

## DC Home Visiting Council: 2024-2026 Strategic Plan

The 2024-2026 Strategic Plan contains five components, including the Values, Vision, Mission, Theory of Change, and Goals of the Home Visiting Council. Together, these components represent an agreement between the members of the Home Visiting Council on both the overarching and specific goals of our work, the beliefs and principles we bring into the work, and an outline of how we will achieve these goals.

### Values

*Our Values are the principles that we believe and chose to guide our work.*

- We believe in a strengths-based approach that honors the knowledge and skills of the communities we work alongside.
- We commit to center easing the burden on families navigating institutional barriers such as sexism, discrimination, capitalism, racism, immigration status, etc., and their intersections in our efforts to support DC's early childhood system.
- We commit to developing a home-visiting workforce that is competent, well-supported, fairly compensated, and reflects the diversity of the communities we work alongside.
- We commit to support home visiting programs in being accessible; in language, location, ability, and more.
- We commit to holding the HV Council and our partners accountable to address the traumatic experiences that healthcare, non-profits, advocates, and governmental services have inflicted on Black and brown communities marginalized by racism.
- We commit to developing ethical standards of engagement, based on equity, inclusion and belonging, with partners, and funders.

### Vision

*Our Vision is our purpose and the overarching goal that we work towards.*

All families in the District of Columbia have full access to equitable and responsive systems that facilitate quality education, safety and stability, and the resources they need to flourish in their communities.

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## Mission

*Our Mission describes the work we do and the specific purpose we serve.*

The Home Visiting Council convenes, mobilizes, and informs DC families and early childhood stakeholders to strengthen home visiting programs and systems to support the needs and outcomes of families with expectant parents or young children.

## Goals

*Our Goals are the specific projects and accomplishments we hope to achieve to create the outcomes and impacts we desire.*

- Promote highly skilled, culturally congruent or resonant, home visitors to increase the capacity of the workforce to deliver home visiting services to the diverse communities served in our area to be able to meet their specific needs with appropriate adaptations to address the changing landscape.
- Promote home visiting as a sustainable family support strategy within the District
- Ensure development, implementation, and evaluation of a District-wide coordinated, centralized intake and referral system for home visiting.
- Use data and storytelling to understand, support, and demonstrate the impact of home visiting.
- Deepen the Home Visiting Council's pursuit of racial justice by strengthening the equity of internal practices, advancing systems changes that address structural inequities, and supporting the capacity of home visitors to fortify and build trust with the diverse communities in the District.
- Self-govern the Home Visiting Council sustainably and impactfully.



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## Theory of Change

*Our Theory of Change describes the process of our work and how we will create the desired impacts.*

Expectant parents and families with young children across the District have a desire to care for their children and support their development. With extra support during strenuous periods, all families can prosper in a safe and secure environment. Many families are also further burdened by external factors such as economic, environmental, health, social, and racial injustices.

Home visiting supports pregnant parents and families with new babies and young children to receive the care and education they need to meet their highest potential. Home visitors guide parents and caretakers to address their challenges so that they are better able to meet their goals and do the important work of educating and caring for their young children.

In partnership with parents and families, home visiting uses evidence-based strategies to improve parent-child attachment, child school readiness, health care utilization, family health outcomes, address challenges that affect parenting capacity, identify and support children with developmental concerns, and reduce child abuse and neglect.

The Home Visiting Council is committed to supporting home visiting programs to provide families with the resources, access, information, and autonomy to navigate DC's early childhood system and the services they need to flourish in their diverse communities by addressing the systemic needs of DC home visiting programs, their staff, and the families they support.

The Home Visiting Council convenes maternal and early childhood stakeholders to develop inclusive and equitable support for home visiting programs, identify and advocate for systems improvements and sustainable investment in home visiting, lead the development of quality referral pathways to home visiting, disseminate quantitative and qualitative home visiting data, and increase understanding and recognition of the profession's impact across the District.