For each item assess your level of knowledge and skill using the scales provided. Use this self-assessment to help in setting goals for professional development in the NFP Model. This form is not entered online.

I. Application and Individualization of NFP Visit-to-Visit Guidelines

1. Nurse home visitor assesses and plans interventions across all six domains of functioning.

   Knowledge:
   - Personal Health (health maintenance practices, nutrition and exercise, substance use, mental health functioning)
   - Maternal Role (mothering role, physical care, behavioral and emotional care)
   - Environmental Health (Home, Work, School and Neighborhood)
   - Family and Friends (Personal network relationships, assistance with childcare)
   - Life Course Development (Family Planning, Education and Livelihood)
   - Health and Human Services (Service utilization)

   Skills:
   - Assessment of clients' needs and motivations.
   - Collaboration with clients to develop plans.

2. Nurse home visitor implements and evaluates interventions across all six domains of functioning.

   Knowledge:
   - Personal Health (health maintenance practices, nutrition and exercise, substance use, mental health functioning)
   - Maternal Role (mothering role, physical care, behavioral and emotional care)
   - Environmental Health (Home, Work, School and Neighborhood)
   - Family and Friends (Personal network relationships, assistance with childcare)
   - Life Course Development (Family Planning, Education and Livelihood)
   - Health and Human Services (Service utilization)
3. Nurse home visitor adapts visit guidelines to needs of individual families.

Knowledge:  
- **NFP Visit-to-Visit Guidelines.**  
  - Pregnancy  
  - Infant  
  - Toddler  
- Understands factors that impact client needs:  
  - Literacy level  
  - Developmental stages  
  - Culture  
  - Learning style

Skills:  
- Assessment of client needs.  
- Adaptation of **NFP Visit-to-Visit Guidelines** based on literacy level, developmental stages, culture, and learning style

II. Application of Theories and Principles

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4. Nurse home visitor applies theories and principles integral to implementation of NFP model.

Knowledge:  
- Attachment theory  
- Self-efficacy theory  
- Human Ecology theory  
- Principles of Motivational Interviewing  
- Client–Centered Principles.

Skills:  
- Integrates theories and principles into practice
5. Nurse home visitor utilizes Motivational Interviewing (MI) techniques to engage clients when discussing behavior change.

**Attitude:**
- Spirit of MI (open to client, respectful, collaborative, evocative, honoring client autonomy)

**Knowledge:**
- Spirit of MI (respectful, collaborative, evocative, honoring client autonomy)
- Principles and strategies of MI (Principles: resisting the righting reflex, understanding client’s motivations, listening to client, empowering client. Strategies: Guiding, asking, listening, informing)

**Skills:**
- Demonstrate the spirit of MI. (collaborative, evocative, honoring client autonomy)
- Apply principles and strategies of MI to facilitate behavior change (Principles: resisting the righting reflex, understanding client’s motivations, listening to client, empowering client. Strategies: Guiding, asking, listening, informing)

6. Nurse home visitor uses strategies that support clients in setting and achieving goals.

**Knowledge:**
- SMART goal setting strategies (specific, measureable, achievable, realistic, tangible)

**Skills:**
- Uses client centered principles.
- Uses facilitators and visit guidelines (e.g. goals packet)
- Acknowledges, affirms and celebrates small steps and milestones achieved by client.

### III. Therapeutic Relationships

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7. Establishes therapeutic relationships with clients.

**Knowledge:** (Reference: Ontario Standard for Therapeutic Nursing)
- Phases of the therapeutic relationship.
- Strategies for engaging and maintaining therapeutic relationships with clients

**Skills:**
- Application of therapeutic strategies for engaging and maintaining relationships with clients
8. Establishes and maintains therapeutic boundaries.

**Knowledge:**
- Therapeutic boundaries.
- Boundary crossings.

**Skills:**
- Uses effective strategies to engage clients in initial discussion of boundaries and on-going as needed.

9. Demonstrates therapeutic qualities/characteristics (dependability, empathy, trust, respect, professional intimacy and power.)

**Knowledge:**
- Therapeutic qualities: dependability, empathy, trust, respect, professional intimacy and power.

**Skills:**
- Demonstration of therapeutic qualities: dependability, empathy, trust, respect, professional intimacy and power.

### IV. Referrals and Community Engagement

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10. Actively assists clients to identify appropriate community resources to address their needs and goals.

**Knowledge:**
- Community resources: types, populations served, application process, quality of services provided, barriers, etc.

**Skills:**
- Identification of community services that match clients’ needs.

11. Assists client in building self-advocacy skills in the community.

**Knowledge:**
- Principles of self advocacy
- Strategies for teaching clients self-advocacy (re: role playing)
Skills:
- Teaches clients self-advocacy
- Works with client to create a plan leading to self-efficacy.

12. Builds and maintains relationships with community partners, referring parties, colleagues inside and outside agencies.

Knowledge:
- Communication skills for engaging community partners, referring parties, colleagues inside and outside agencies.
- Local community within the area that the agency serves clients.

Skills:
- Communication skills.
- Community engagement skills.
- Representing the NFP model in the community.

V. Cultural Awareness

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13. Nurse home visitor seeks to understand the impact of culture, values and beliefs on the client’s perspective, expectations, behaviors and decisions.

Attitude:
- Openness to new ideas.
- Interest in understanding clients
- Respective for the client, their culture, values and beliefs.

Knowledge:
- Principles of cross cultural communication.
- Awareness of own culture, values and beliefs.

Skills:
- Demonstration of cross cultural communication
- Ability to create an open space for sharing.

14. Nurse home visitor adapts practice to client’s culture, values and beliefs.

Attitude:
- Openness, respect, flexibility.
Knowledge:
- NFP facilitators, guidelines and nursing interventions.
- Specific needs of clients related to culture, values and beliefs.

Skills:
- Demonstrates openness to clients’ culture, values and beliefs.
- Uses clinical judgment in adapting NFP visit facilitators, guidelines and nursing interventions.

VI. Self-Reflection

15. Actively engages in regular supervision and follow up.

Attitude:
- Motivation to grow professionally.
- Open to feedback.

Knowledge:
- Model elements and NFP program requirements for 1-1 supervision and joint visits.

Skills:
- Comes to supervision meetings prepared to present client cases and to engage in reflection.
- Remains fully present during supervision.
- Completes activities agreed upon during supervision.

16. Uses self-assessment and reflection to determine areas of strength and opportunities for growth.

Knowledge:
- Self awareness
- Reflective practice

Skills:
- Reflective practice
- Self assessment
- Identify priorities in professional development
### VII. Collaborative Practice

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17. Contributes to the team in an open and supportive manner.

**Knowledge:**
- Team dynamics.
- Communication skills.

**Skills:**
- Engage with team members in order to get to know them.
- Share work load, expertise, support others.

18. Demonstrates a clear understanding of the vision and goals of the NFP program and communicates this understanding through words and actions to support team members in implementing the NFP model.

**Knowledge:**
- Vision and goals of NFP

**Skills:**
- Elevates the NFP vision and goals above personal and political agendas.
- Demonstrates leadership by helping team members focus on the vision and goals of the NFP model.

### VIII. Practice Improvement

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19. Uses data to improve individual practice and overall program outcomes.

**Attitude:**
- Uses data consistently to help inform practice
Knowledge: 
- Understand how the data collected in the RCT’s informs current NFP practice.
- Relationship between the data collected and program outcomes.
- Understand how data reflects practice and can be used for program improvement

Skills: 
- Data interpretation
- Planning and follow up

20. Practices with fidelity to the NFP model.

Knowledge: 
- Model Elements
- Understands the importance of fidelity to the implementation of an evidence-based model.

Skills: 
- Practices in fidelity to the NFP model.
- Uses clinical judgment and collaboration with supervisor to address any situations where fidelity might be compromised.

XI. Work Habits/Organization/Documentation

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21. Completes documentation in a timely and accurate manner.

Knowledge: 
- Completion of NFP forms
- Agency specific guidelines for documentation.
- Deadlines for form and document completion.

Skills: 
- Accuracy
- Timeliness

22. Communicates with supervisor to establish priorities and manages time to fulfill responsibilities.

Knowledge: 
- Required tasks
- Time required to complete tasks
23. Practices self-care to maintain physical and emotional well-being.

**Knowledge:**
- Self-awareness of needs
- Self care practices that meet individual needs

**Skills:**
- Communication of needs in a respectful and timely manner
- Ability to request help