

Lead the Change



Staff Recruitment and Retention Driver 2 Notes Sheet

Secondary Driver (SD)	Change Ideas (for LIAs)	Notes
During initial and ongoing professional development	Provide mentoring / coaching / leadership program for all staff – including tailored opportunities for new staff, professionals of color, and seasoned staff	
	Offer in person and online workshops, conferences, and professional development courses that align with professional goals	
	Home visitors serve as program representatives at advisory board, leadership, or partner meetings	
	Train all staff in the following: cultural competence, implicit bias, trauma-informed practice, courageous conversations on equity and oppression, and psychological safety	

Lead the Change



At reflective supervision (supervisors & home visitors)	Provide reflective supervision training and mentoring for home visiting supervisors	
	Schedule consistent reflective supervision for all staff (home visitors, supervisors, program leads) with shared agenda setting	
	Do routine assessment of professional goals, growth area, and stretch goals at least annually	