

## **REQUEST FOR BOARD ACTION**

### **HENDERSON COUNTY BOARD OF COMMISSIONERS**

**MEETING DATE:** August 18, 2021

**SUBJECT:** Health Department – Request for Family Connects Program Project Position

**PRESENTER:** Steve Smith, Health Director

**ATTACHMENTS:** Yes  
1. Family Connects Position Description: Nurse

#### **SUMMARY OF REQUEST:**

The Henderson County Department of Public Health, in conjunction with Smart Start Partnership for Children, will be implementing the Family Connects program. This program is a community-based, public health-oriented intervention designed to promote infant and parent well-being and avert negative outcomes, such as child maltreatment. Family Connects provides support for parents caring for newborn babies and is available to all families with a new baby born in Henderson County. The attachment provides some additional information about the program and the position. Despite the title of home visiting nurse, the initial interactions will be virtual based on guidance from Duke University.

The request is for one (1) public health nurse position (Public Health Nurse II classification) that would be deemed a project position. The cost of this position would be covered by the Family Connects grant. No local appropriations are required.

The positions have been discussed with the Human Resources Department.

#### **BOARD ACTION REQUESTED:**

The Board is requested to approve the addition of one (1) public health nurse project position for the Family Connects program.

#### **Suggested Motion:**

*I move the Board approve the addition of one (1) public health nurse project position for the Family Connects program.*

## Sample Position Description: Home Visiting Nurse

### **Background:**

The Family Connects model is an evidence-based and successfully demonstrated program that connects parents of newborns to the community resources they need through postpartum nurse home visits. The model was developed in 2008 through a partnership with Duke University, the Center for Child & Family Health (CCFH), and the Durham County Health Department.

As a community-based program, Family Connects supports new parents in caring for their newborn(s), offers physical assessments of the mother and the baby, addresses questions about caring for the newborn(s), identifies parents' needs, and helps to identify community services or resources that can meet those needs. In addition, through this connection to resources, Family Connects helps to identify gaps in critical community-wide resources with the goal of working toward increasing needed services locally.

### **Position Summary:**

A Family Connects home visiting nurse provides home visiting to all families with newborns in the determined catchment area. The goal is to support and assess family needs in 12 domains of physical and psychosocial well-being and facilitate referrals and connections to community agencies to support families in these areas. The home visiting nurse will work in a team environment of clinical and non-clinical staff in order to schedule, visit, and support families in the community using the evidence-based Family Connects home visiting protocol. Ability to communicate effectively with others is essential. Experience in maternal/child health, home visiting, lactation education, and fluency in Spanish desired.

### **Essential Job Functions:**

1. Follow the Family Connects home-visiting protocol. Keep records of client observations and activities as required. Document information for family assessments and program evaluation. Record information in real time via in home use of computerized record system.
2. Follow the Family Connects scheduling protocol. Visit target area hospitals as needed to schedule home visits for new mothers.
3. Provide a health and physical assessment of mother and baby in the home to determine well-being.
4. Assess family needs in 12 domains of physical and psychosocial well being, including depression, substance abuse, and domestic violence. Exercise clinical skills in appraising situations and making decisions.
5. Establish a trusting relationship with families during in-home visits and engage the family to establish a family support plan with goals, objectives, and activities that address family strengths and needs.
6. Work with team to ensure appropriate referrals and connections to community resources as needed. Work in a team to assist parents in making and attending appointments for doctors, social service agencies, etc. Act as a liaison between families and other community agencies, serving as family advocate as required.
7. Apply working knowledge of parent-child interaction, child-maternal health, child development, and child abuse/neglect to help families improve parenting skills, increase parenting supports, reduce stress, and address needs of parents; assist in creating a health plan for entire family.
8. Maintain eight open visit slots and conduct and document at least six home visits per week. Respond to client needs through flexible scheduling of home visits, including occasional home visits during evening or weekend hours.
9. Apply effective time-management skills, organization, and multitasking skills. Documentation should be completed in compliance with state guidelines, ideally within 24 hours of the encounter.

10. Work cooperatively as an active member of the Family Connects team by attending weekly team meetings, clinical supervision, staff meetings, and other meetings as required. Support and encourage development of other staff and of the Family Connects program.

**Minimum Requirements:**

1. B.S. degree in nursing with current RN license, or B.A. degree in another field with current RN license, or A.S. degree in nursing with state-level RN, and at least one year of relevant nursing experience.
2. Must have and maintain current or compact licensure in the state of North Carolina.
3. Must maintain current CPR certification.
4. Must have a valid driver's license and an automobile for use in making home visits.
5. Ability to work in a team with clinical and non-clinical staff.
6. Ability to work with culturally diverse populations.
7. Ability to move or lift at least fifty pounds.
8. Ability to work with nurse supervisor to implement a practice improvement and clinical development plans.
9. Ability to work on weekends, as required
10. Proficient and comfortable using laptops as part of in-home assessment and intervention.
11. Preferred skills include (a) Spanish language proficiency, (b) clinical experience related to domestic violence, substance abuse and/or depression, (c) one or more years of experience in child/maternal health, social work, or other related field, and (e) Certified Lactation Educator or Consultant.