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**Competency #1:** The FSW has a clear understanding of the work staff do in the context of the HFA initiative and model, the goals of HFA, and the program's community partnerships.

Core Day 1                      Manual p. 99-106                      Critical Elements: all \*

**Competency #2:** FSW will understand basic brain development, including: the importance of repetition and windows of opportunity, the effects of trauma, and the concept of plasticity. The FSW will be able to identify and offer parent-child activities that encourage brain development.

Core Day 1                      Manual p. 107-115                      Critical Element: 6 \*

**Competency #3:** The FSW can plan for the initial home visit, taking into account the goals of the first visit, information provided by the assessment process, program paperwork requirements, confidentiality standards, and FSW status as a mandated reporter of child abuse and neglect.

Core Day 1                      Manual p. 195-233                      Critical Elements: 3 & 9

**Competency #4:** The FSW understands the importance of creative outreach to engage or re-engage families and is able to successfully plan for and carry out a creative outreach effort.

Core Day 1                      Manual p. 181-184 & 294                      Critical Element 3

**Competency #5:** The FSW has communication skills sufficient to establish trusting relationships with families and to support and empower them. Components of effective communication include being non-judgmental, use of active listening, use of neutral language, and ability to express ideas and information clearly.

Core Days 1-2                      Manual p. 187-191                      Critical Elements 3 & 5

**Competency #6:** The FSW understands the importance of identifying and acknowledging family strengths and successes, and is able to do so consistently in home visits and in supervision.

Core Days 1-4                      Manual p. 120-133                      Critical Elements 2-7, 9 and 12

**Competency #7:** The FSW understands the importance of planning for home visits based on the expectations of the program and the interests, learning style, experience, and needs of each family.

Core Days 1-4                      Manual p. 237

**Competency #8:** The FSW is able to use a number of approaches to assist families to develop IFSPs based on each family's unique strengths, interests, needs, and hopes for their children.

Core Day 2                      Manual p. 238-267                      Critical Element 6

\* Fulfills part of the HFA Training and Orientation Requirements of the Credentialing of Self-Assessment Tool

