

Family Insights and Guidance:

Faith-Based Home Visiting and Skills Recognition

Maryland Dept. of Health

2017 Career and Resources Fair

On

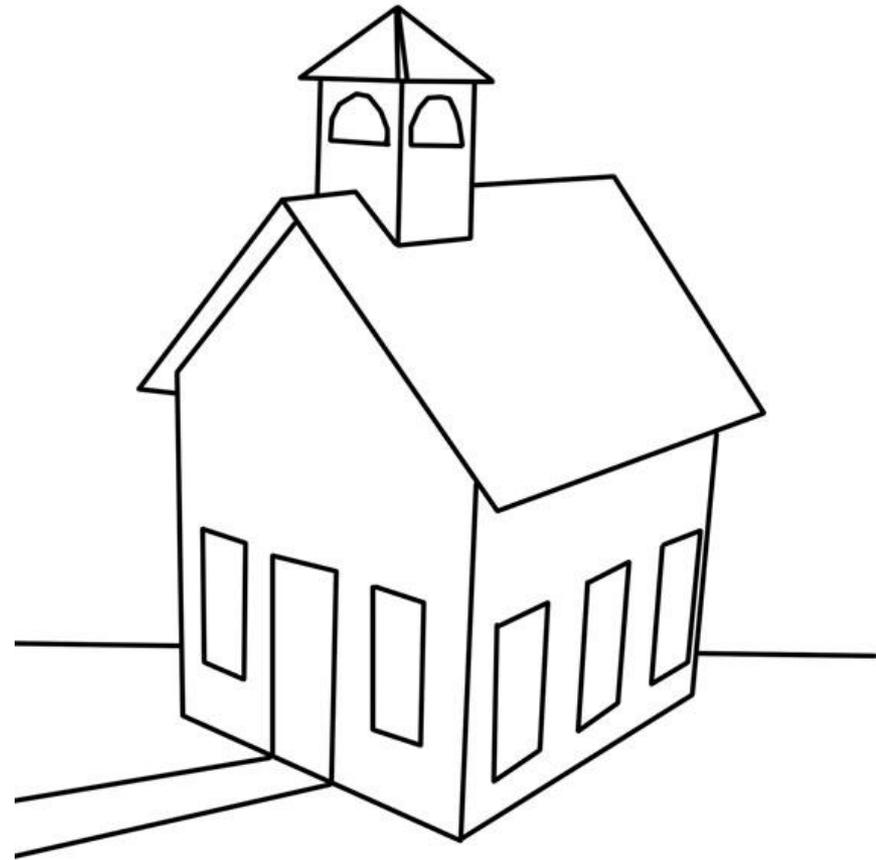
Thursday, October 26, 2017

By

Willie Rockward, Ph.D.

Outline

- A Personal Perspective
- The Home Visiting Challenge
- A FAITH-based FAMILY Model
- A “We C.A.R.E.” Approach
- Reflecting Thoughts
- References
- Q & A (15-30 minutes)





The Home Visiting Challenge:

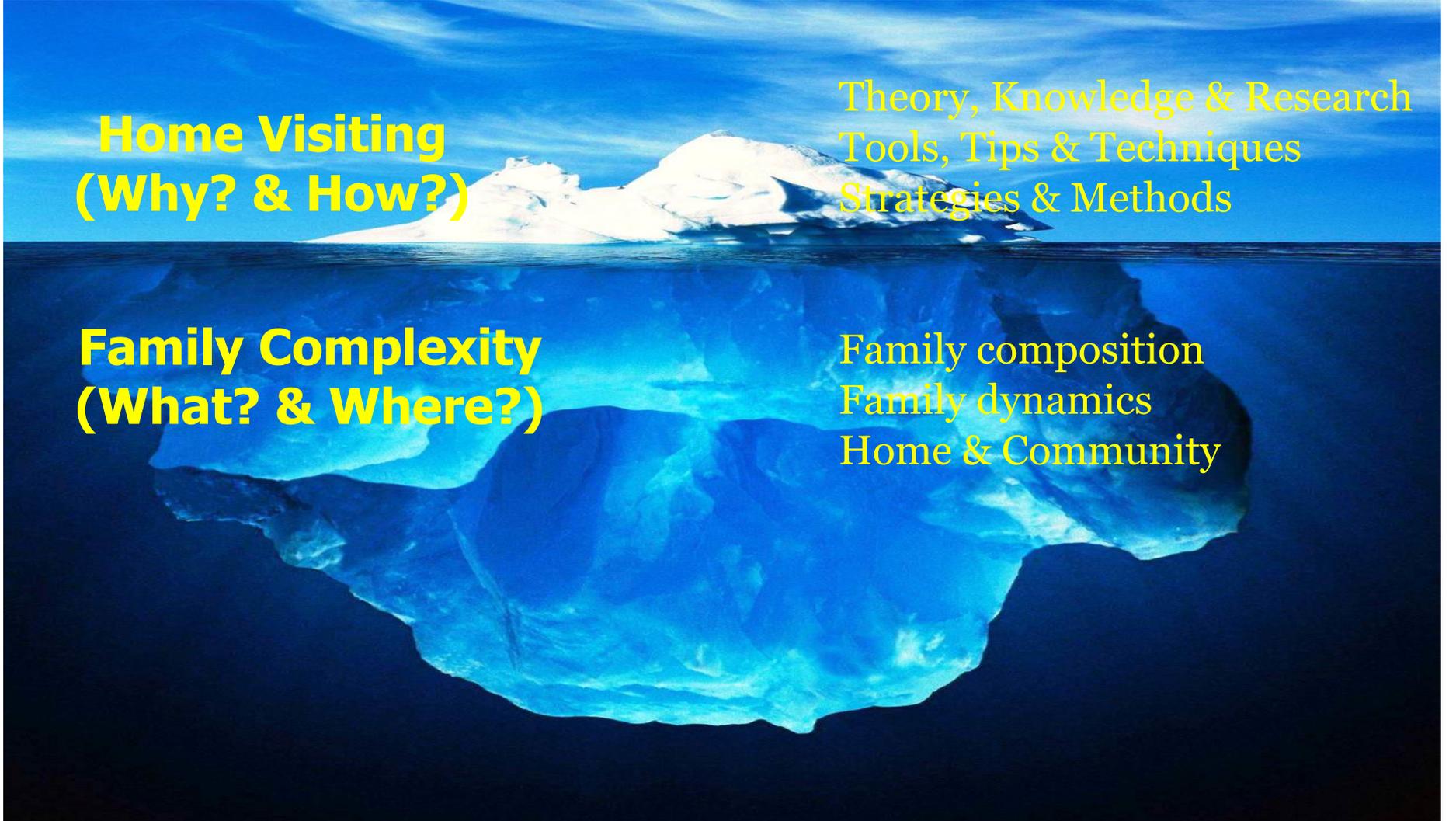
Connecting Theory and Practice

**Home Visiting
(Why? & How?)**

Theory, Knowledge & Research
Tools, Tips & Techniques
Strategies & Methods

**Family Complexity
(What? & Where?)**

Family composition
Family dynamics
Home & Community



A FAITH-based FAMILY Model

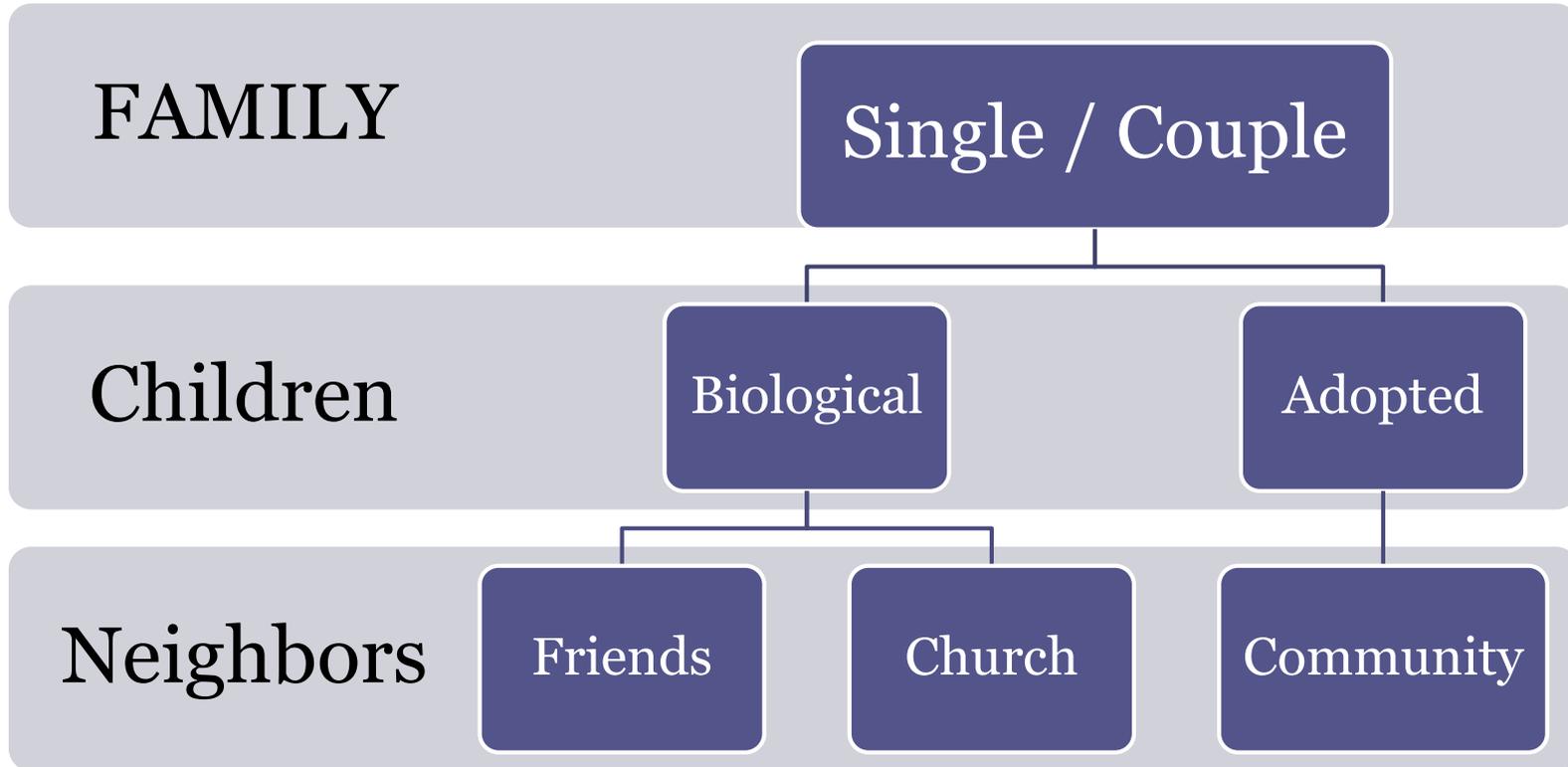
**Family Complexity
(What? & Where?)**

Family structure
Family precepts
Family practices

**Home Visiting
(Why? & How?)**



FAITH-based FAMILY Structure



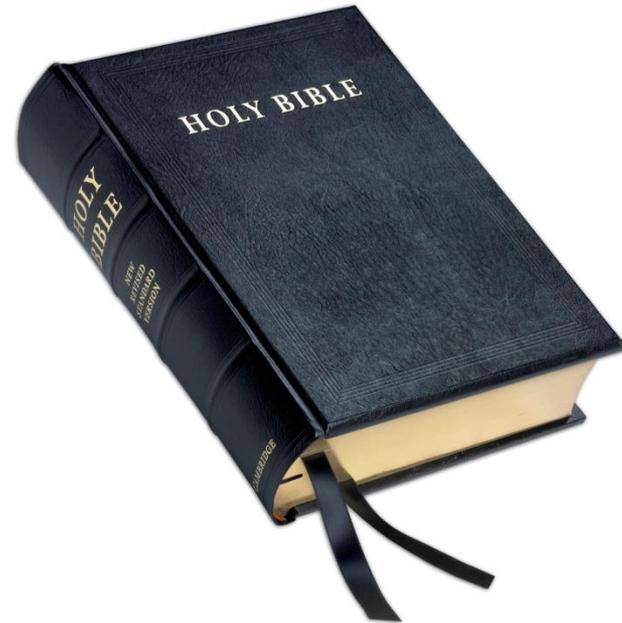
FAITH-based FAMILY Precepts



FAITH-based FAMILY Precepts

1 – FAITH in the Family

- Converted
- Committed
- Commissioned



FAITH-based FAMILY Precepts

2 – CHARITY in the Family

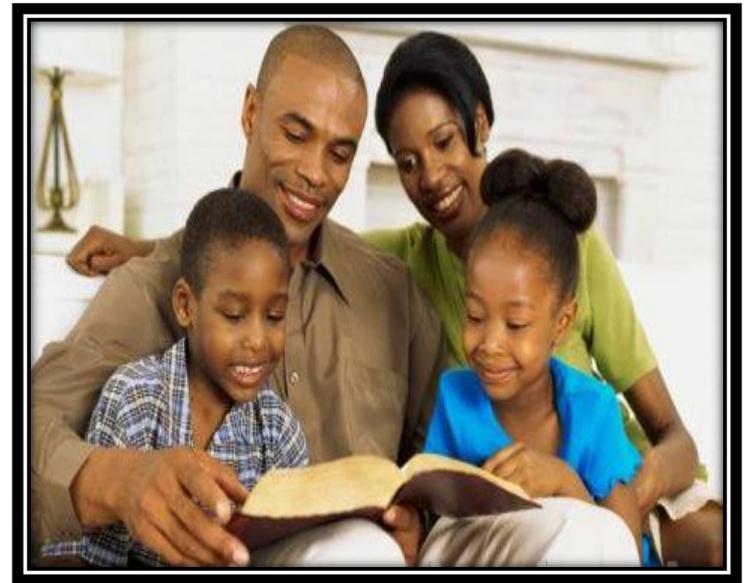
- KNOW it
- SHOW it
- GROW it



FAITH-based FAMILY Precepts

3 – COUNSEL in the Family

- Doctrine
- Discipline
- Development



FAITH-based FAMILY Precepts

4 – CONFLICTS in the Family

- Sufferings
- Struggles
- Sorrows
- Success



FAITH-based FAMILY Precepts

5 – CELEBRATIONS in the Family

- Traditions
- Triumphs
- Tribulations



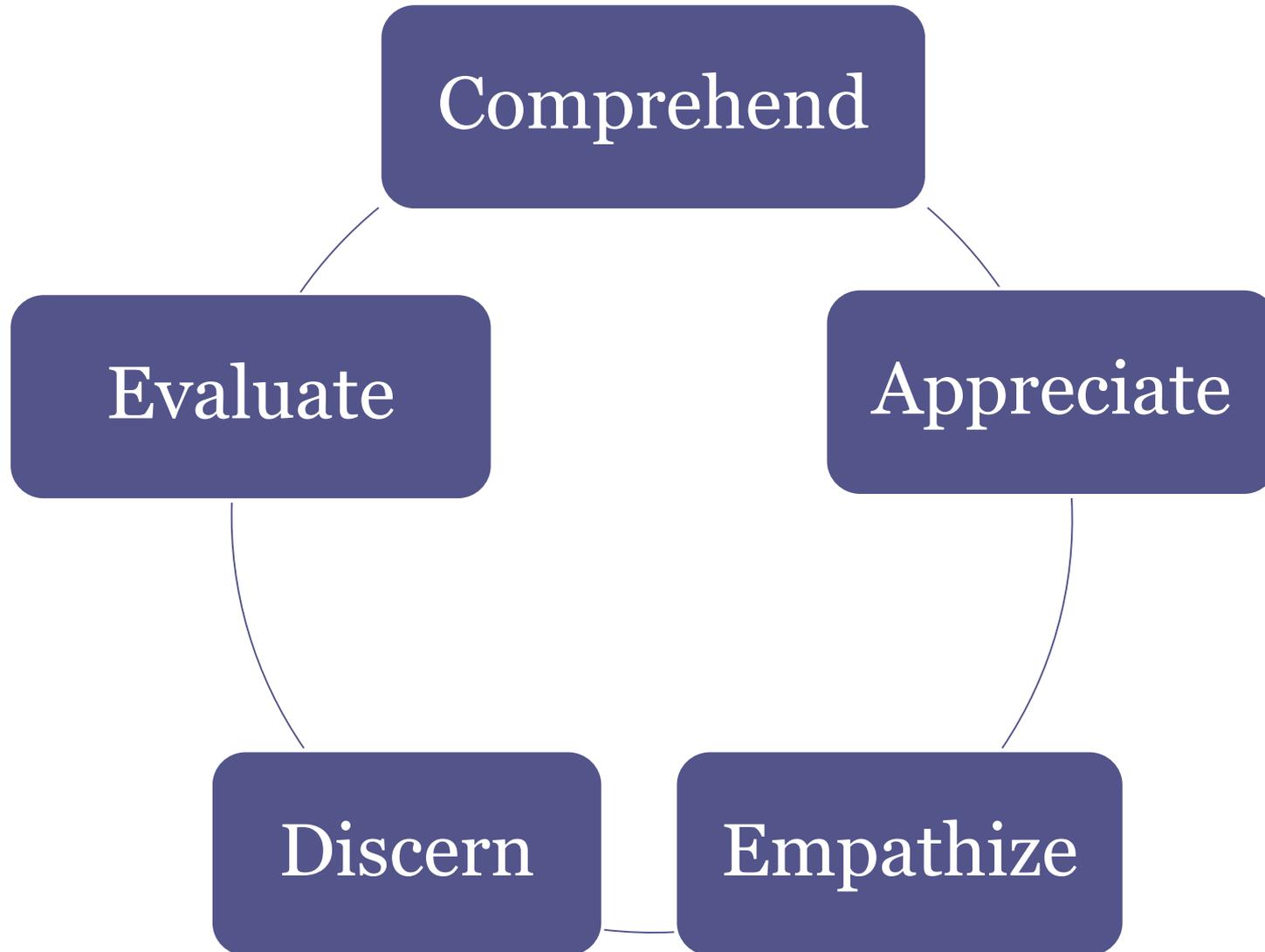
Faith-based Concept #1: Family is a Labor of Love

Labor of Love

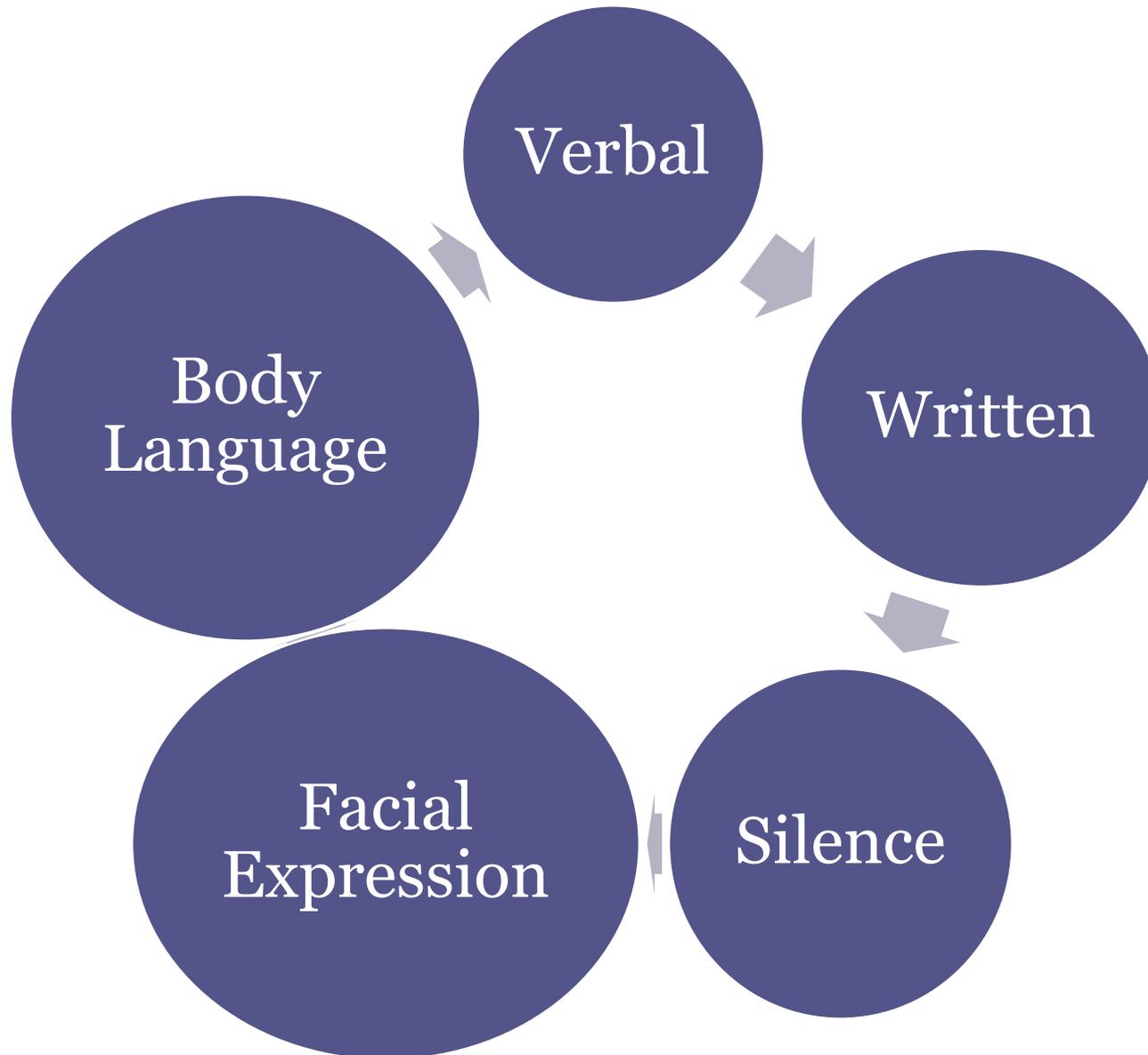
- Perseverance
- Prayer
- Passion
- Partnership



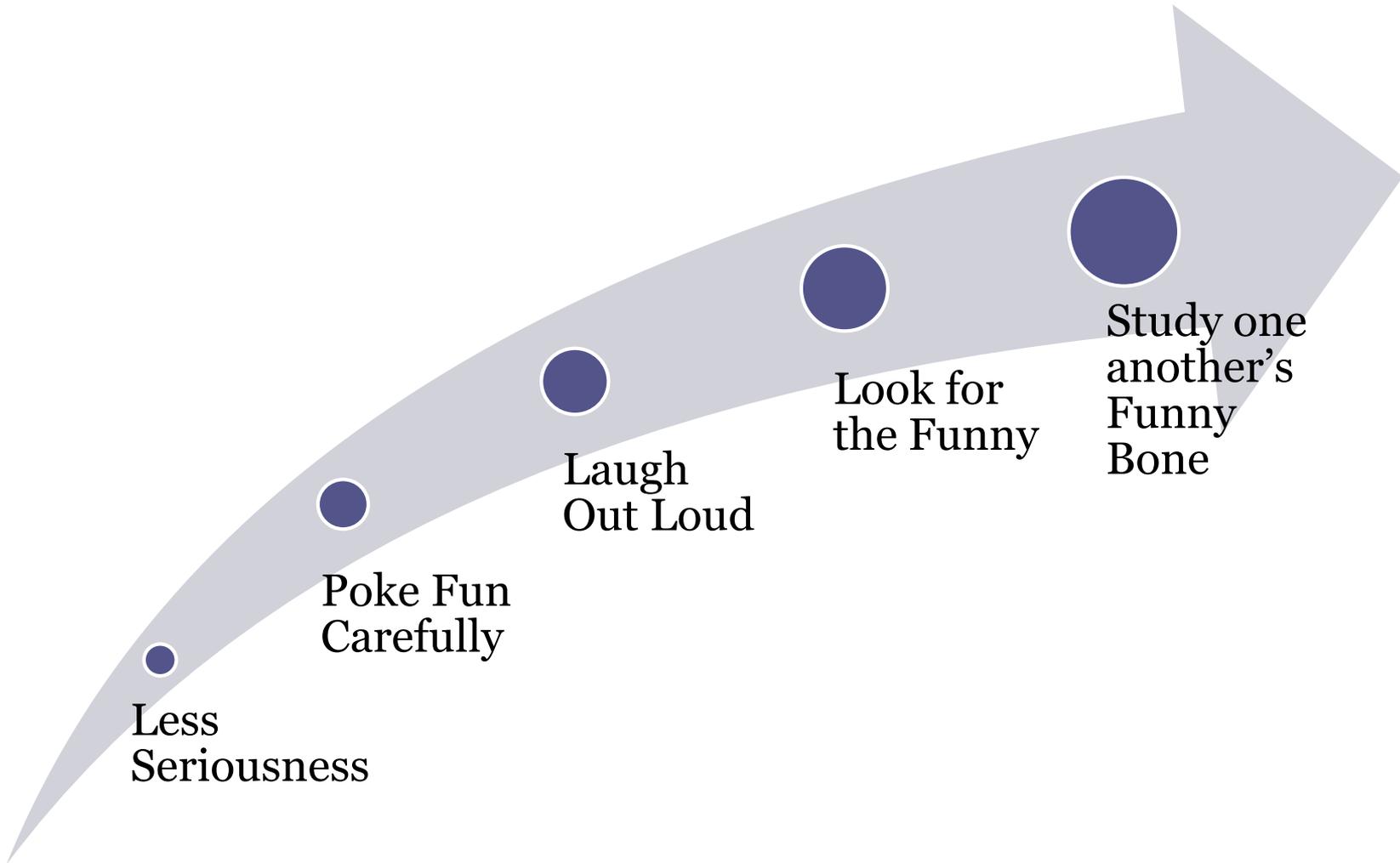
FAMILY Practice #1 - Learn to Listen



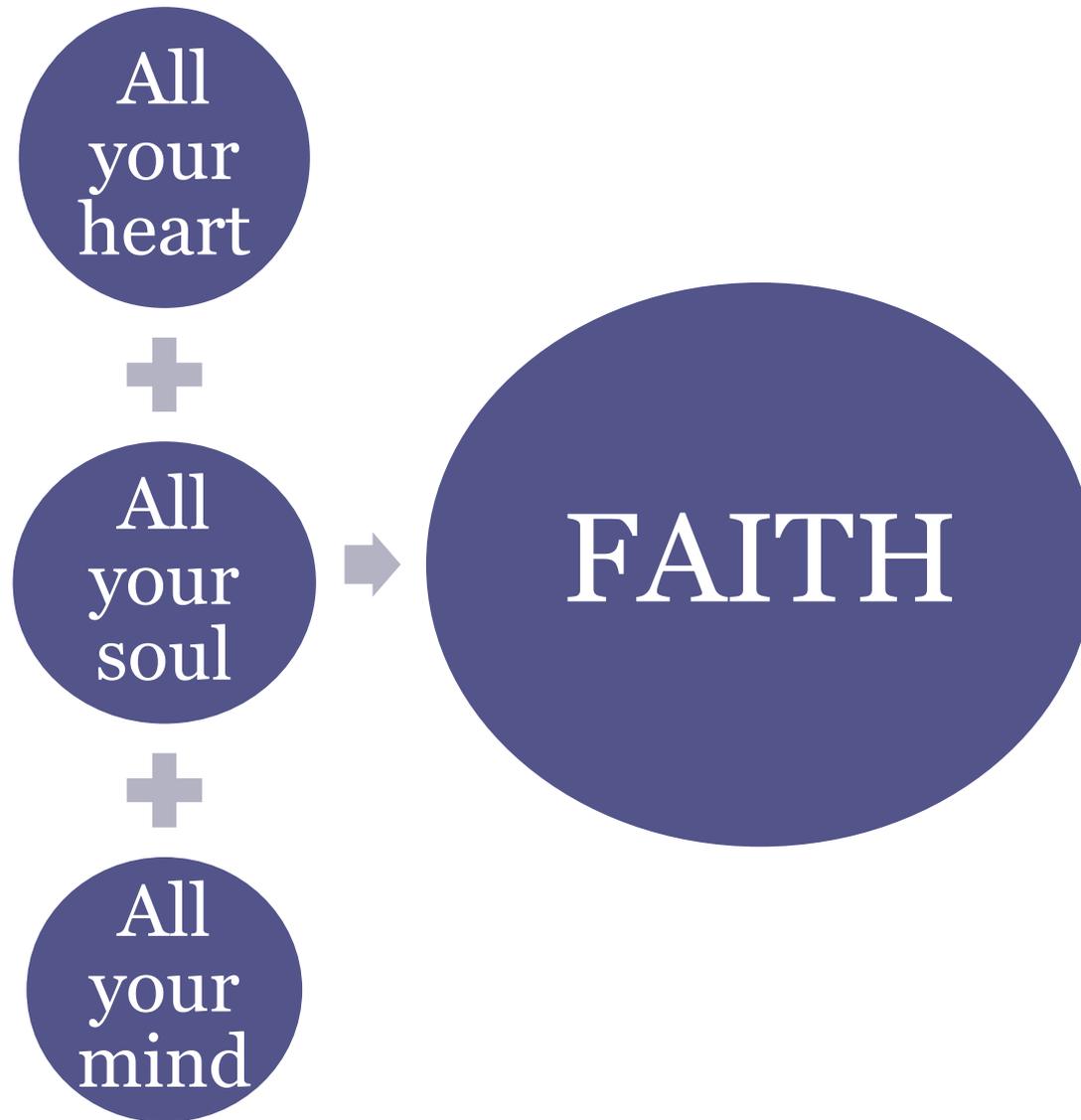
FAMILY Practice #2 - Learn to Lecture



FAMILY Practice #3 - Learn to Laugh



FAMILY Practice #4 - Learn the FAITH



FAMILY Practice #5 - Learn the Love Language

- Words of Affirmation
- Quality Time
- Receiving Gifts
- Acts of Service
- Physical Touch



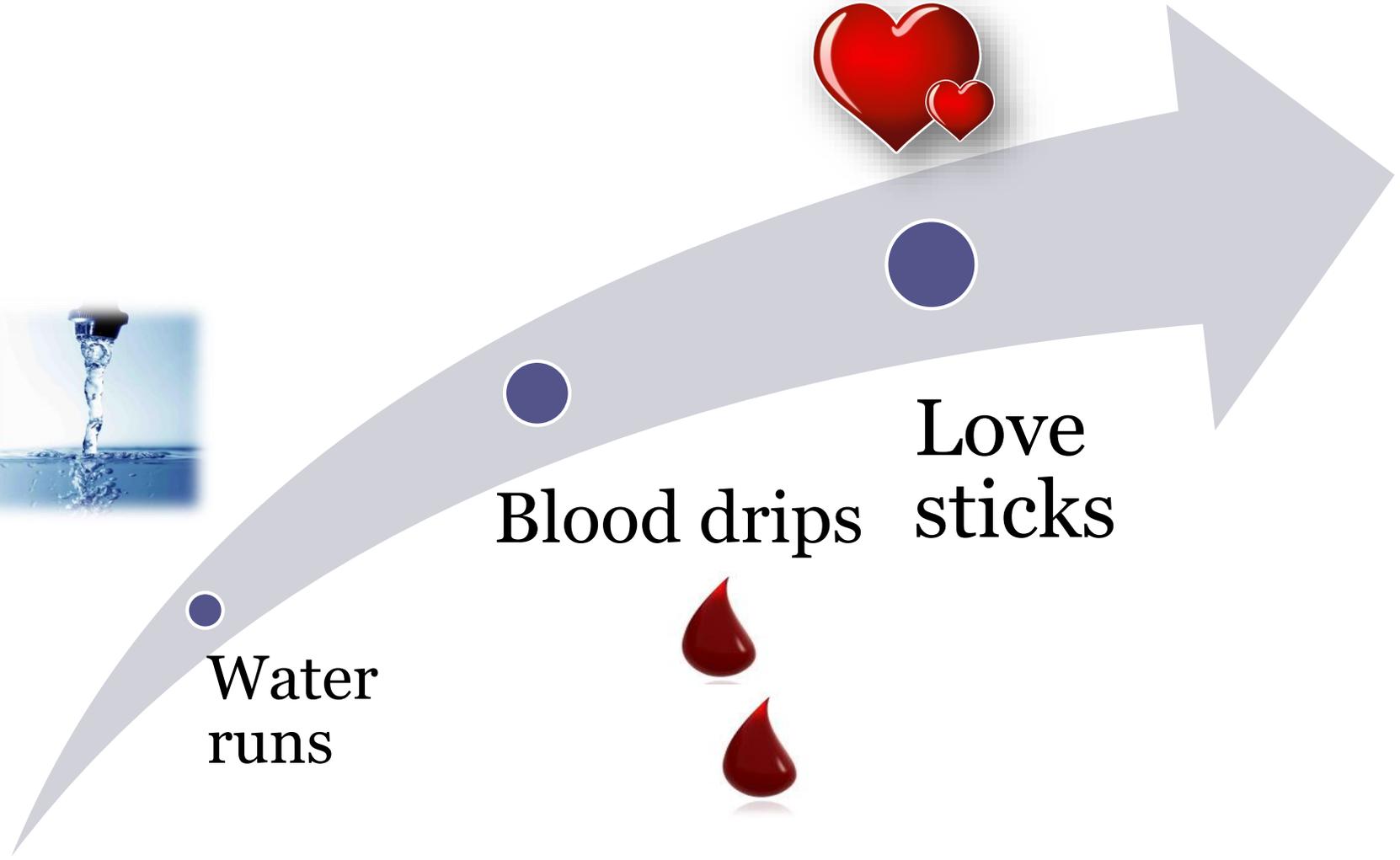
Faith-based Concept #2: Love is thicker than Water



Water runs

Blood drips

Love sticks



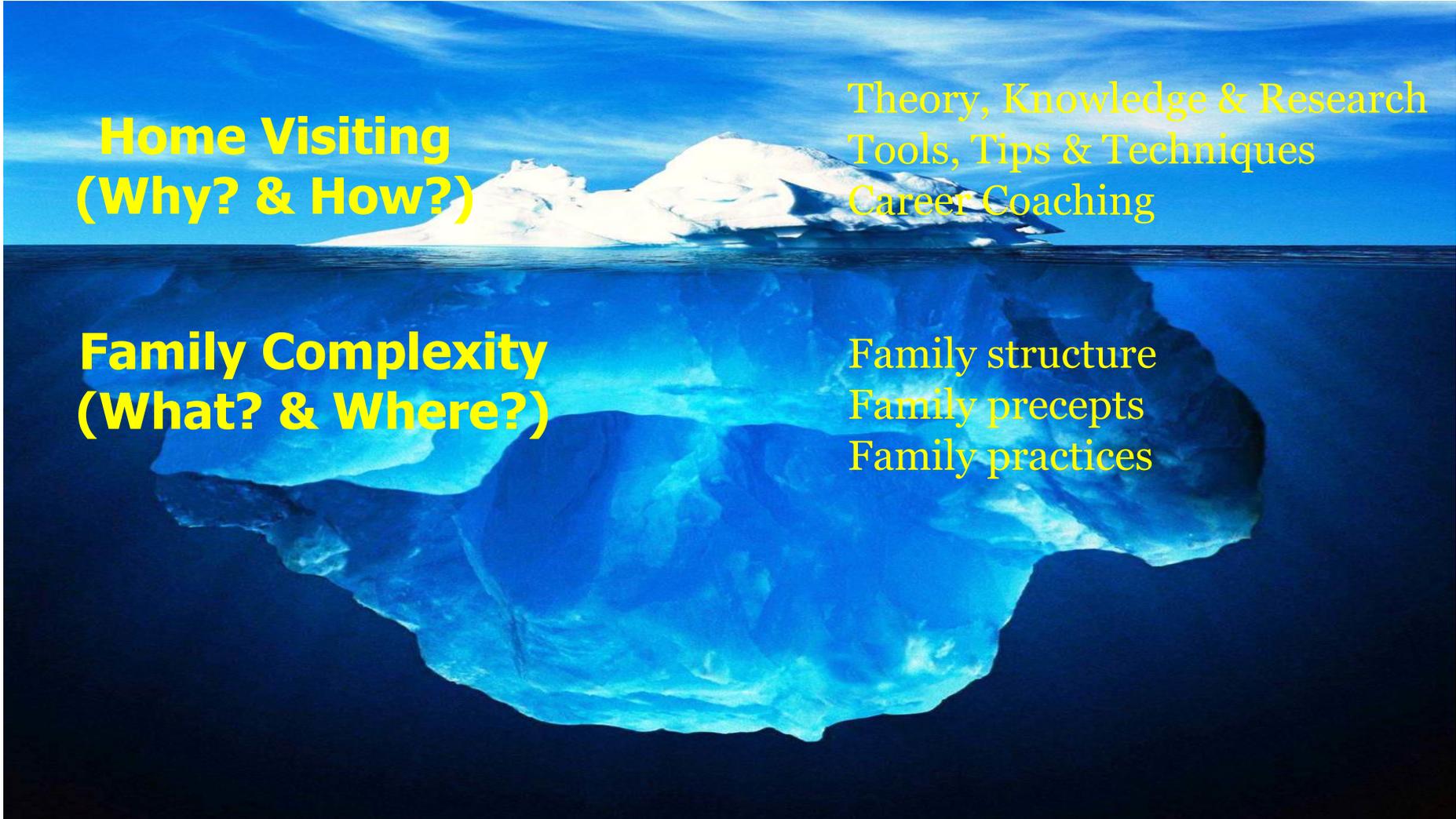
Home Visiting: We C.A.R.E. Approach

**Home Visiting
(Why? & How?)**

Theory, Knowledge & Research
Tools, Tips & Techniques
Career Coaching

**Family Complexity
(What? & Where?)**

Family structure
Family precepts
Family practices

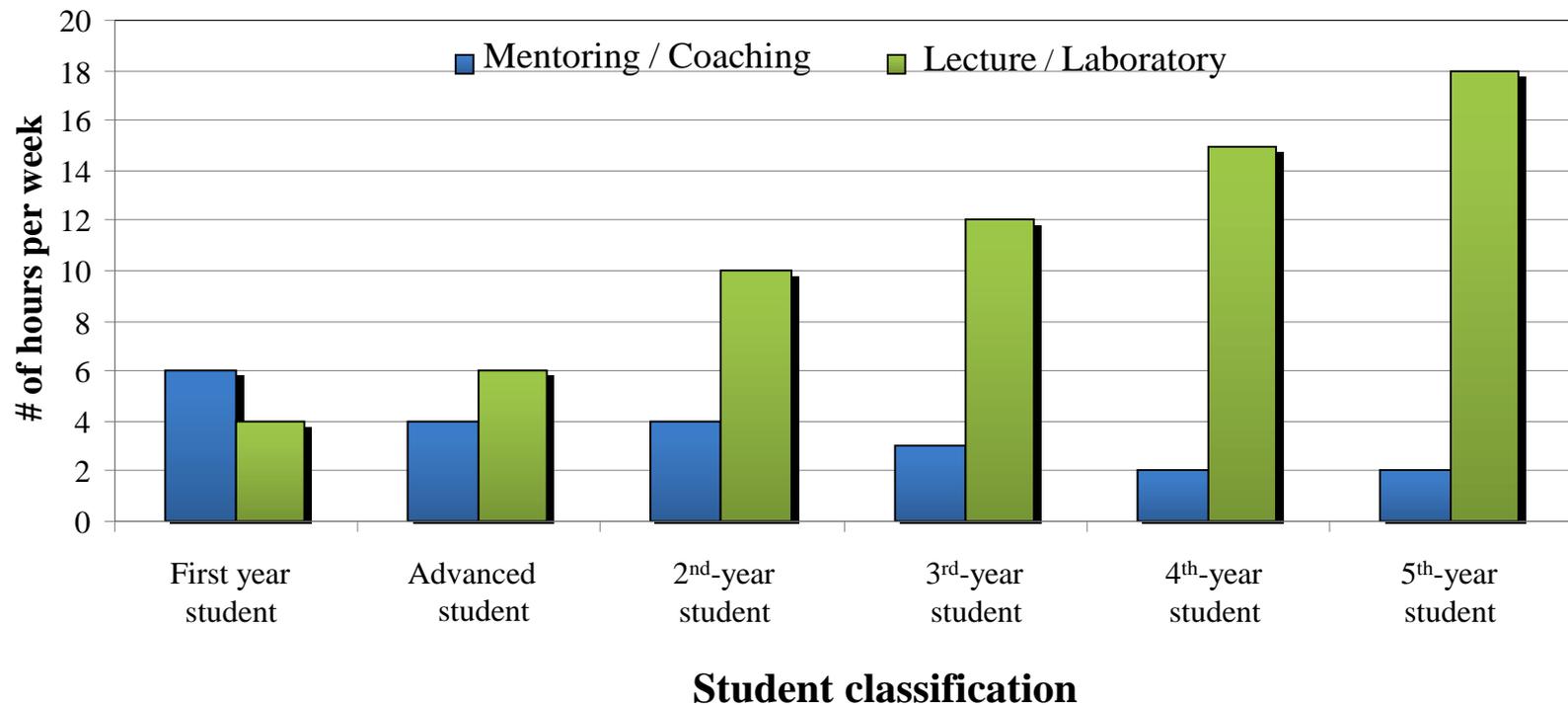


Home Visiting: We C.A.R.E. Approach

- Curriculum = Education, Certification and Training
 - Fixed & Flexible educational opportunities based on family input
 - Refresh knowledge to reflect viable & known career paths
- Advisement = Guidance and Coaching
 - Career coaching (life skills, pipelines, career toolbox, etc.)
 - Near Peer-mentoring
- Resources = Tools, Tips, and Techniques
 - Year-round and summer programs / Local schools visits / Colleges tours
 - Day & Job childcare / Saturday Academy / Tutorial Placements
- Exposure = Resilience and Community-building
 - Exercise & Yoga / Special Workshops & Speakers / Regional visits
 - Town Hall meetings / Community leadership & citizenship

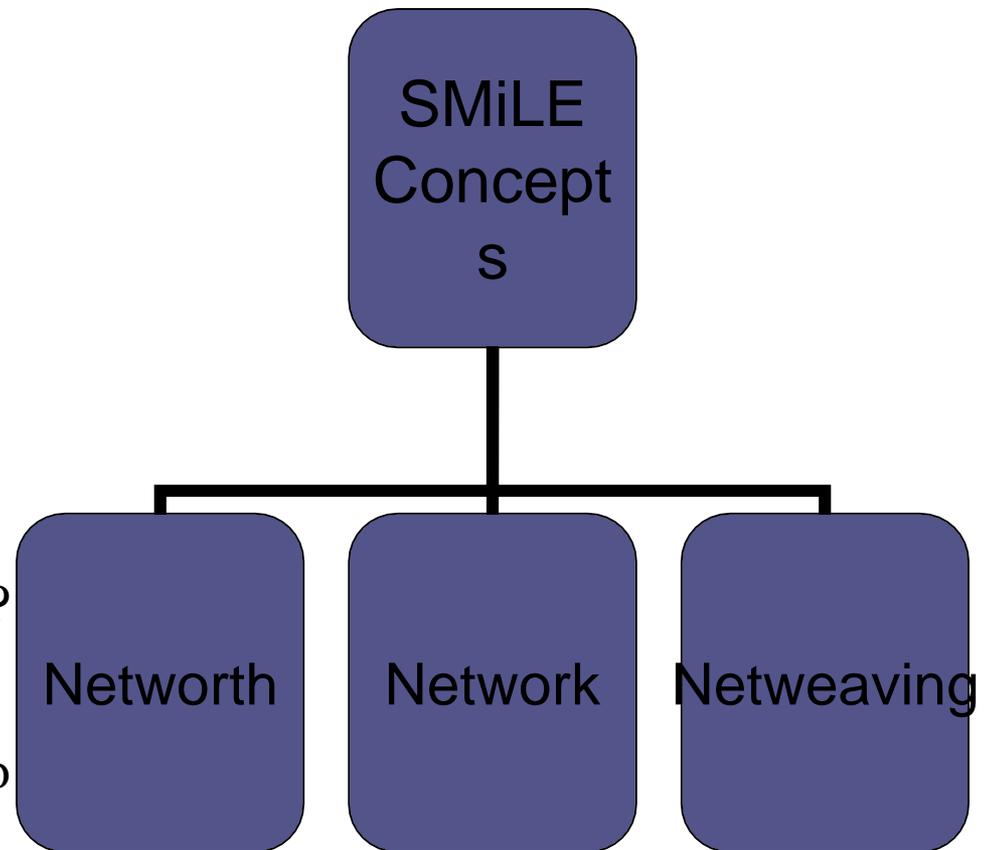
We C.A.R.E.: Advisement with a SMiLE

Scholarly Mentoring in Lecture/Laboratory Experiences (SMiLE)



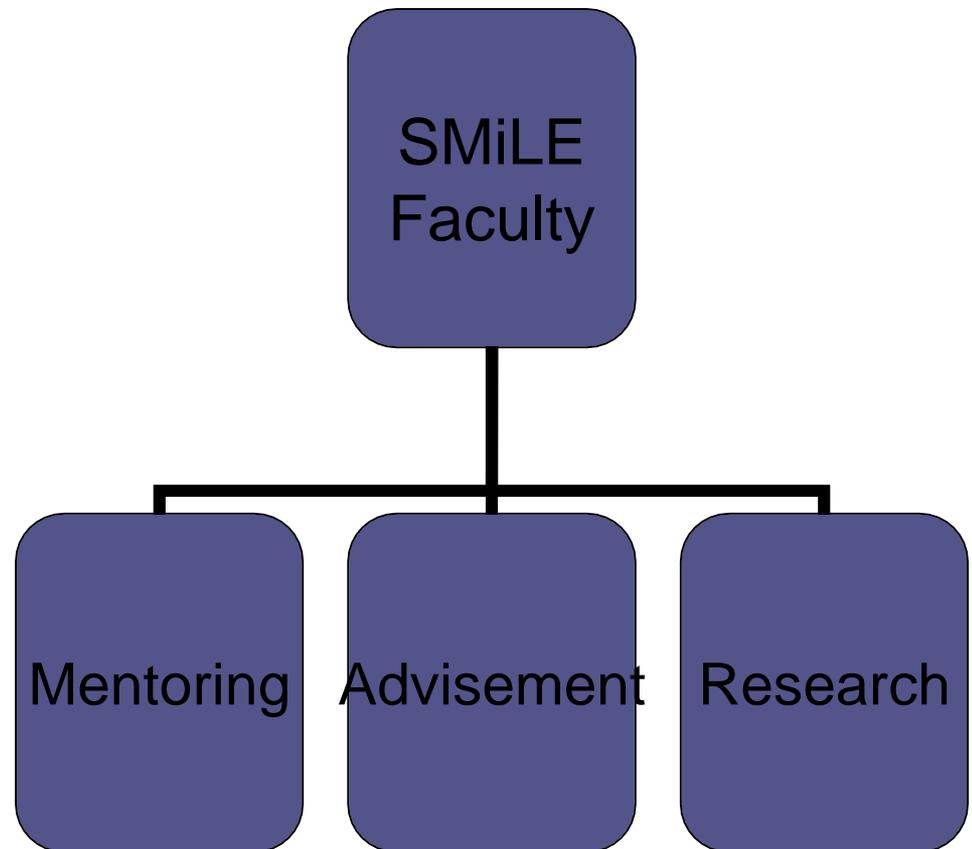
We C.A.R.E.: Advisement with a SMiLE

- **Networth** = What you know?
 - Knowledge of fundamentals
 - Work ethic
 - Career aspirations
- **Network** = Who you know?
 - Work experiences
 - Group interactions & dynamics
 - Intrapersonal skills
- **Netweaving** = Who knows you?
 - Conferences & presentations
 - Mentor, faculty & participants
 - Relational assessment & follow-up



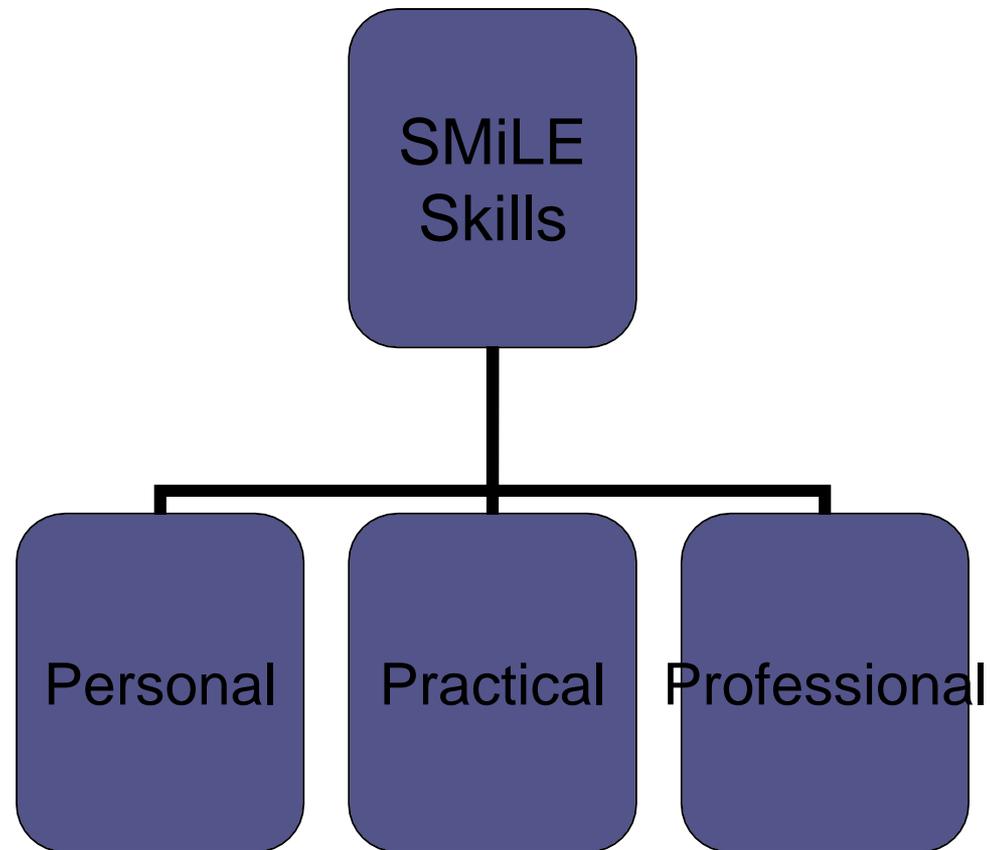
We C.A.R.E.: Advisement with a SMiLE

- Mentoring
 - Professional
 - Peer
 - Parental
 - Proverbial (Reverse roles)
- Advisement
 - Guidance (Direction not Demand)
 - Informative (Options not Laws)
 - Timely (Scheduled appointments)
- Research
 - Diverse (Variety of related projects)
 - Resourceful (Adequate funding)
 - Respectable (Hard but fair)



We C.A.R.E.: Advisement with a SMiLE

- Personal
 - Work ethic
 - Patience
 - Collaboration
 - Eternal learning
- Practical
 - Safety & decorum
 - Field techniques
 - Computer skills & programming
 - Publication & proposal writing
- Professional
 - Conferences & Workshops
 - Work experiences & Internships
 - Faculty & Administrators
 - Future Colleagues & Employers



What could happen if....

Home Visitors learned how
**to effectively convey information about the
broad range of career opportunities for current
(and potential) participants?**

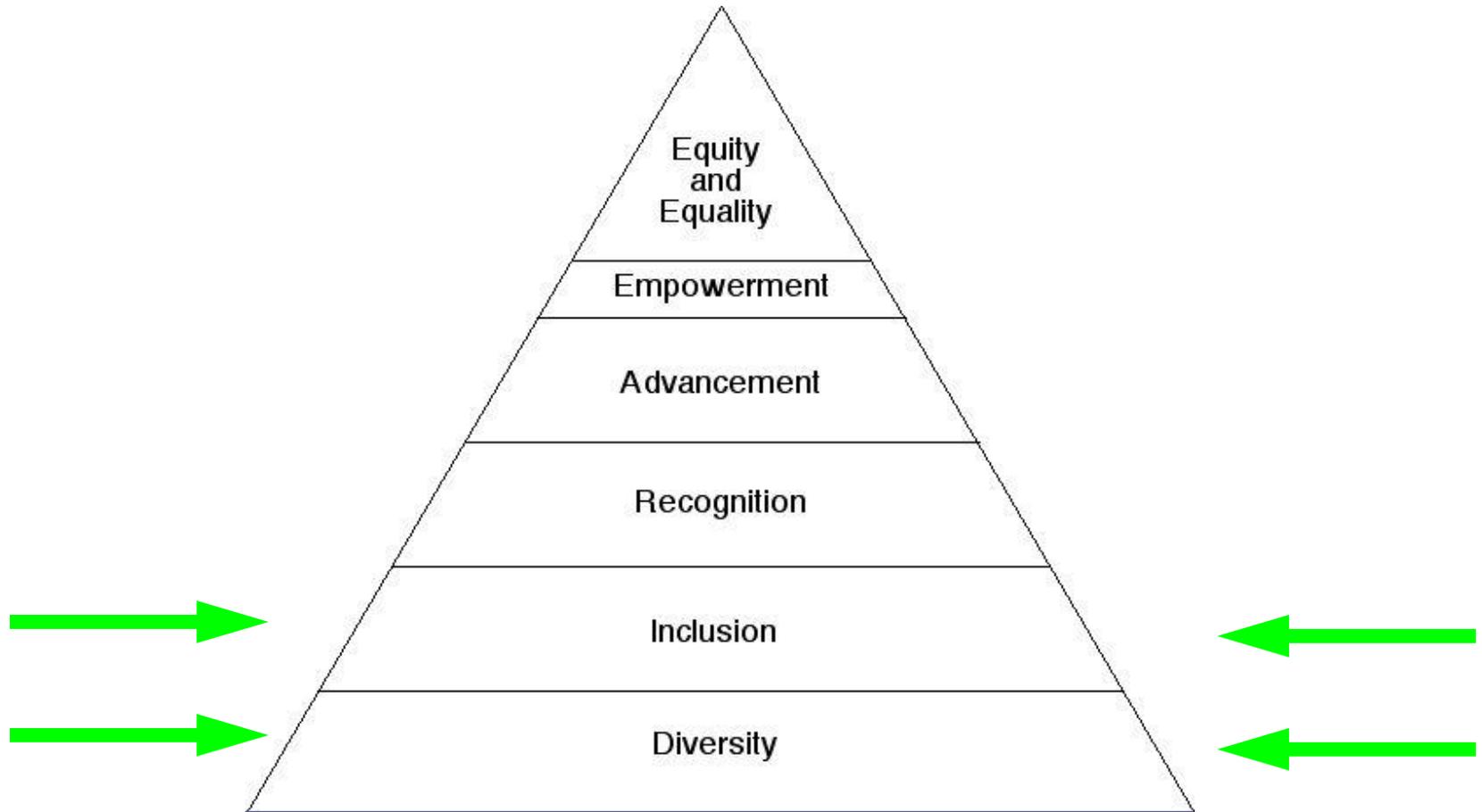
and

**to better prepare participants for that broad
range of career opportunities....**

We C.A.R.E.: Resources by Diversity & Inclusion

- Diversity = a system composed of persons from different genders and cultures (race, national, ethnic).
- Inclusiveness = a system that intimately and dynamically operates within a diverse set.
 - Not social integration but social combination

We C.A.R.E.: Resources by Diversity & Inclusion



Diversity Pyramid
Copyright. Frank Hall

We C.A.R.E.:

Resources = Tools, Tips & Techniques

- **Cultural**
 - Share personal heritage
 - Seek to understand ethnic factors
- **Community**
 - Family (local and long distance)
 - Friendships (professional, non-disposable)
 - Critical mass recruitment
- **Coaching**
 - Personal motivation
 - Focus & direct
 - Career follow-up & contact
- **Collaboration**
 - Group dynamics
 - Truthful reinforcement



family
resources



We C.A.R.E.:

Resources = The “Toolbox”

Professional development tools with lessons, built in exercises, and activities



1. Common Job Titles

2. Informational Interviews

3. Networking

4. Knowledge and Skills Assessment

5. The Job Search

6. Knowledge & Skills-Based Resume

7. Effective Cover Letter

8. Interviewing With Confidence

We C.A.R.E.: Exposure = Resilience and Community building

Resilience:

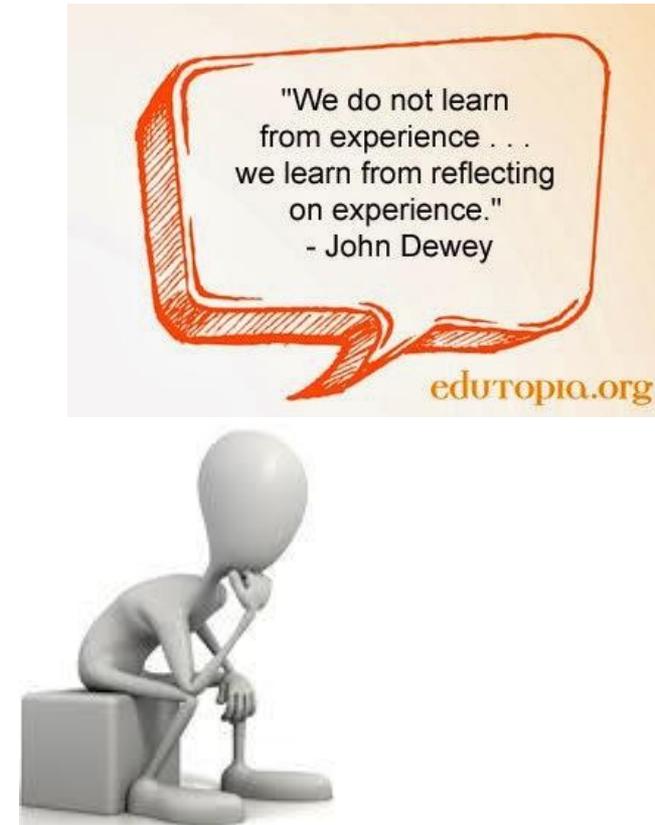
- Health awareness through exercise, diet, meditation/yoga and faith
- Professional workshops and conferences
- Special speakers and career-related professionals

Community Building:

- Participate in town hall and neighborhood associations
- Practice respectful citizenship & community pride
- Encourage non-local visits (neighboring county, state, or region)

Reflecting Thoughts ...

- Provided an understanding of a FAITH-based FAMILY model
- Provided the major challenge of the Home Visiting Program
- Provided a “We C.A.R.E.” approach to Home Visiting
- Identified non-traditional resources and ideas for Home Visiting professionals



"We do not learn
from experience . . .
we learn from reflecting
on experience."
- John Dewey

edutopia.org

References

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12. Toni Sauncy and Kendra Redmond, *AIP Career Pathways Project*, 2015 [<https://www.spsnational.org/career-resources/career-pathways>].

Questions
&
Answers ??!!