

# PROFESSIONAL DEVELOPMENT PROGRAM REPORT 2022

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# INTRODUCTION

## MOTHERS MATTER CENTRE

The Mothers Matter Centre (MMC) is the proud home of two evidence-based programs: Home Instruction for Parents of Preschool Youngsters (HIPPO) and the Supporting Mothers And Raising Toddlers (SMART). Both programs are delivered in their own home to support vulnerable and isolated mothers in their critical role as their child's first and most important teacher.

## HOME VISITORS

Unlike traditional interventions by social workers and other professionals, the MMC trains mothers, graduates of the program, as Home Visitors (HVs), to help other mothers in their own homes. Home Visitors come from the same communities as those they are supporting. They serve as role models, and their most important credential is empathy.

## PROFESSIONAL DEVELOPMENT

The Mothers Matter Centre (MMC) offers Home Visitors across Canada an opportunity to work and learn over the term(s) of their employment to help them grow in areas that will make them more effective in their roles. This approach is also structured to support Home Visitors to transition successfully out of the HIPPO program and find other employment that is satisfying and sustaining.

## PARTNER AND FUNDER

Through a strategic partnership with Red River College (RRC) Polytechnic and with funding from Immigration, Refugee, and Citizenship Canada (IRCC), the MMC has designed a structured, participatory, and accredited Professional Development Program (PD).

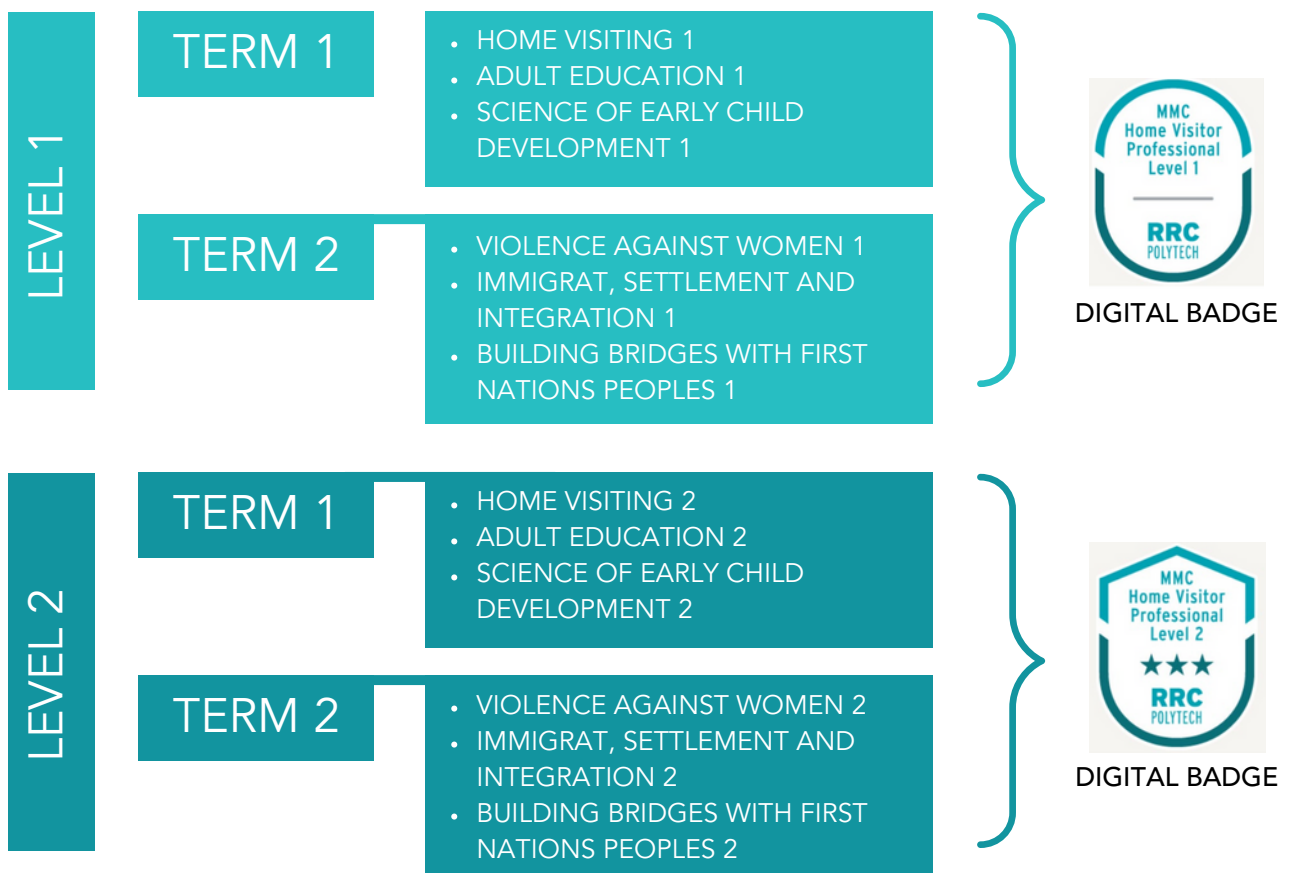


# HOME VISITOR CORE PROFESSIONAL DEVELOPMENT PROGRAM

## DESCRIPTION

The MMC and RRC Polytechnic have developed a credited Professional Development Program that is offered, free of charge, to Home Visitors. Upon completion of TWO terms of level 1, Home Visitors receive their first micro-credential in the form of a Digital Badge that can be posted on social media, added to a resume, or provided to post-secondary institutions. Home Visitors will receive a second Digital Badge upon completion of TWO terms of Level 2. Home Visitors who complete only 1 term will receive a certificate from the Mothers Matter Centre, but it is not accredited.

## HOME VISITOR PROFESSIONAL MICRO-CREDENTIAL



# NEW FEATURES

## CONNECTING ACROSS PROVINCES



Home Visitors are placed in a cohort that stays the same through the duration of the term. They get well acquainted with each other during the course of the term and have the opportunity to discuss in break out rooms, support each other, and share lived experience and best practices during the sessions. As a result of the cohort model and the break out rooms, Home Visitors report feeling more connected each other and having a sense of community despite the many miles between them.

"I really love that we have a lot of discussions together and I can learn from other Home Visitors and meanwhile, I feel more bonded with others, not that much isolated. Because of COVID, we always work distance, but in here, I feel like we are a small community. Most of us are seeing each other every week. I feel like we're so familiar with each other and become good friends. For me it's definitely worth my time and effort not only learning the knowledge, and also connecting with others."

**45**  
STUDENTS

**3**  
COHORTS

## EXPERT INSTRUCTORS



Each topic in the new Professional Development Program was delivered by a different instructor who was an expert in the field. Instructors not only brought their knowledge and experience to the sessions, but they were able to convey the knowledge in a professional and effective format. The diversity of the instructors also exposed learners to different teaching styles and demonstration of learning formats which is essential to their educational growth.

"Jennifer, [the Building Bridges with First Nations Peoples instructor], was so good. Her voice is really soft, but we feel like she make a really strong voice she make a deep heat in our heart."

"I can say I am a better HV because of [LaDonna, the Adult Education instructor]. She was a role model for us. How to be organized, how to start on time, how she introduced for us each topic. It's amazing."

**6**  
INSTRUCTORS

**42**  
HOURS OF  
INSTRUCTION

## USER-FRIENDLY LMS



All the content for the Professional Development Program (PD) was redeveloped by subject matter experts, and organized and uploaded by a Program Design team consisting of staff from the Mothers Matter Centre and Red River College Polytechnic. Instructors use the LMS to share class content and resources, and collect demonstrations of learning from the students. Each student receives a Red River College student account when registering for the PD and they become RRC students for life.

"I went through all the content [on the LMS]. Another thing that I thought was really good was that we can download the information. So for example, for Violence Against Women, I took some of that content and I was able to bring it so I can have them with me and show them to my parents if they need something."

"What I like the most about the program is that it's organized and what I liked even more is that I can review the materials again if I miss something."



### FAVORITE LEARNING MOMENTS:

Home Visitor Boundaries and Safety Protocol

Different Learning Styles of Adults

The importance of play to child development

Identifying the signs of Violence Against Women

Settlement resources for newcomers

Understanding the history of First Nations Peoples in Canada

## HIGH QUALITY CONTENT



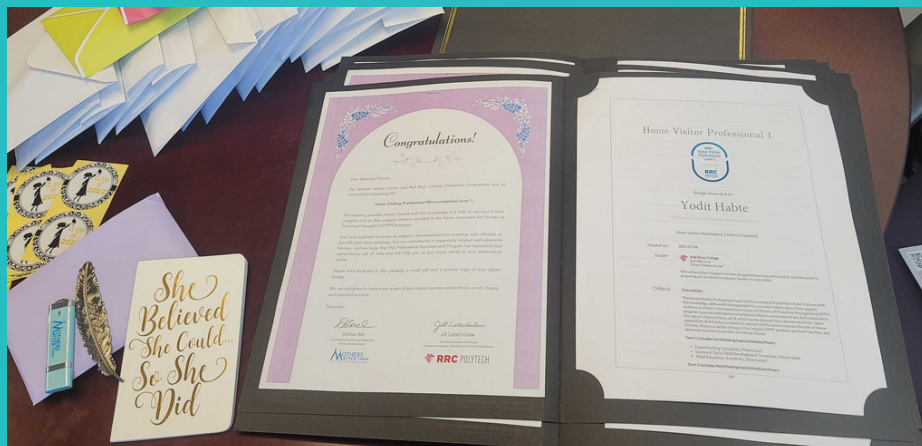
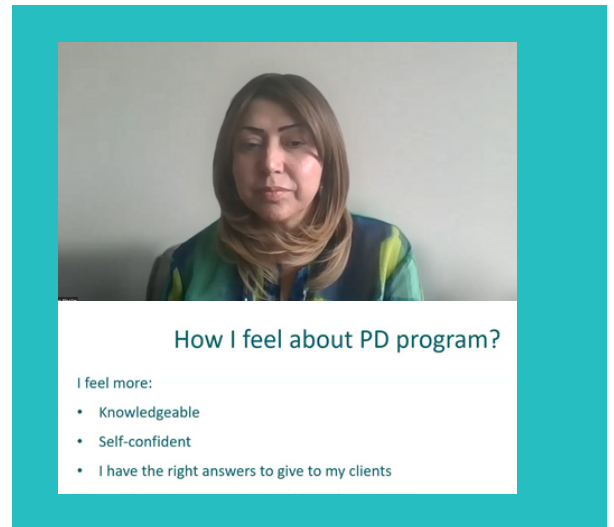
Each topics' modules were developed by Subject Matter Experts who brought their extensive knowledge of the field and, with the help of MMC staff, ensured that the content is in simple language, relevant to Home Visitors needs, and that Demonstrations of Learning are done within class time and in a format that is accessible to all Home Visitors.

"I learned a lot about three things: About Play - I didn't know play was a right. I thought it was a thing you can rush through. The second thing is positive guidance - How to guide children appropriately. A child is like you. You're embarking on a new journey, and you don't know what's on this journey, right? You need someone to guide you through. And thirdly about Adult Learning, how adults can learn - we have different styles of learning which is going to really help me when I'm doing role play with the parents."

"I will be a better HV because after learning this training I can make more connections with my HIPPY moms and kids because I understand them more and I am knowledgeable to answer their questions and help them more."

# GRADUATION

At the end of the year, a graduation ceremony is organized to celebrate the success of Home Visitors who participated in the Core Professional Development Program. A graduation package is also mailed to graduates which contains a physical copy of their digital badge, a congratulations letter, and a small gift to recognize their hard work.





Special thanks to our  
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Social Purpose Organizations delivering the HIPPIY Program  
and HIPPIY Coordinators and Home Visitors

We couldn't have done it without you!

