxonomy) and evaluate the effectiveness of the training (Kirkpatrick Model)
- Adults quickly forget what they learn – repetition is essential, performance support tools that you leave in the home are invaluable

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I need time to process this by myself. Can you connect me with others?

I need to talk things through to process information.

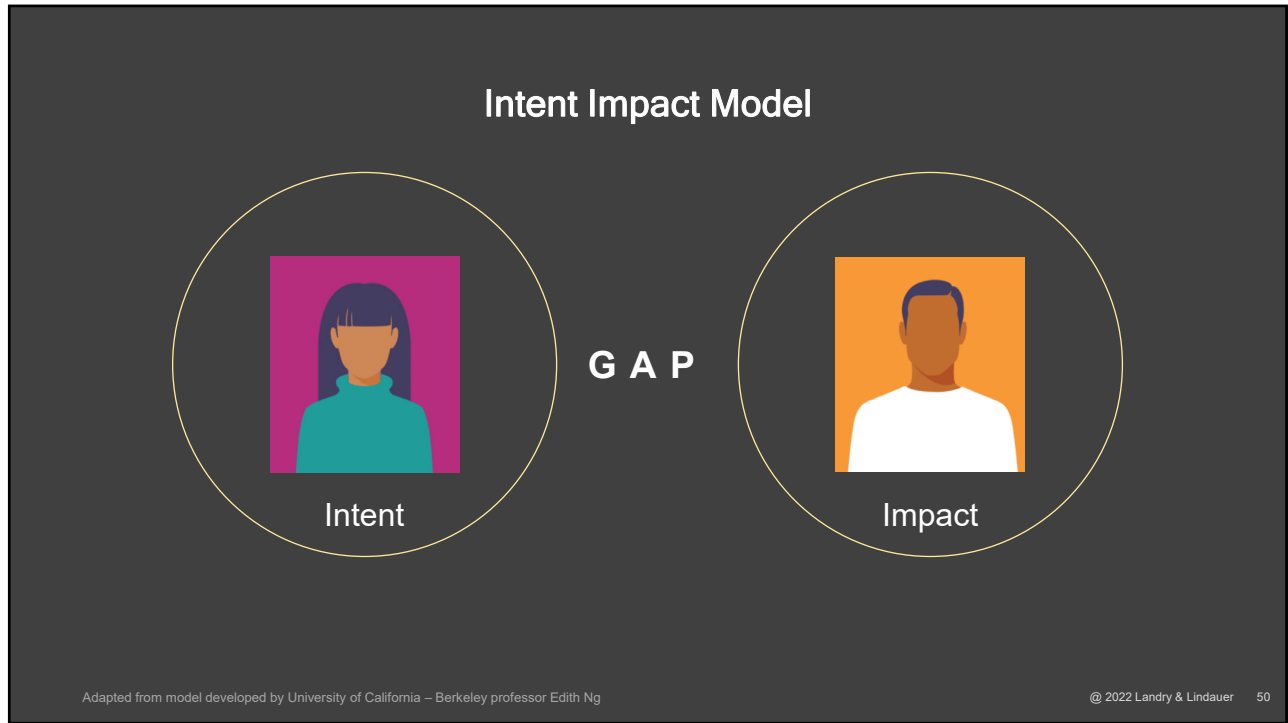
I want all the details of what to do

What's the bottom line?

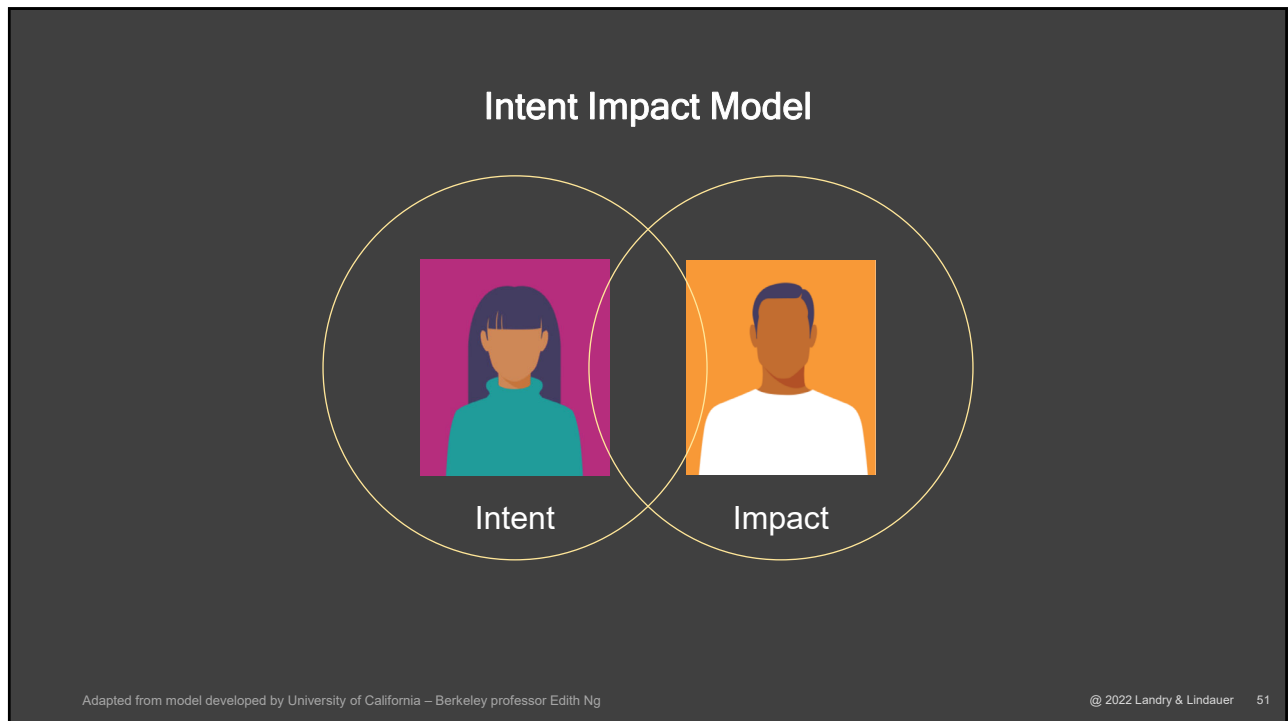
www.Emergenetics.com

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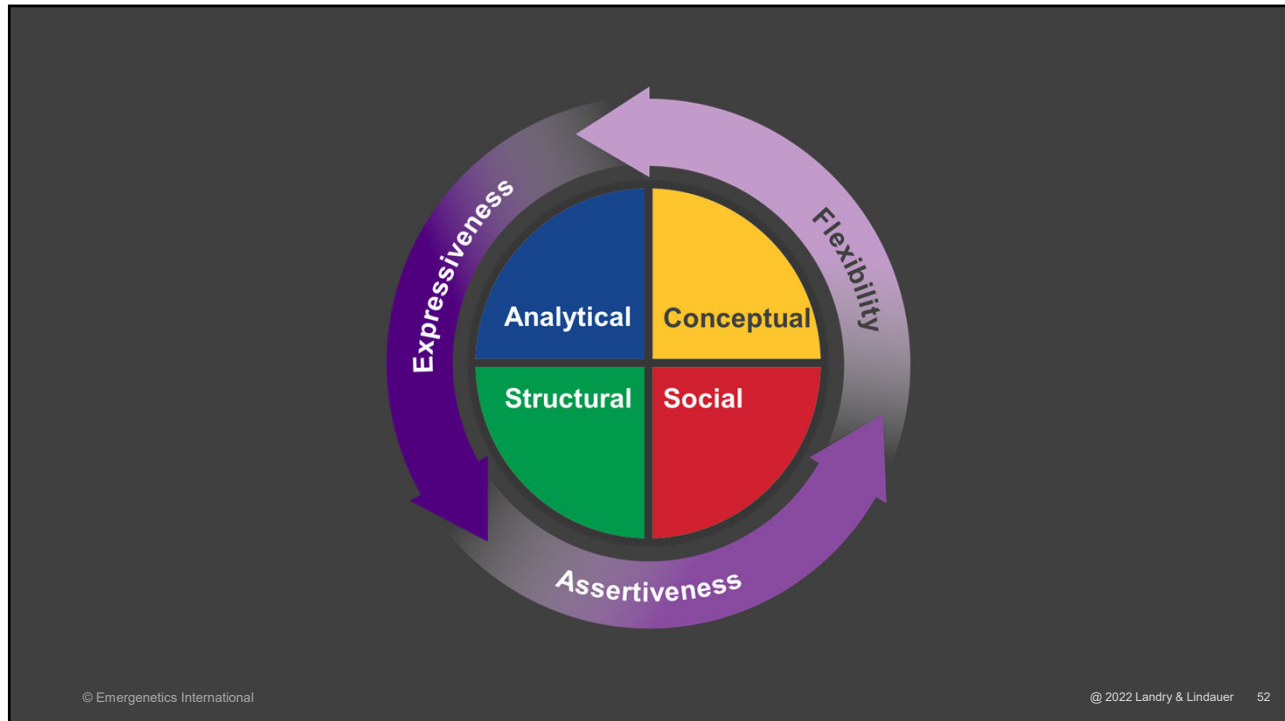
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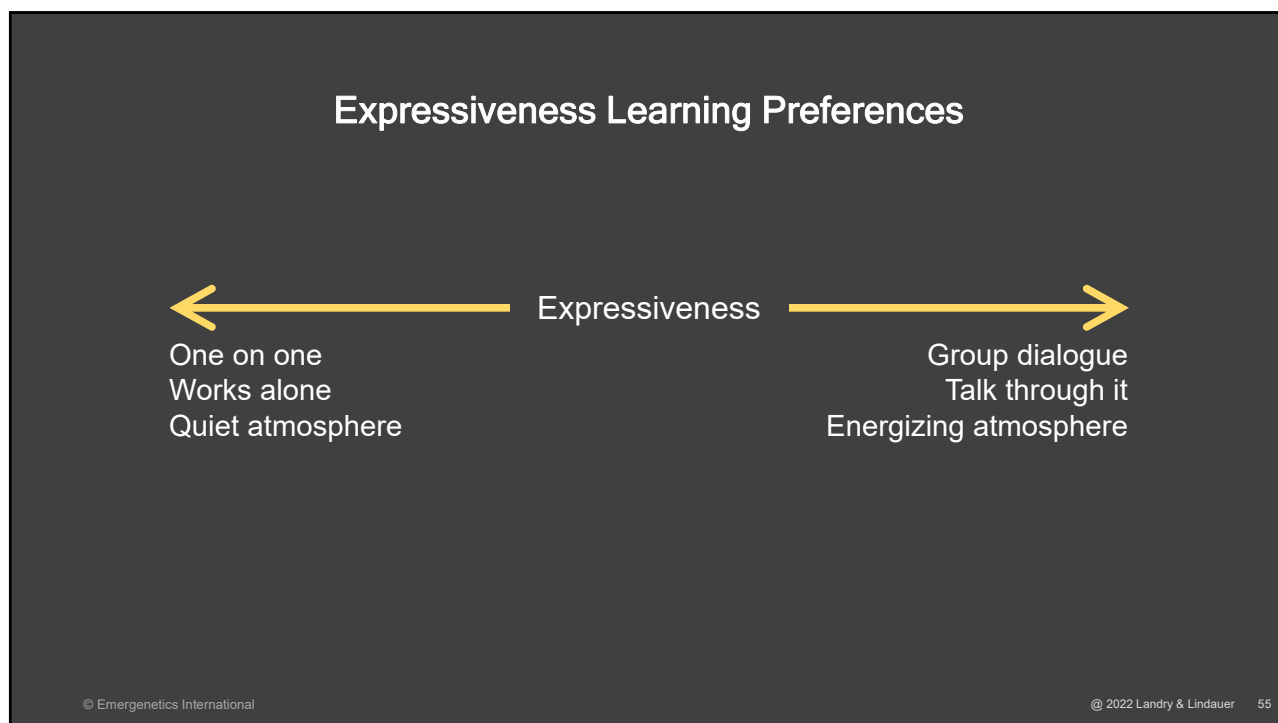
Behaviors - What Do Your Caregivers Prefer?

- Expressiveness. The outward display of emotions toward others and the world-at-large
- Assertiveness. The style and pace with which someone advances their thoughts, feelings, and beliefs
- Flexibility. The willingness to accommodate the thoughts and actions of others

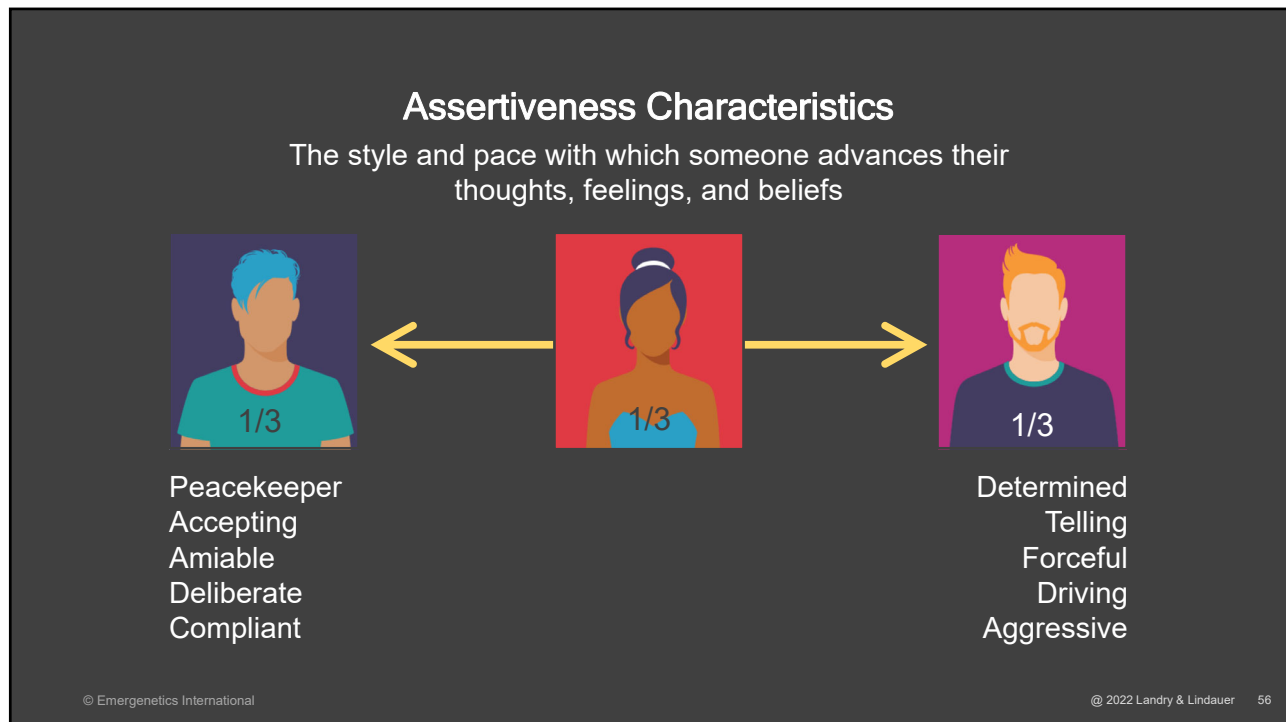
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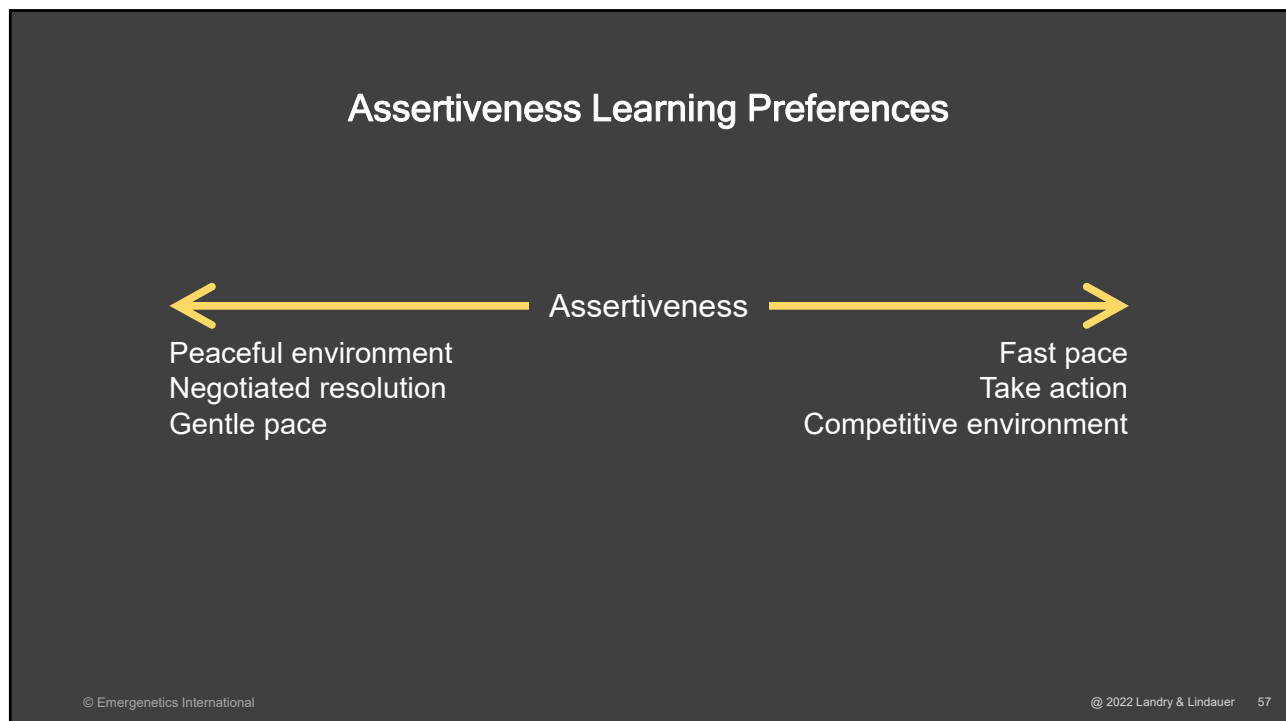
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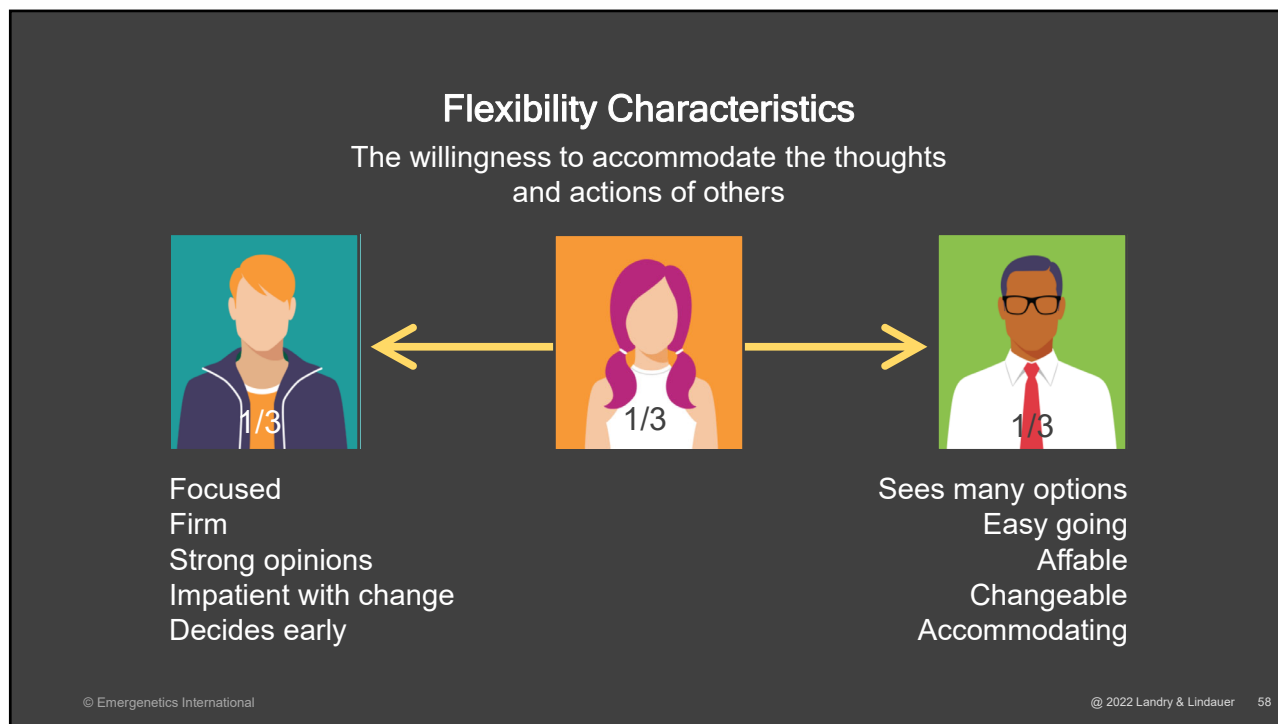
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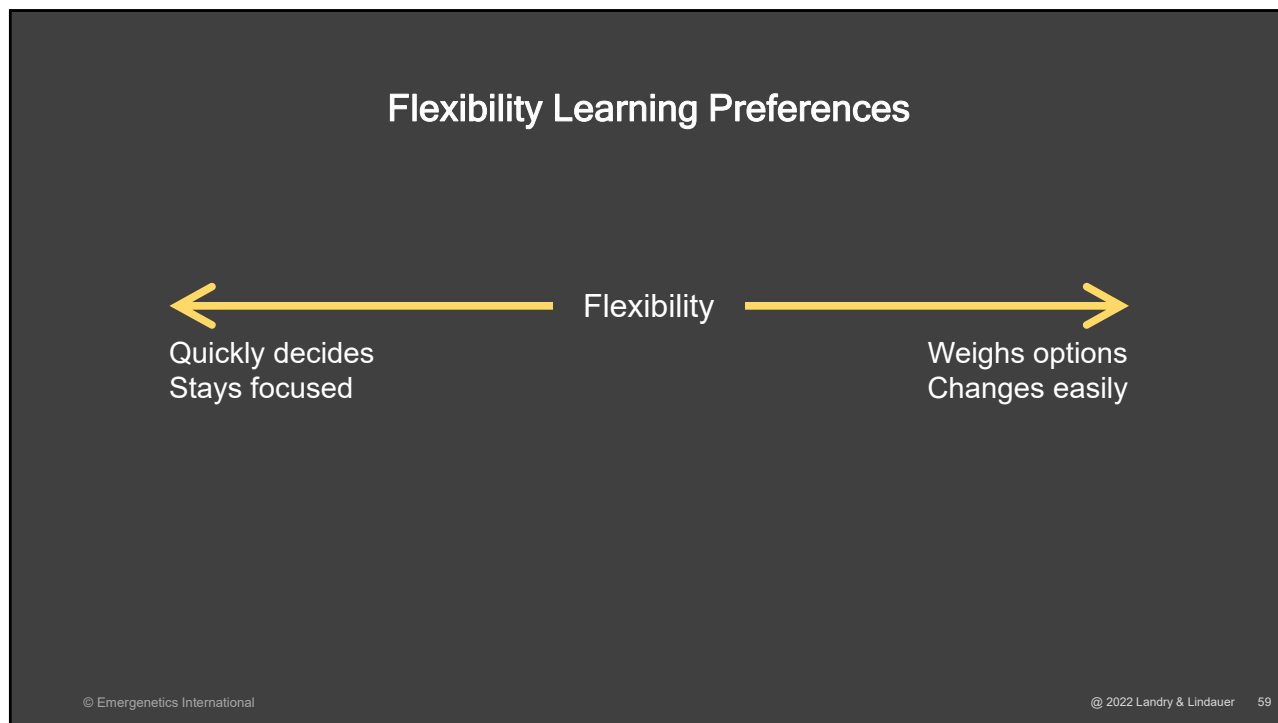
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Behavior Preferences in Action

Expressiveness

CHARACTERISTICS

- Quiet
- Calm
- Introverted
- Reserved
- Private

LEARNING APPROACH

- One on one
- Works alone
- Quiet atmosphere

COMMUNICATION TIPS

- Think before speaking and words
- Allow silence, feel free to leave them alone
- Be understated

Assertiveness

CHARACTERISTICS

- Outgoing
- Lively
- Extroverted
- Gregarious
- Demonstrative

LEARNING APPROACH

- Group dialogue
- Talk through it
- Energetic atmosphere

COMMUNICATION TIPS

- Speak up
- Gesticulate
- Constant conversation with more than one person at a time okay
- Engaging okay

Flexibility

CHARACTERISTICS

- Peacekeeper
- Accepting
- Amiable
- Deliberate
- Compliant

LEARNING APPROACH

- Peaceful environment
- Negotiated resolution
- Gentle pace

COMMUNICATION TIPS

- Keep your actions at a steady pace
- Be conciliatory
- Ask for their opinion
- Keep in mind they will appear polite no matter what they are thinking

CHARACTERISTICS

- Determined
- Telling
- Forceful
- Driving
- Aggressive

LEARNING APPROACH

- Fast pace
- Take action
- Competitive environment

COMMUNICATION TIPS

- Fast-paced actions okay
- Confrontation and lively debate okay
- Promote your opinion
- What you see is what you get

CHARACTERISTICS

- Focused
- Firm
- Strong opinions
- Impatient with change
- Decides easily

LEARNING APPROACH

- Quickly decides
- Stays focused

COMMUNICATION TIPS

- Do it their way
- Stay the course
- Suggest fewer changes
- Make a decision now

CHARACTERISTICS

- Sees many options
- Easy going
- Affable
- Changeable
- Accommodating

LEARNING APPROACH

- Weighs options
- Changes easily

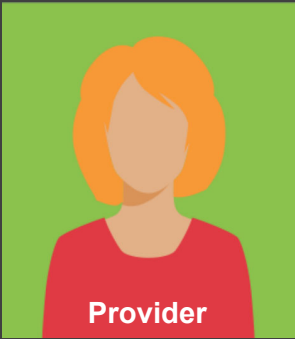
COMMUNICATION TIPS

- Do it anyway
- Give them options
- Changes and revisions are okay
- Punt the decision until later

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Behavior Preferences Activity




Provider

Expressiveness

Assertiveness

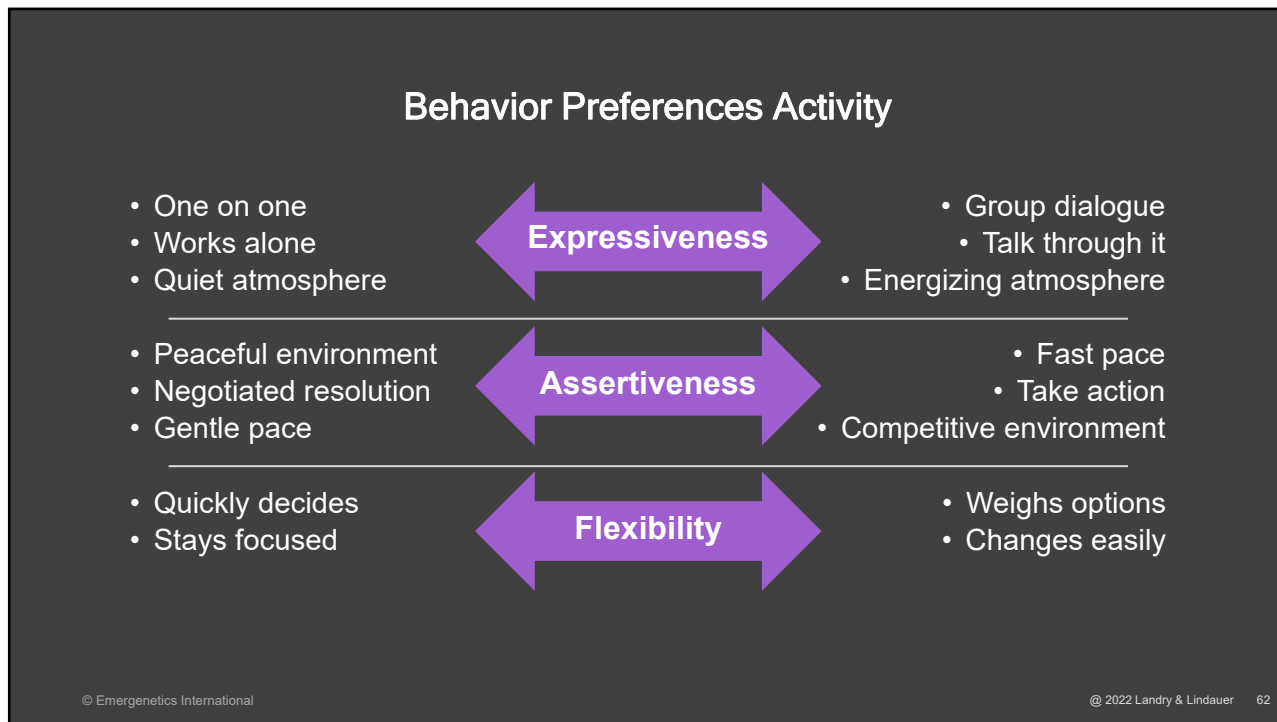
Flexibility



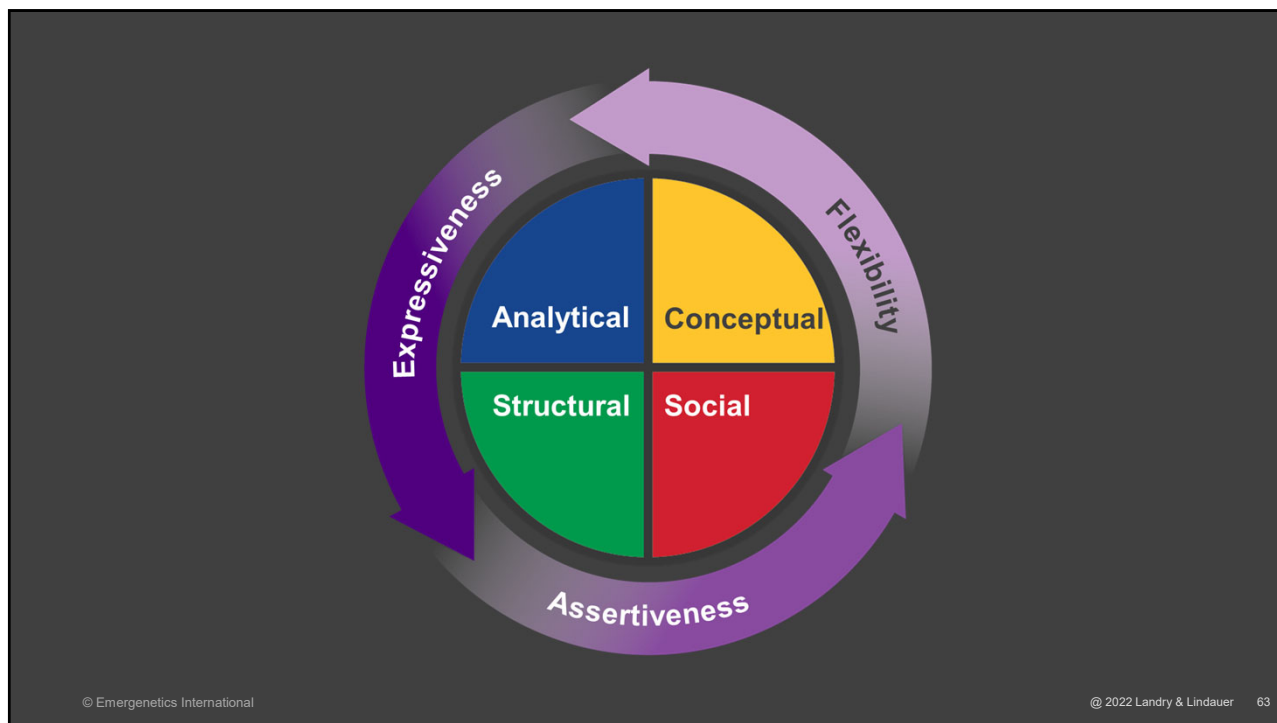
Caregiver or Other Provider

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Thinking Preferences - How Do Caregiver(s) Think?

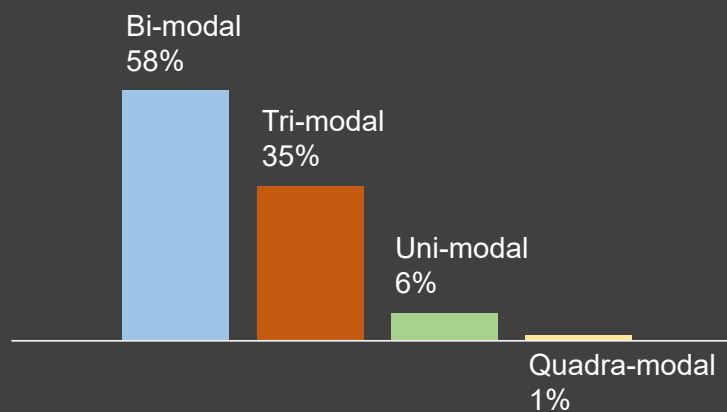


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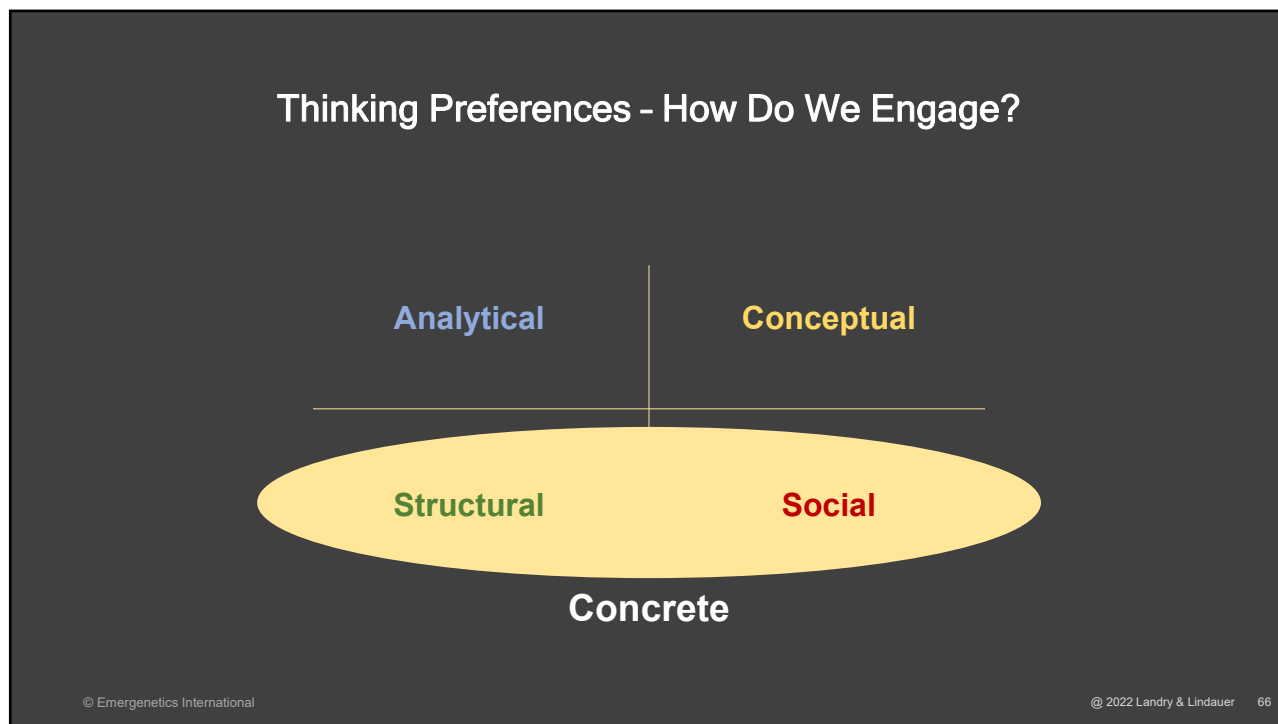
Thinking Preferences - How Do Caregiver(s) Think?



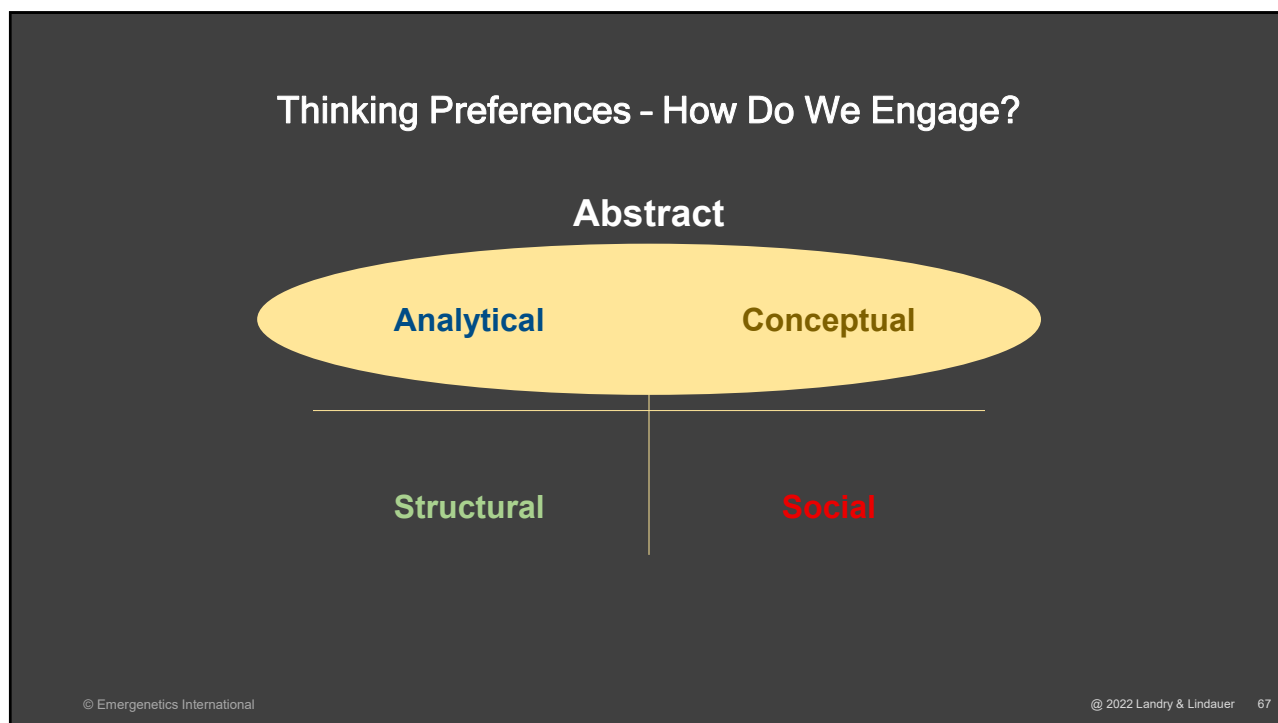
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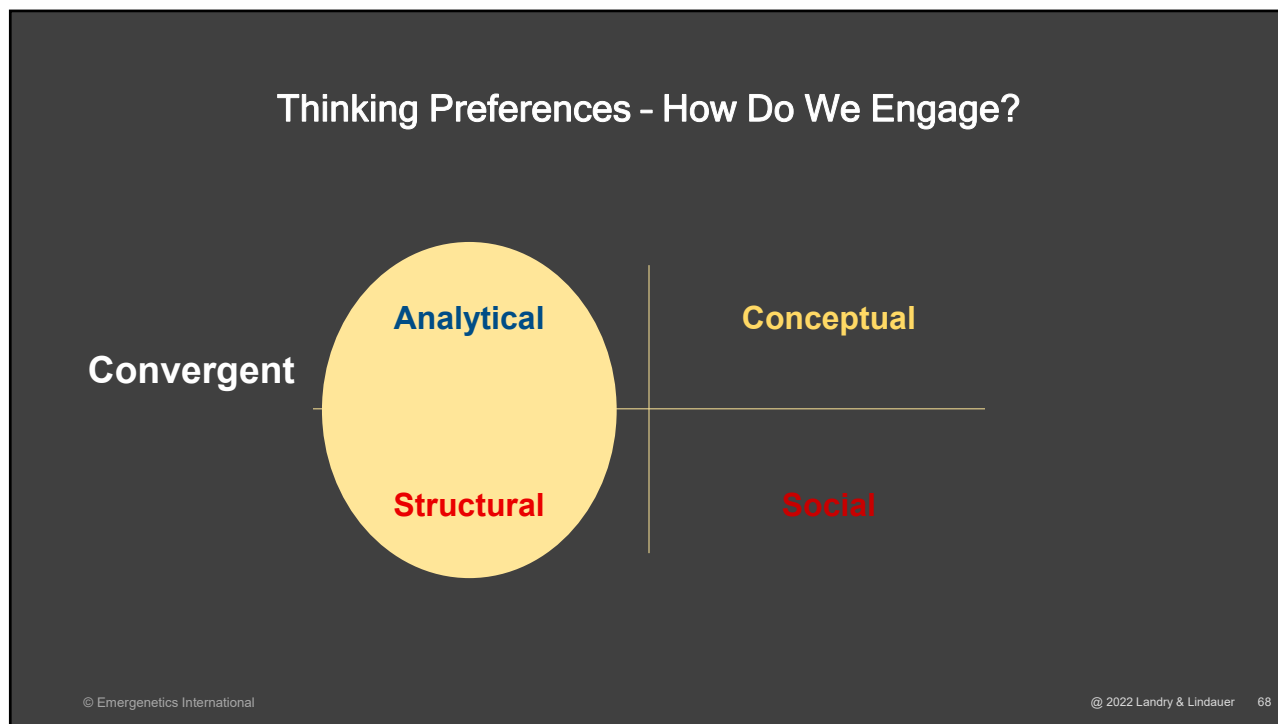
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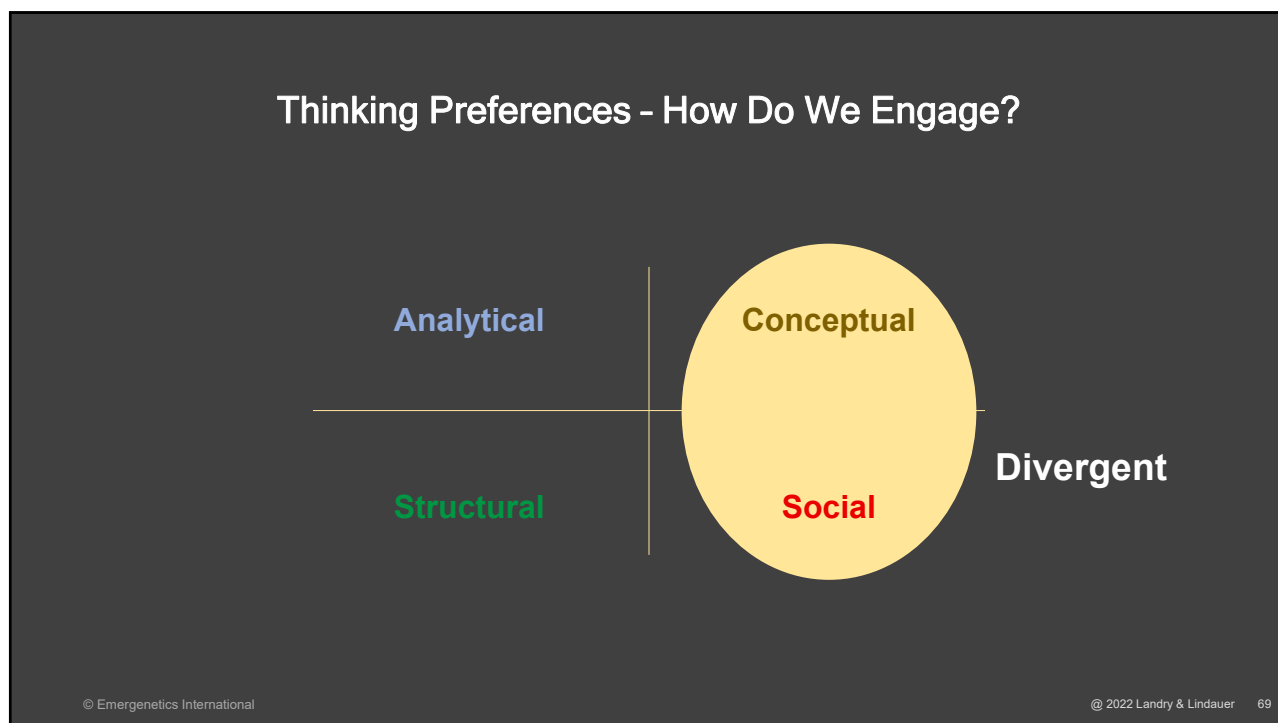
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Thinking Styles - Implications to Home Visits

ANALYTICAL

- Bottom line
- Key facts, figures up front
- Provider must have credibility
- Written documentation for later review
- One color print/font type is okay
- Must see value in time expended

STRUCTURAL

- Provide "home visit plan," all information prior to meeting
- Detail is crucial
- Neat and orderly format
- Date/times important
- Action plan/next steps
- Use traditional structure/format

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Thinking Styles - Implications to Home Visits

SOCIAL

- Good rapport between provider and caregiver
- Stories, parables, vignettes
- Give opportunity for them to respond
- Information personalized
- Eye contact crucial
- Emotion
- Music when appropriate

CONCEPTUAL

- Show data graphically
- Changing something every 10-15 minutes
- Allow them to fantasize, visualize
- Creativity
- Visual impact crucial
- Overview and summary vital

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Thinking Styles in Action

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ANALYTICAL

STRUCTURAL

CONCEPTUAL

SOCIAL

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Thinking Styles Activity



Provider

Most/ Least Preferred

Analytical

Structural

Social

Conceptual



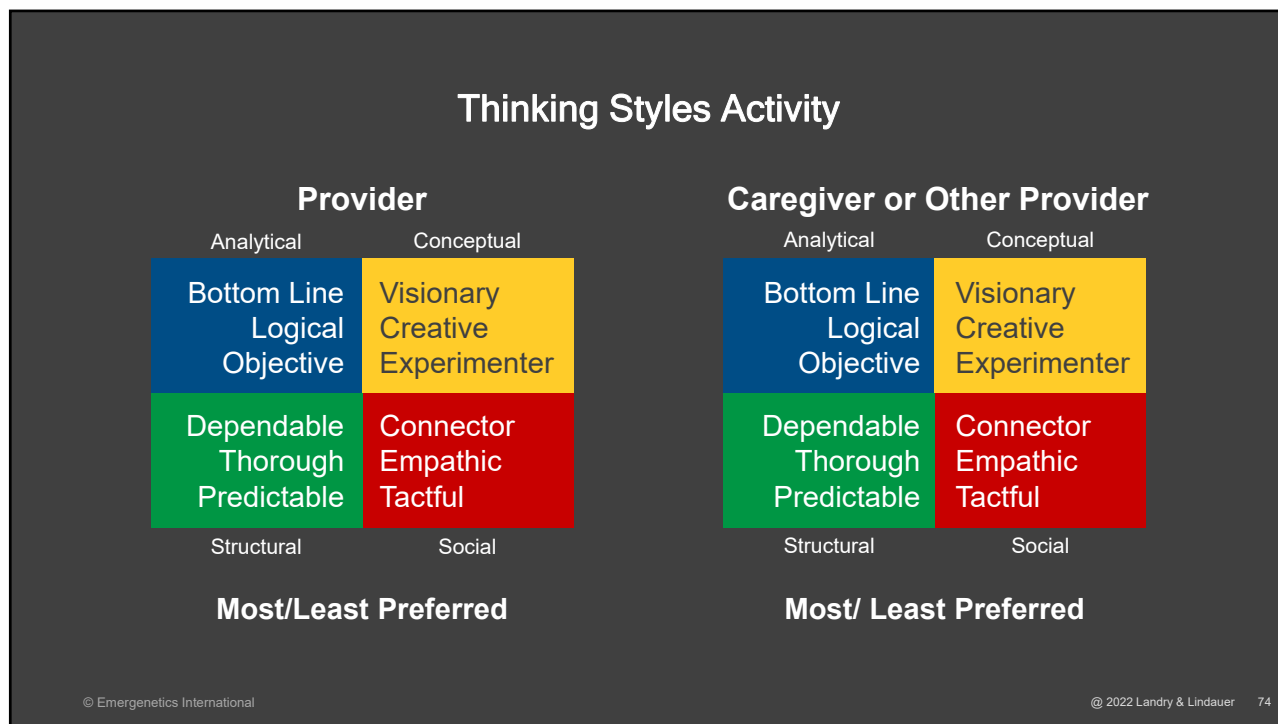
Caregiver or Other Provider

Most/ Least Preferred

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Key Takeaways

- Each of a child's caregivers has a unique profile of behavior preferences and thinking styles
- Adults tend to teach others based on their preference (as opposed to the preferences of their audience) – affects intent versus impact
- Providers must recognize differences and flex to each caregiver's preferences and styles for learning to occur and behaviors to change

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Agenda

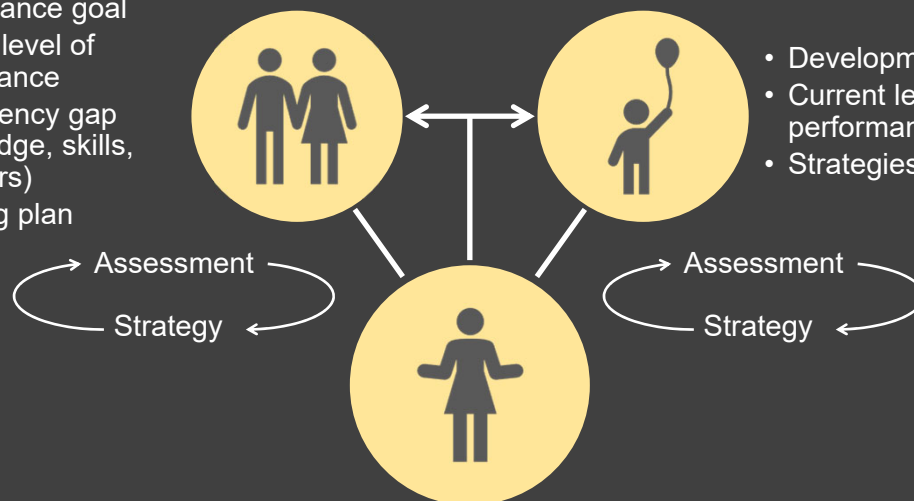
- Welcome
- Context
- Caregiver competency
- Adult learning principles
- Know your audience
- Applying learning principles to build caregiver competence
- Home visit best practices
- Wrap up

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Putting It All Together - It's a Process

- Performance goal
- Current level of performance
- Competency gap (knowledge, skills, behaviors)
- Learning plan



- Developmental goal
- Current level of performance
- Strategies

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Example: 14-month-old male with CP & CVI

- Two Caregivers: mom, dad
- Providers: PT, EI-TVI
- Challenges: sitting, using vision, using hands and vision together
- Overall goals: Integrate sitting, use vision and hands to enable the child to play independently

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Example: IFSP Goals & Strategies

IFSP goal: Participate in playtime by using hands and vision to explore a variety of toys while sitting independently

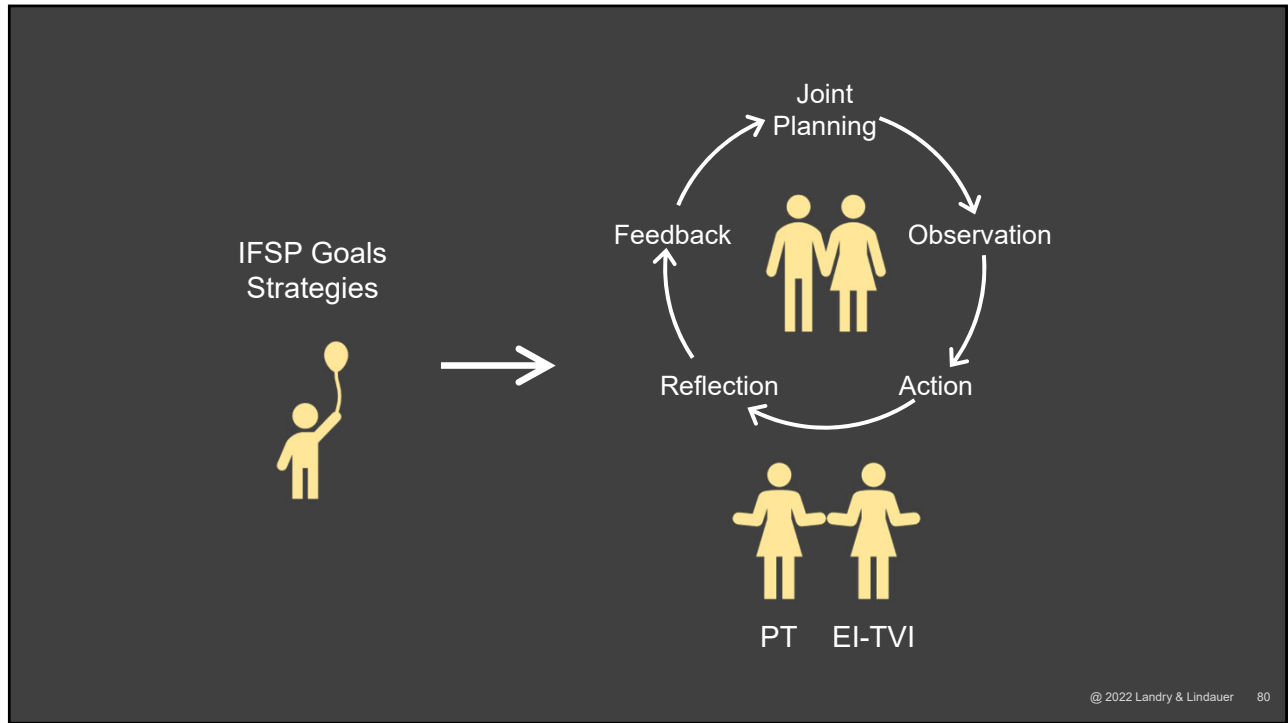
- Assist him in a supported sitting position to look and reach for toys in front of him
- Place toys against solid-colored background
- Use light-up toys and/ or high-contrast colors to gain his visual attention
- Use hand-under-hand to support his reaching for toys

IFSP goal: Participate in mealtime by making choices between two options and communicating when he's all done

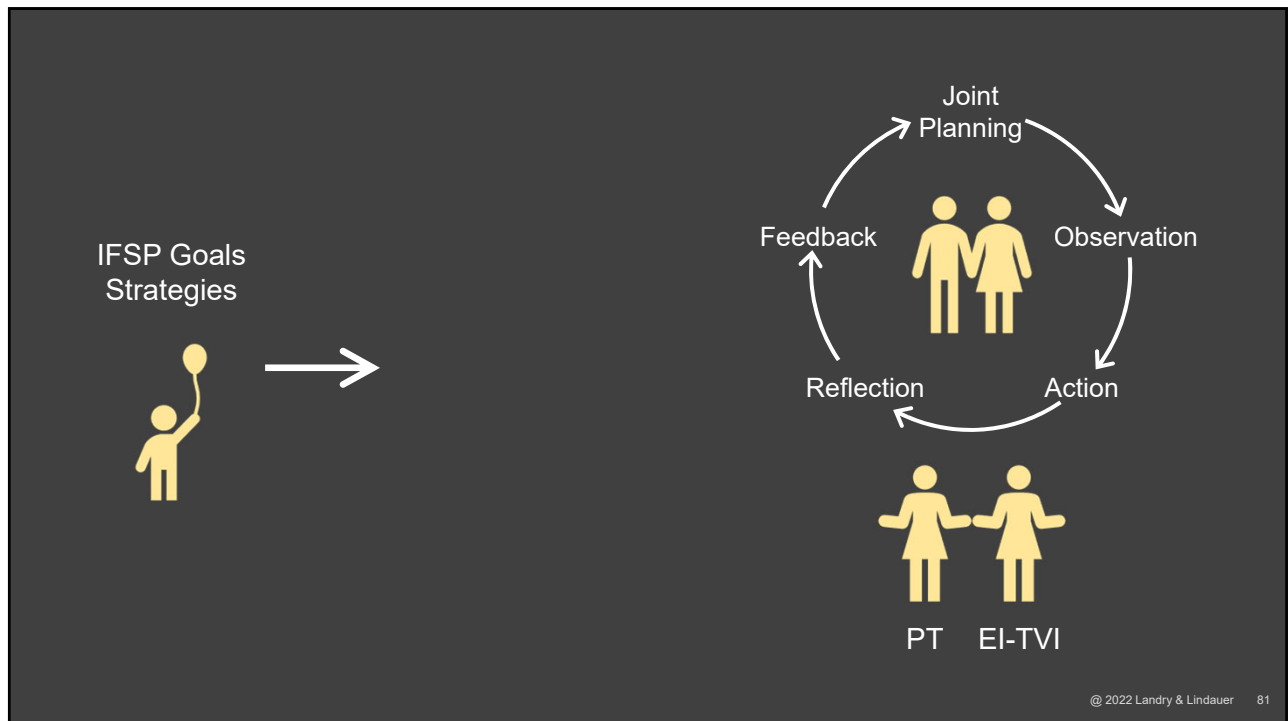
- Present two food options within arms reach at face level and give wait time for him to look and reach for what he wants
- Watch for cues (e.g., sounds, gestures, facial expressions) to indicate when he's finished
- Use single words when presenting food choices to label what they are

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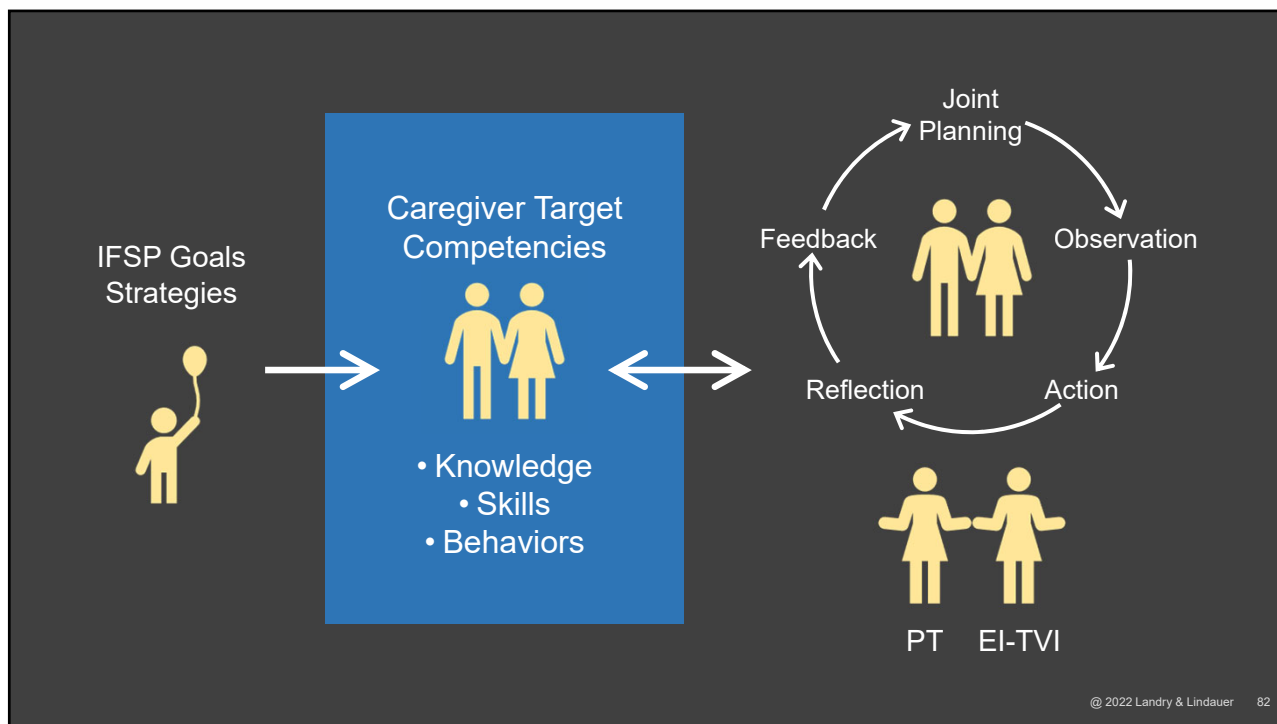
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Example: Caregiver Target Competence (EI-TVI Domains)

	Target Competence
Knowledge (Demonstrates knowledge of...)	<ul style="list-style-type: none"> • CVI and implications • Functional vision and preferences • Nonverbal communication • Basic strategies for working with children with B/VI
Skills (Demonstrates ability to...)	<ul style="list-style-type: none"> • Use best placement for visual access • Read and interpret cues • Use hand-under-hand with their child
Behaviors (Performs without prompting based on situational need)	<ul style="list-style-type: none"> • Responds to their child's cues and takes appropriate action • Approaches their child from preferred location • Consistently uses hand-under-hand

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Caregiver Target Competencies



- Knowledge
- Skills
- Behaviors

	CURRENT COMPETENCE	TARGET COMPETENCE
Skills		
Knowledge		
Behaviors		

SELF STUDY	LEADER LED	ACTIVE LEARNING
<ul style="list-style-type: none"> • Text-based materials • Podcasts • YouTube/video • Recorded trainings 	<ul style="list-style-type: none"> • Present • Model • Tell stories • Demonstrate 	<ul style="list-style-type: none"> • Discuss • Practice • Role play • Feedback • Reflect

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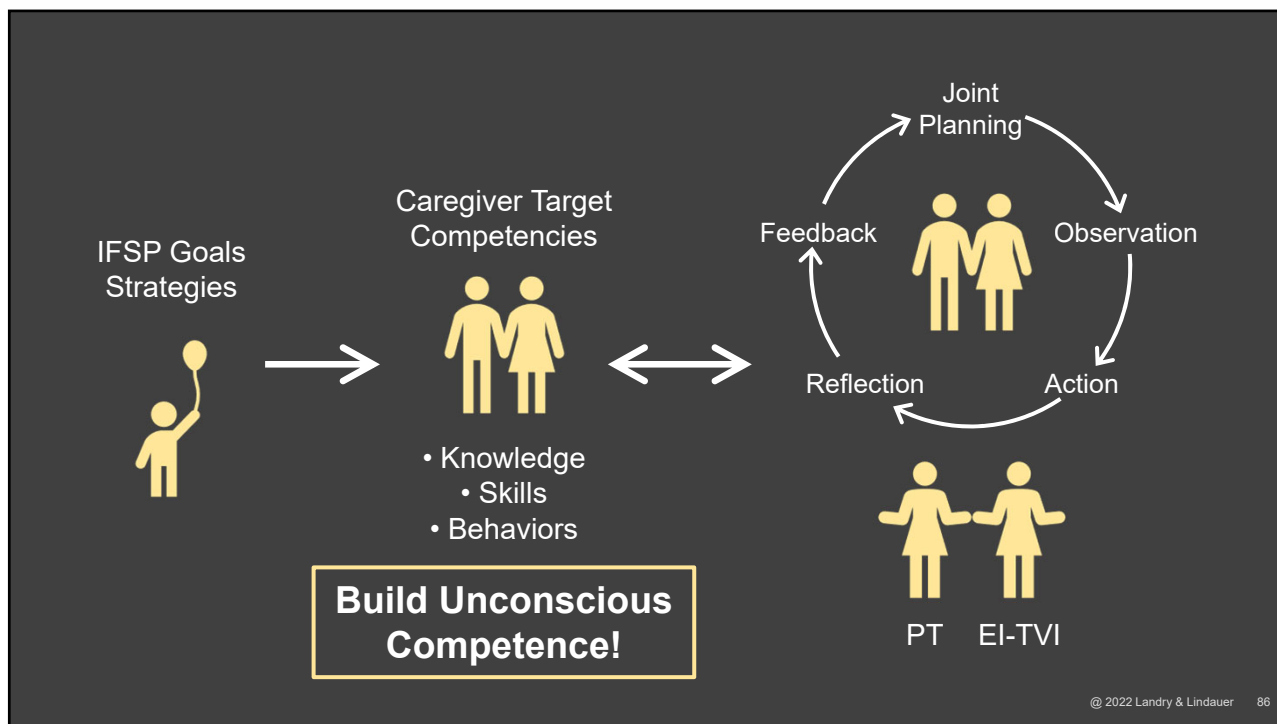
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Example: Adult Teaching Methods

- Self-study
 - Favorite articles about CVI, cues
 - Handout on basic strategies
- Leader-led
 - Demonstrate hand-under-hand
 - Discuss color contrast
 - Model child's field of vision
 - Observe and discuss interpreting child's cues
- Active learning
 - Use materials in the home to demonstrate color contrast
 - Mom to label and interpret child's cues
- Performance support (job aid)
 - Contrasts

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Target Competencies (Reading Cues Job Aid)

	CURRENT COMPETENCE	TARGET COMPETENCE
Knowledge (Demonstrates knowledge of...)		<ul style="list-style-type: none"> • Non-verbal communication • Types of non-verbal communication • Understand importance of non-verbal communication
Skills (Demonstrates ability to...)		<ul style="list-style-type: none"> • Recognize cues (e.g., turn head) • Attach meaning to cues • Generalize cues in other situations
Behaviors (Performs without prompting based on situational need)		<ul style="list-style-type: none"> • Patience to read cues • Expecting cues • Label cue • Respect cue • Respond appropriately to cue

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Target Competencies (Physical Environment Job Aid)

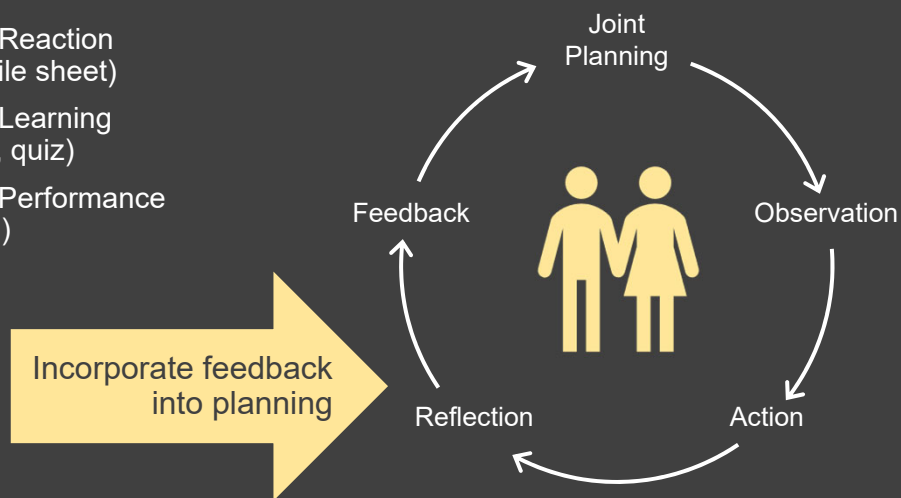
	CURRENT COMPETENCE	TARGET COMPETENCE
Knowledge (Demonstrates knowledge of...)		<ul style="list-style-type: none"> • Furnishings and equipment • Impact of environment on mental health and learning • Emotional environment for supporting learning
Skills (Demonstrates ability to...)		<ul style="list-style-type: none"> • Plan room arrangements • Organize materials • Assess and reduce environmental stress • Plan effective learning environments • Plan, respond, and intervene to make environment psychologically safe
Behaviors (Performs without prompting based on situational need)		<ul style="list-style-type: none"> • Observant • Clean, neat • Flexible • Responsible • Sensitive • Responsive

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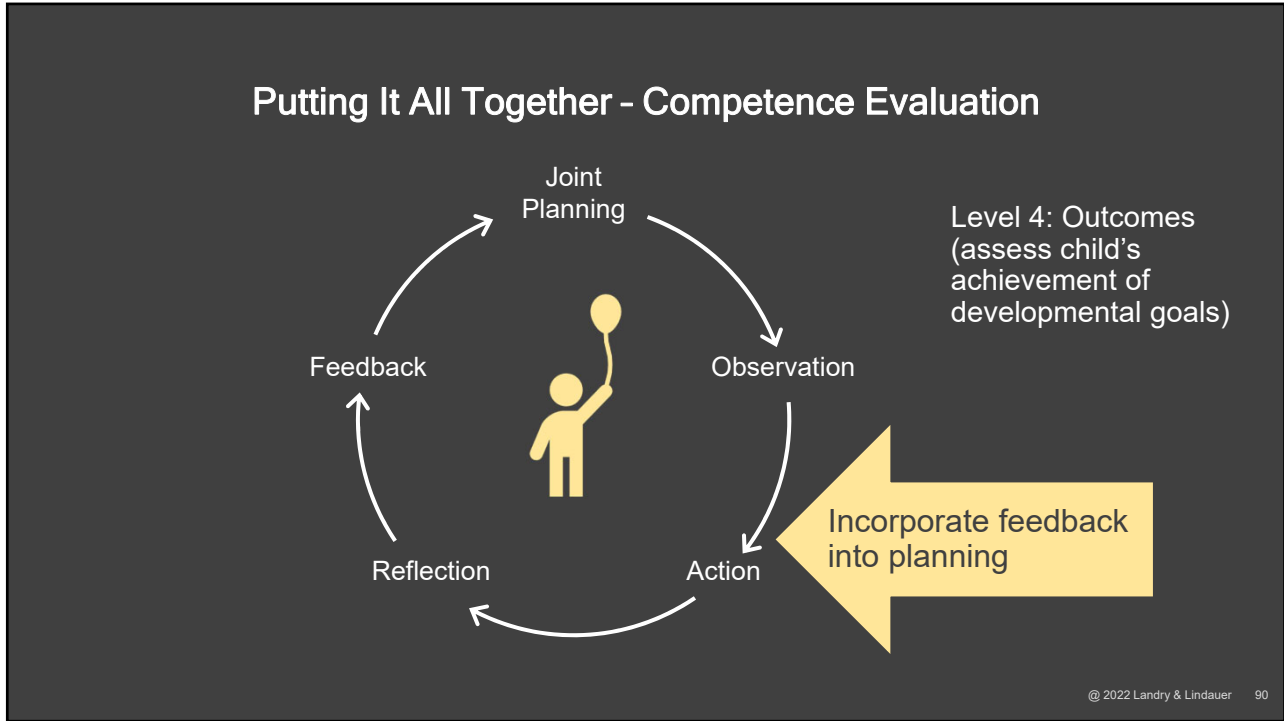
Putting It All Together - Competence Evaluation

- Level 1: Reaction (ask, smile sheet)
- Level 2: Learning (discuss, quiz)
- Level 3: Performance (observe)



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Lesson Planning

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	CURRENT COMPETENCE	TARGET COMPETENCE
Skills		
Knowledge		
Behaviors		

CONTENT FOCUS: SELF STUDY	CONTENT FOCUS: LEADER LED	ACTIVE LEARNING: COACH LED
<ul style="list-style-type: none"> • Text-based materials • Podcasts • YouTube video • Recorded trainings 	<ul style="list-style-type: none"> • Present • Model • Tell stories • Demonstrate 	<ul style="list-style-type: none"> • Discuss • Practice • Role play • Feedback • Reflect

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Key Takeaways

- Assess caregivers' target knowledge, skills, and behaviors just as we assess children
- Seek to understand caregivers' behavior preferences and thinking styles
- Develop home visit plans that build caregivers' target outcomes
- Incorporate a variety of teaching methods, change it up over time
- Explicitly evaluate OUR performance in teaching caregivers, especially when caregivers are struggling to achieve their target competence

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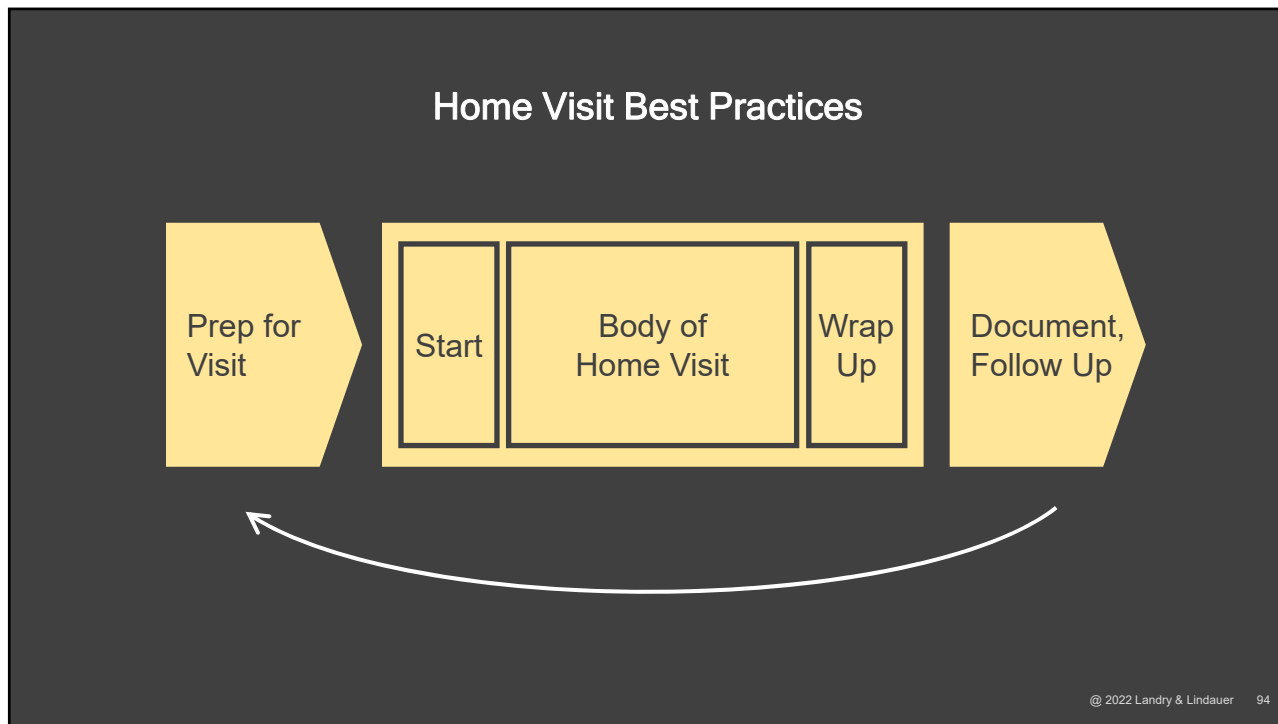
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Agenda

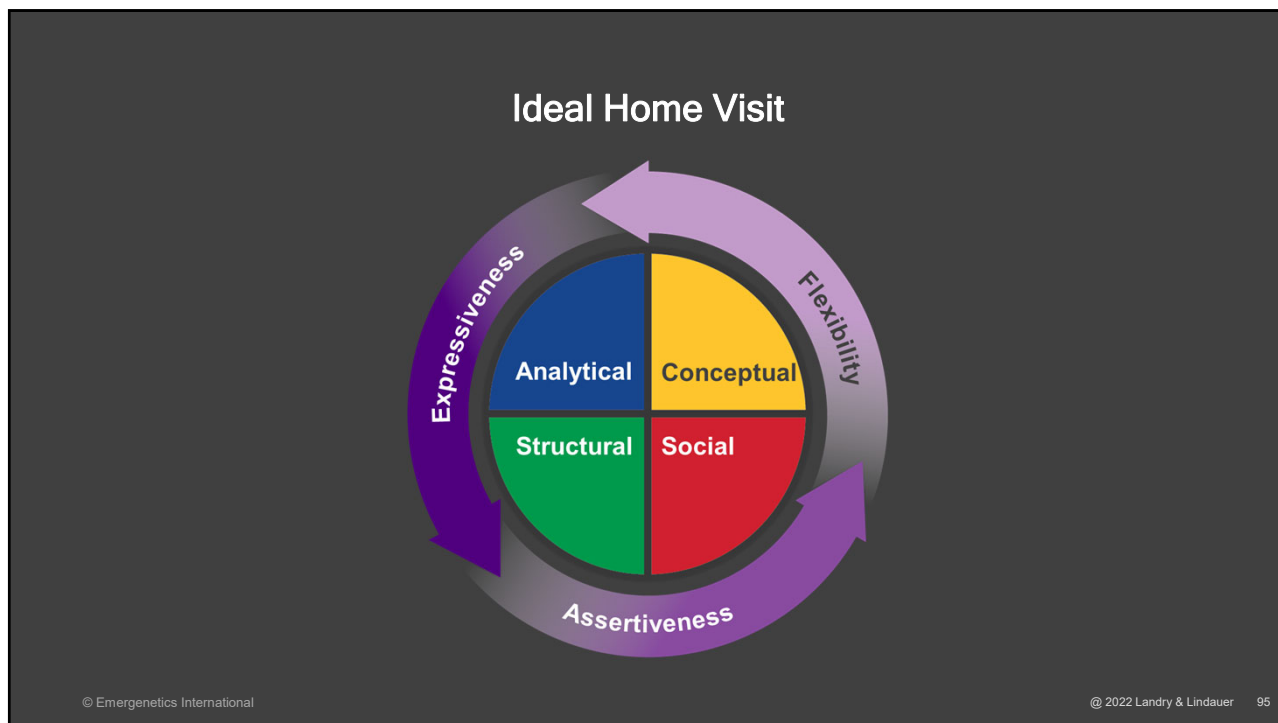
- Welcome
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Home Visit Best Practices

Prep for Visit

Start

Body of Home Visit

Wrap Up

Document, Follow Up

- Identify learning activity based on caregiver's goals, child's needs
- Provide "home visit plan" and pre-reads to caregivers prior to visit
- Establish roles during visit (multiple providers)

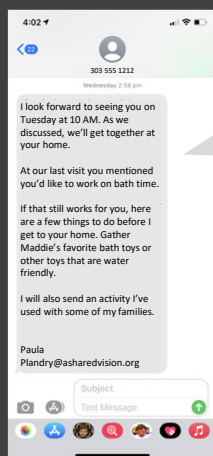
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Send Home Visit Plan (An Example)

Email, text – 2 to 5 days before the home visit



- Confirm upcoming visit: "I look forward to seeing you [date, time, in person or telehealth]"
- Confirm caregiver's goal for visit: "When we met last, you mentioned you'd like to work on... (objective or goal for the visit)"
- Set expectations: "If that still works for you, here are a few things to do before I get there... [materials, toys, supplies, etc.] parents will need during the home visit"
- Send pre-read background materials via email to build caregivers' knowledge (Blooms Taxonomy)

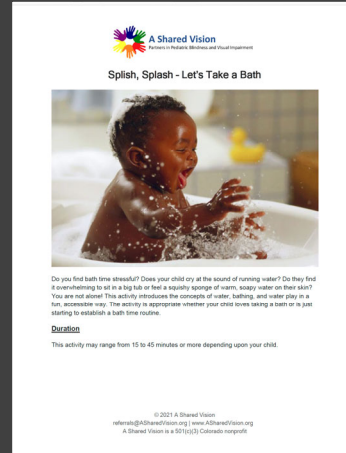
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Learning Experience (An Example)

- Introduction
- Objectives
- Duration (estimated range)
- Materials required
- ECC areas supported
- Everyday routines supported
- Suggested next steps to use this activity with caregiver and child
- Activity steps (recommended, flexible)
- Extension activities

“Splish, Splash – Let’s Take a Bath”



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Home Visit Best Practices



- Establish and build rapport
- Discuss objectives up front

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Home Visit Best Practices

```

    graph LR
      A[Prep for Visit] --> B[Start]
      B --- C[Body of Home Visit]
      C --- D[Wrap Up]
      D --> E[Document, Follow Up]
  
```

- Provide data to support statement(s); ensure accuracy of data
- Facilitate to include all ideas. Allow conversations for dissent
- Encourage “drivers” to seek to understand others
- Leverage “parking lot”

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Home Visit Best Practices

```

    graph LR
      A[Prep for Visit] --> B[Start]
      B --- C[Body of Home Visit]
      C --- D[Wrap Up]
      D --> E[Document, Follow Up]
  
```

- End on time
- Provide handouts (performance support)
- Document recommendations, questions, items for follow up

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Home Visit Best Practices

Prep for Visit

Start

Body of Home Visit

Wrap Up

Document, Follow Up

- Document progress notes, including assessment of caregivers' competency as "first teacher"
- Follow up with caregivers and other providers – progress notes, reading materials, more
- Encourage written feedback from caregivers after visit

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Home Visit Best Practices Considerations

PRIOR TO THE VISIT	START OF THE VISIT	DURING THE VISIT	WRAPPING UP VISIT	AFTER THE VISIT
<ul style="list-style-type: none"> Plan learning activity for the next visit with caregiver Provide "home visit plan" and pre-reads prior to visit Send meeting reminder (text, email) Establish rules during visit (multiple providers) 	<ul style="list-style-type: none"> Begin on time Establish and build rapport Discuss objective(s) of the home visit up front Follow "home visit plan" Work towards timelines 	<ul style="list-style-type: none"> Stay on task Provide data to support statement(s), ensure accuracy of data Discuss impact on people Suspend judgment Ask what else, where else, allow for brainstorming Provide quiet moment to reflect Provide opportunity to discuss 	<ul style="list-style-type: none"> Leverage "parking lot" Gently encourage people to provide opinions and suggestions Encourage "drivers" to seek to understand others Encourage caregivers to describe the impact of change AND the benefits of change Facilitate to include all ideas Allow conversations for dissent 	<ul style="list-style-type: none"> End on time Create an action plan Capture opinions, recommendations Document progress notes, including work required for caregiver(s) to achieve target competency as their child's "first teacher" Follow up with caregivers and other providers – progress notes, reading materials, more Encourage written feedback from caregivers after visit Survey caregivers for feedback

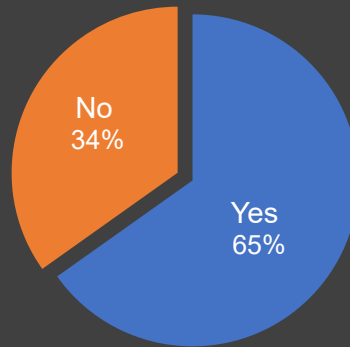
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Home Visit Best Practices Considerations

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Do you plan differently for in-person visits
versus telehealth visits?



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Key Takeaways

- Challenge traditional home visit approaches and practices – before, during, and after
- Share home visit plans with caregivers prior to home visits, even more important in telehealth
- Role definition and agreement among multiple providers is respectful to caregivers, improves impact

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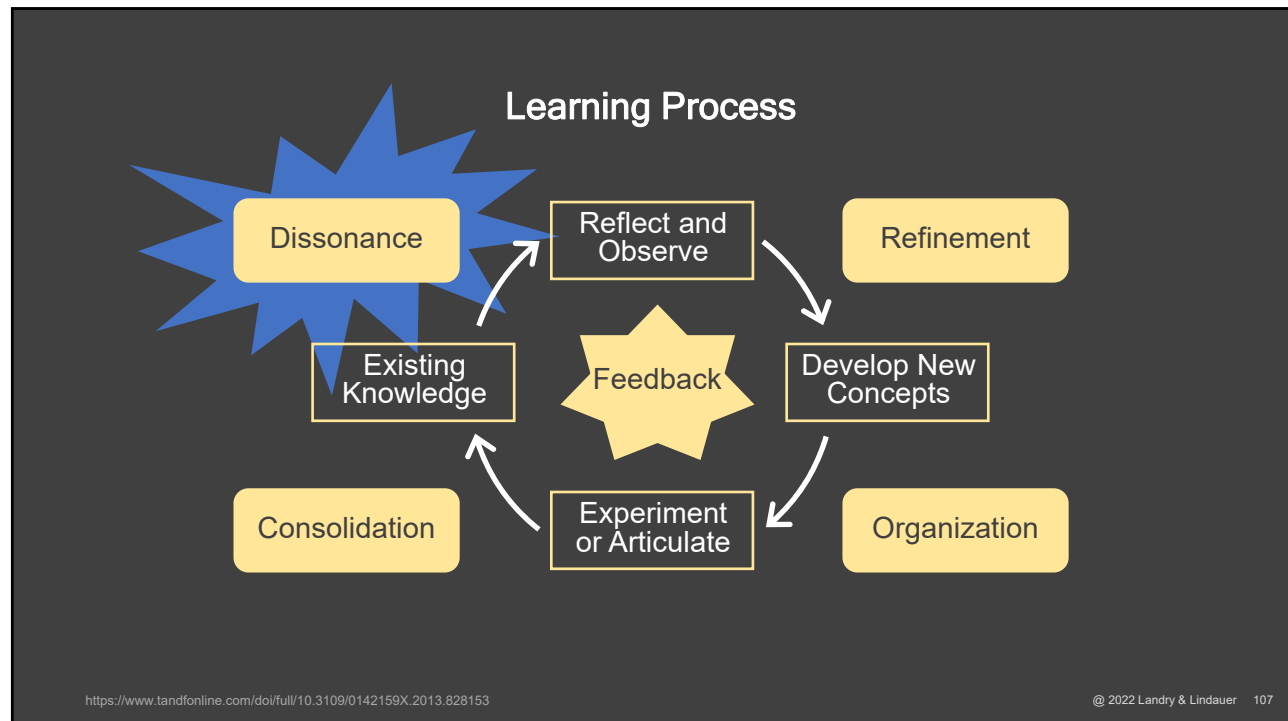
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Agenda

- Welcome
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- Wrap up

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Objectives

- Expand your knowledge about adult learning
- Adopt frameworks, tools, and techniques to enhance preparation and effectiveness of EI services
- Improve your ability to build caregivers' capabilities to be their child's first teacher
- Be even more consciously competent

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**Adults don't know what they don't know -
caregivers and other providers with whom you work**

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Share your expertise with caregivers (collaboratively, sensitively, flexibly) to help them understand what they don't yet know - their "why," their journey ahead of them, their competency gaps to be their child's first teachers

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Caregiver Competency Domains as Their Child's First Teacher

Self Care	Finances, insurance, budgeting	Communication
Program management (time, organization)	Health and safety	Physical environment
Child assessments	Early child development	Working with providers
Content (curriculum)	How to teach my child (pedagogy)	Community support and resources
My child's diagnosis/ delay	Early intervention	Strategies to support child development

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Identify target competencies for caregivers (knowledge, skills, behaviors) to inform strategies and learning plans; share results amongst all the family's provider team


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Create training plans BEFORE entering families' homes (especially important with telehealth); be flexible to adjust DURING the visit


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Splash, Splash - Let's Take a Bath



Do you find bath time stressful? Does your child cry at the sound of running water? Do they find it overwhelming to sit in a tub or feel a squishy sponge of warm, soapy water on their skin? You are not alone! This activity introduces the concepts of water, bathing, and water play in a fun, accessible way. The activity is appropriate whenever your child begins using a tub or is just starting to establish a bath time routine.

Duration

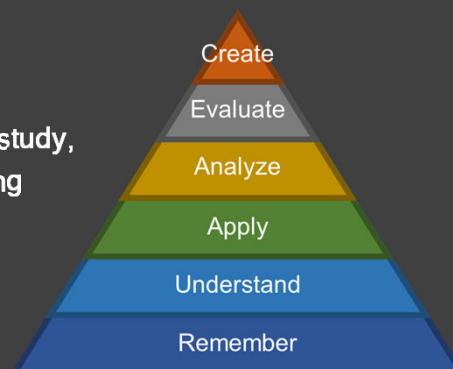
This activity may range from 15 to 45 minutes or more depending upon your child.

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Leverage a variety of training methods (self-study, leader led, active learning) to achieve learning objectives towards specific caregivers' competencies



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Incorporate caregivers' behavior preferences and learning styles into plans to maximize impact - before, during, and after home visits



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Assess caregivers' and child's learning progress during each home visit to inform mid-course adjustments

Level 4:
Results



Level 3:
Behavior



Level 2:
Learning



Level 1:
Reaction



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What's Next?



<https://www.fletchergrupp.com/why-virtual-teams-build-better-brainstorms/>

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Considerations



- Individuals
- Teams
- Agencies/ organizations

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Brainstorm #1

What **frameworks** should we consider to improve home visits and child outcomes? Adult learning, behavior preferences, learning styles, visit planning (including learning activities), home visit best practices

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Brainstorm #2

How can we and how should we assess and communicate **caregivers' competencies** as their child's first teachers?

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Brainstorm #3

How can we improve our approach to **teaching caregivers** - planning, teaching methods, assessment?

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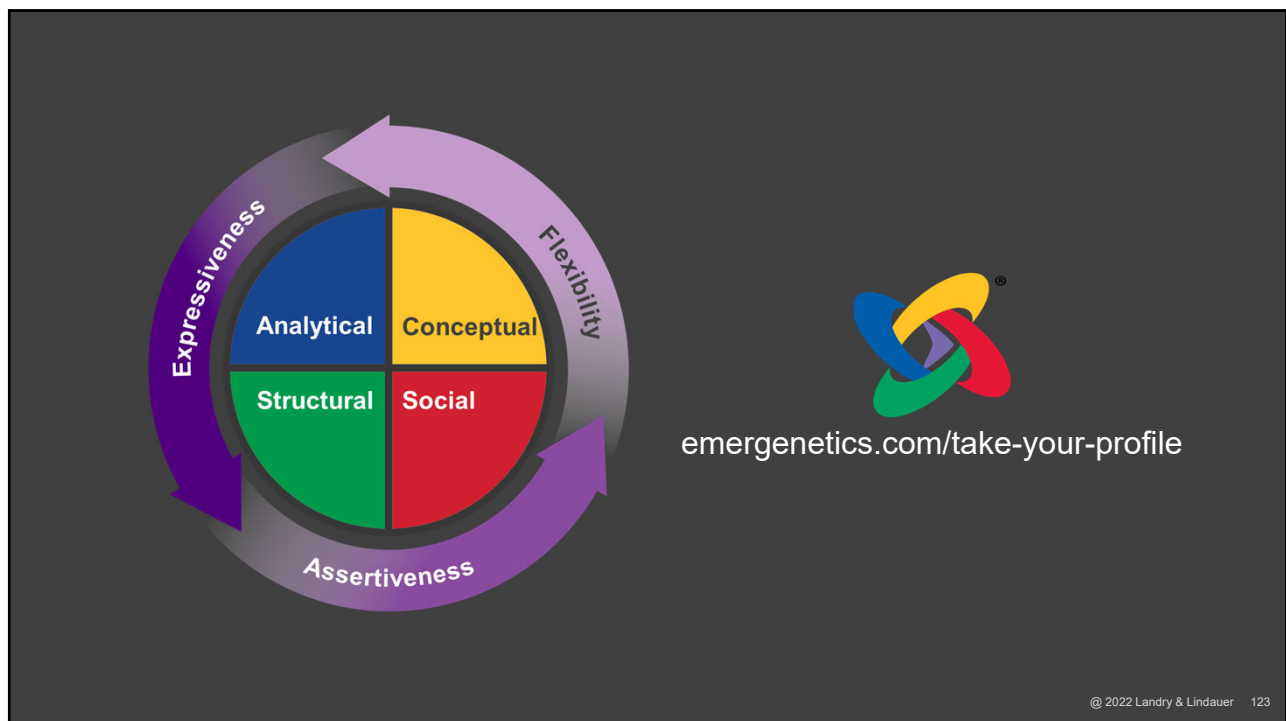
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Brainstorm #4

How can we enhance the **structure and processes of in-home visits** within context of EI foundational pillars?

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**Frameworks as
Performance Support for Providers**
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