

BS B.2 Role of Bright Start Nurse Home Visitor

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The nurse home visitor will provide direct care nursing services to women, families, and children. The nurse home visitor will maintain the highest standards in clinical nursing practice and adhere to Bright Start policies. The nurse home visitor reports to the nurse team lead for programmatic issues and the nurse manager (DOH staff) or agency manager (partner agencies) for personnel issues.

Essential Job Functions:

- Provide home visits to women and their families eligible for Bright Start
- Adhere to the nursing process, the NFP model, and Bright Start program curriculum and policies
- Support the required client caseload. The Bright Start program defines the caseload of a full-time nurse home visitor as 25 or more active families.
- Travel to visit families in homes or other locations in local communities
- Work with culturally and socioeconomically diverse populations

Administrative:

- Support policies, procedures, visit guidelines, and standards of Bright Start and the Office of Child and Family Services/Partner agencies
- Participate in the local Community Advisory Board as requested
- Promote public awareness of Bright Start
- Develop and maintain community relationships to support client referrals

Clinical:

- Complete all required NFP initial education and the Bright Start orientation plan
- Develop therapeutic relationships, use concepts of reflection and motivational interviewing with women and their families
- Carry out activities per the NFP model and Bright Start curriculum guidelines
- Follow nursing process
- Assess the physical health, mental health, and social determinants of health of women and their families
- Assist women and their families in setting goals
- Provide education, support, and referral resources in assisting women and their families to attain their goals
- Consult and collaborate with other professionals involved in providing services to women and families
- Formulate nursing diagnosis based on nursing assessment and client goals
- Evaluate client progress toward goals and desired program outcomes. Plan home visits in accordance with client goals and desired outcomes.
- Actively engage in professional development to meet program competency requirements
- Meet with nurse team lead weekly for reflective supervision
- Use reflective practice in supervisory sessions
- Schedule joint home visits with nurse team lead per required schedule

BS B.2 Role of Bright Start Nurse Home Visitor (continued)

- Assist with the onboarding and mentoring of new and prospective nurse home visitors, including bringing team members with on shadow visits
- Attend and participate in team meetings and case conferences
- Enter or provide data collection forms to support staff for timely and accurate input into the web-based data system
- Participate in review of data reports for successes and areas for improvement
- Participate in Continuous Quality Improvement (CQI) efforts
- Document per agency standards. Refer to Bright Start policy section E: Data Collection and Documentation for more information.
- Perform related duties as assigned or required by agency

Team Support:

- Understand, support, and coach co-workers and community partners in Bright Start vision and the NFP model
- Positively represent the Bright Start program to clients, co-workers, and public/private community agencies and providers.
- Assist in creating a positive work environment that promotes productivity, mentoring, teamwork, and cooperation
- Elicit and consider differing viewpoints when working through issues
- Recognize the accomplishments of team members

Communication:

- Maintain clear, effective, and honest communication with clients, co-workers, and community agencies
- Create, maintain, and support a safe environment for open discussion
- Maintain confidentiality of clients, families, and co-workers
- Be open and responsive to feedback
- Provide a monthly report of activities to the team lead, Nurse manager and contract agency lead by the 5th of each month

Professional Development:

- Complete trainings as required by the employing agency, Nurse Family Partnership, and Bright Start program management
- Accurately assess own learning needs and develops strategies to meet them.
- Access distance learning opportunities as encouraged and required by program leadership
- Stay informed of current health care developments to provide safe, high quality nurse home visiting services
- Set goals and record progress during the annual performance review or other applicable agency personnel tool