Direct Service Provider Core Competencies

Content Area 1: Child and Lifespan Development

A. Theories of human growth and development and their applications
  ➢ Attachment, Social Learning, Behavioral, Hierarchy of Needs, Bio-ecological, Psychodynamic, Constructivist, Racial and Minority Identity Development

B. Development ranges, stages, & milestones of prenatal, infant, toddler, middle childhood, adolescent & young adulthood

C. Impact of development on parenting

D. Impact of media and technology on development

Training to Support Knowledge:

☐ Brazelton Touchpoints
☐ The Pyramid Model
☐ Adverse Childhood Experiences (ACEs)
☐ ASQ/ASQ-SE
☐ Wisconsin Model Early Learning Standards
☐ Positive Solutions for Families
☐ Stewards of Children
☐ Play Group Facilitation
☐ The Growing Brain
☐ Understanding Attachment and Infant Social Emotional Development
☐ _____

Resources:
- CDC Development Milestones and Essentials for Parenting
- The Infant Toddler Temperament Tool
- Center on the Social and Emotional Foundations of Learning (CSEFEL)
- The America Academy of Pediatrics Parenting Website
- Adverse Childhood Experiences in Wisconsin
- ACEs Scoring Test and Understanding Trauma
- UW Extension Parent Resource Center
- Zero to Three (Development, Parenting, etc.)
- Child Development Pathways.org
- UCLA Center for the Developing Adolescent
- One Tough Job Website

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff-Self Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 2: Dynamics of Family Relationships

A. Family Interaction
   - ➢ Family system theories, gender identity and sexuality theories, role of Protective Factors, stress and coping theories, effective communication, technology, family meals

B. Family Relationships
   - ➢ Healthy relationships, parent/child relationships, intergenerational relationships

C. Family Composition

D. Development stages of parenting and family dynamics

E. Family stress, trauma, and resilience

F. Family culture, race, ethnicity, and identity

Training to Support Knowledge:

- ☐ Bringing the Protective Factors Framework to Life in Your Work
- ☐ Cultural Humility
- ☐ Healthy Moms Happy Babies
- ☐ Brazelton Touchpoints
- ☐ Motivational Interviewing
- ☐ Family Support Foundations
- ☐ Lemonade For Life
- ☐ Cultural Connections for Change
- ☐ The Growing Brain
- ☐ _____
- ☐ _____
- ☐ _____

Resources:
- National Fatherhood Initiative
- Child Abuse & Neglect Prevention Board Father Initiative and Five for Families
- Wisconsin Trauma Project (DCF)
- Zero to Three Fatherhood, Grandparents,
- UW Extension Parent Resource Center
- Opening Doors teaching children about LGBTQ+ and Gender Identity
- The National Child Traumatic Stress Network
- National Center for Community-Based Child Abuse Prevention (FRIENDS) resources on Culturally Effective Organizations
- National Resource Center for Healthy Marriage and Families
- Wisconsin First Nations Website
- Early Relational Health Series

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

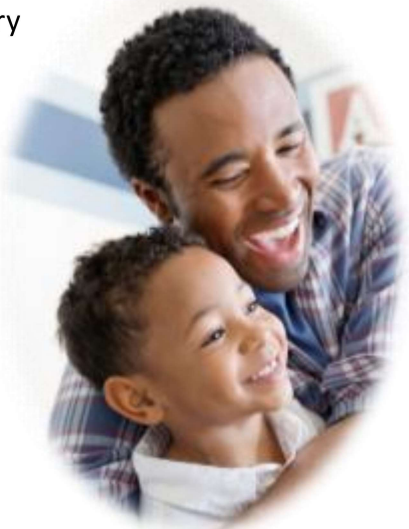## Content Area 3: Guidance and Nurturing - Parenting Skills

A. Parenting style, strategy, and practice
  ➢ Effectiveness of parenting approaches, trends in parenting practice, supporting children's learning, culture, race, and ethnicity

B. Nurturing
  ➢ Attachment, social and emotional development, parent-child attunement, parent expectations

C. Guidance
  ➢ Discipline vs punishment, emotional literacy and regulation, modeling, parental supervision

D. Advocacy
  ➢ Parents advocating for their family

Training to Support Knowledge:

☐ Brazelton Touchpoints
☐ Cultural Humility
☐ Parent Leadership
☐ Bringing the Protective Factors Framework to Life in Your Work
☐ Stewards of Children
☐ Family Support Foundations
☐ Play Group Facilitation
☐ Evidence Based Parenting Programs (i.e., Triple P, Nurturing Parenting, etc.)
☐ Understanding Attachment and Infant Social Emotional Development
☐ Positive Solutions for Families
☐ _____

Resources:
- The California Evidence Based Clearinghouse (Topic Areas: Prevention of Child Abuse and Neglect Primary & Secondary Prevention Programs)
- Zero to Three Social and Emotional Development, Discipline and Limit Setting
- The Child Abuse & Neglect Prevention Board (Punishment vs Discipline and Quality Time)
- Center on the Social and Emotional Foundations of Learning (CSEFEL)
- UW Extension Parent Resource Center
- CDC Essentials for Parenting
- The Power of Connection

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 4: Health and Safety

A. Essential Components of Safe and Healthy Physical Environments
  ➢ Concrete supports, health care, safe physical environment, appropriate supervision, quality child care

B. Essential Components of Safe and Healthy Emotional Environments
  ➢ Mental and behavior health, impact of harsh discipline/domestic violence/ shaming, characteristics of bullying, parents buffer children to prevent toxic stress

C. Child Abuse and Neglect

D. Health Needs
  ➢ Nutrition, physical activity, sleep, mental health, ACEs, signs of domestic violence, signs of AODA

E. Health and Community

Training to Support Knowledge:

☐ Brazelton Touchpoints
☐ Mandated Reporting Training online
☐ Healthy Moms Happy Babies
☐ Adverse Childhood Experiences
☐ Abusive Head Trauma online
☐ Evidence-based Home Visiting Programs
☐ Sentinel Injuries online
☐ Period of Purple Crying online
☐ Stewards of Children
☐ Awareness to Action Policies and Procedures
☐ Sight Development online
☐ Sound Beginnings - Hearing Development online
☐ _____

Resources:
- Adverse Childhood Experiences (ACEs)
- American Academy of Pediatrics (Nutrition, Fitness, Sleep, Emotional Wellness)
- Health.gov (food/nutrition, physical activity, health literacy) USDA My Plate
- Disability Rights Wisconsin & Wisconsin Family Ties
- The National Child Traumatic Stress Network
- 211 or Well Badger Resource Center
- Safe Home Checklist Booklet
- Safe Kids Worldwide Safety Tips
- The Period of Purple Crying
- The Postpartum Stress Center
- Futures without Violence Health Resource Center Safety Cards
- CDC's Social Determinants of Health

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 5: Diversity in Family Systems

A. Specific Needs and Characteristics of Diverse Family Systems
   ➢ Factors that contribute to diversity and complexity of family systems

B. Culturally, Ethnically, and Racially Responsive Services
   ➢ Impact of culture, socioeconomic status, community context, and language on child rearing practices and relationships

C. Effects of Racism and Discrimination on Families and Child Rearing
   ➢ Multi-generational impact of family function, signs of historic trauma, ethnic-racial socialization practices, system and racial barriers

Training to Support Knowledge:

☐ Brazelton Touchpoints
☐ Cultural Humility
☐ Standards of Quality for Family Strengthening & Support
☐ Cultural Connections for Change
☐ Specific Diversity, Equity, Inclusion Training
☐ Bringing the Protective Factors Framework to Life in Your Work
☐ _____
☐ _____
☐ _____

Resources:
- Opening Doors teaching children about LGBTQ+ and Gender Identity
- Wisconsin Family Ties
- National Fatherhood Initiative
- The Child Abuse & Neglect Prevention Board Father Initiative
- How Racism Can Affect Child Development (Center on the Developing Child, Harvard University)
- Talking to Children About Racial Bias
- National Center for Community-Based Child Abuse Prevention (FRIENDS) resources on Culturally Effective Organizations
- Wisconsin First Nations Website
- WI Department of Public Instruction resources on Talking to Students about Race
- Culture and Parenting Handout

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 6: Relationships between Family, School, and Community

A. Community and Societal Contexts of Family
- ➢ Roles of the community in supporting families and strengthening family protective factors

B. Interaction between Family & Community
- ➢ Human interaction in the context of environments systems and their influence

C. Community and Societal Influence on Families
- ➢ Local/state/federal policies impacting families, discriminatory practices and unequal application of laws, social capital

D. Parent and Family Influence on Community and School
- ➢ Families' spiritual and cultural affiliations, impact of trauma on social/community/institution, parental involvement, special education resources

Training to Support Knowledge:

- ☐ Standards of Quality for Family Strengthening & Support
- ☐ Play Group Facilitation
- ☐ Family Support Foundations
- ☐ _____
- ☐ _____
- ☐ _____

Resources:
- Research Local community resources, how to access them and eligibility requirements
- Wisconsin State Legislature
- Research local school district to get involved
- Casey Family Programs' Community Opportunity Map
- Relationship-Based Competencies to Support Family Engagement
- Special Education Resources: WI Department of Public Instruction, WI Statewide Parent-Educator Initiative (WSPEI)

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 7: Family Support and Parenting Education: Principles, Research, Methods, and Approaches

A. Principle for Practice
  - Strengths based/family partnership approach, how protective factors strengthen families, conflict resolution

B. Identifying and Understanding Programming Approaches and Research
  - Distinctions between prevention/early intervention/and treatment, research for parent education programming, matching program to participant need, fidelity, evaluation/outcomes

C. Methods of Implementation
  - Outreach and retention, technology to facilitate services, adult learning and teaching methods, communication and listening, group facilitation, fostering inclusion

Training to Support Knowledge:

- ☐ Evidence Based Parenting Programs (i.e., Triple P, Nurturing Parenting, etc.)
- ☐ The Standards of Quality for Family Strengthening & Support
- ☐ Bringing the Protective Factors Framework to Life in Your Work
- ☐ Family Support Foundations
- ☐ FAN Framework for Engagement and Reflective Practice
- ☐ WI Core Competencies Overview online
- ☐ Evidence Based Home Visitation
- ☐ Motivational Interviewing
- ☐ Play Group Facilitation
- ☐ Lemonade for Life
- ☐ _____

Resources:

- Family Resource Center Best Practice Model
- The California Evidence Based Clearinghouse (Topic Areas: Prevention of Child Abuse and Neglect Primary & Secondary Prevention Programs)
- Framework for Prevention of Child Maltreatment
- Five for Families
- Learning Revolution- Effective Strategies for Teaching Adult Learners
- Social Determinants of Health Resilience Wisconsin and US Department of Health and Human Services
- UW Wisconsin Health Equity Training Modules

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Content Area 8: Professional Practice and Self-care

A. Professional Practice
  ➢ Boundaries, ethics, and legal issues

B. Professional Development
  ➢ Trends in the field, advocacy groups, professional organization affiliation

C. Self-Care
  ➢ Reflective practice, parallel process, stress management, personal safety, secondary/vicarious trauma

Training to Support Knowledge:

☐ Ethics and Boundaries training
☐ FAN Framework for Engagement and Reflective Practice
☐ Family Support Foundations
☐ Healthy Moms Happy Babies
☐ Lemonade for Life
☐ Bringing the Protective Factors Framework to Life in Your Work
☐ _____
☐ _____

Resources:
- Wisconsin Alliance for Infant Mental Health 'Demystifying Reflective Practice'
- Zero to Three Reflective Supervision
- Research various professional organizations that have a focus on family support and/or early childhood to become a member (I.e., NAEYC, Zero to Three, Wisconsin Alliance for Infant Mental Health, etc.)
- Early Childhood Learning & Knowledge Center Ethical Considerations for Home Visiting

Supervisor Note: Review the 'skills and attitudes' sections of each content area or utilize the 'Staff Self-Reflection Tool' for concrete strategies to demonstrate expertise needed

Crosswalk of Training by Competency Area

Direct Service Core Competencies

Training	Child and Lifespan Development	Dynamics of Family Relationships	Guidance & Nurturing-Parenting Skills	Health and Safety	Diversity in Family Systems	Relationships between Family, School, & Community	Family Support & Parent Education	Professional Practice and Self-Care
Brazelton Touchpoints	x	x	x	x	x			
Bringing the Protective Factors Framework to Life in Your Work		x	x		x		x	x
Cultural Humility		x	x		x			
Motivational Interviewing		x					x	
Standards of Quality for Family Strengthening & Support					x	x	x	
Family Support Foundations		x	x			x	x	x
Period of Purple Crying (online)				x				
Sentinel Injury (online)				x				
Mandated Reporter				x				
Stewards of Children	x		x	X				
WI Core Competencies (online)							x	
FAN Framework for Engagement and Reflective Practice							x	x
Parent Leadership			x					
Ethics and Boundaries								x
ASQ/ASQ-SE	x							
Awareness to Action				x				
The Growing Brain	x	x						
The Pyramid Model	x							
Adverse Childhood Experiences	x			x				
Wisconsin Model Early Learning Standards	x							
Positive Solutions for Families	x		x					

Wisconsin Core Competencies for Family Support Professionals

	Child and Lifespan Development	Dynamics of Family Relationships	Guidance & Nurturing-Parenting Skills	Health and Safety	Diversity in Family Systems	Relationships between Family, School, & Community	Family Support & Parent Education	Professional Practice and Self-Care
Play Group Facilitation	x		x			x	x	
Cultural Connections for Change		x			x			
Understanding Attachment and Infant Social Emotional Development	x		x					
Healthy Moms Happy Babies		x		x				
Lemonade for Life		x					x	x
Sight Development				x				
Sound Beginnings: Hearing Development				x				

Wisconsin Core Competencies for Family Support Professionals

Individual Professional Development Tracking Tool

Training Name	Date(s) Attended	Trainer/Agency	Content Area Addressed

Wisconsin Core Competencies for Family Support Professionals

Direct Service and Supervisor Core Competencies – DSSCC Sept. 2022