**Title: Leading with Fidelity – Essentials for HIPPY Success**

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| **Training Plan as a HIPPY Professional Learning Community (PLC)** |

**Audience**

* Executive Directors at Local Partnerships (strongly recommended attendance)
* HIPPY Supervisors (mandatory attendance)

**Strategic Implementation and Oversight**

Using the HIPPY MGRA (Model, Guide, Reflect, Apply) as a framework, training for Executive Directors at Local Partnerships and Supervisors will focus on strategic implementation and oversight, ensuring model fidelity while supporting high-quality delivery.

**Training Objective:**

To equip Executive Directors and HIPPY Supervisors with the knowledge, tools, and leadership strategies necessary to effectively support, manage, and sustain a high-quality HIPPY program at the local level.

* **3 Regional PLC’s** to promote collaboration between regional Executive Directors and their program supervisors
* **Leadership Coaching Sessions** (monthly check-ins and regional visits)
* **Additional training dates will be added for January implementation**

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| **Module** | **Time** | **Date** | **Location** |
| 1. MODEL (Understanding the HIPPY Framework) | 2 days at 9:30 – 3:30 | October 6 – 7, 2025 | SC First Steps State Office |
| 2. GUIDE (Operational Leadership and Oversight) | 1 day at 9:30 – 3:30 | November 5, 2025 | SC First Steps State Office |
| 3. REFLECT (Identifying Strengths and Challenges) | 1 day at 9:30 – 3:30 | December 3, 2025 | SC First Steps State Office |
| 4. APPLY (Action Planning for Success) | 1 day at 9:30 – 3:30 | January 4, 2026 | SC First Steps State Office |

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| **Training Plan as a HIPPY Home Visitor** |

**15 hours** of training related to job responsibilities annually are required by HIPPY US. SC First Steps ensures all Home Visitors will receive a comprehensive pre-service orientation and all other additional training related to job responsibilities.

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| **Home Visitor Training** | **Hours** | **Timeline** |
| Preservice | 3 | October – Cohort 1  January – Cohort 2 |
| Parent Orientation | 1 | October – Cohort 1  January – Cohort 2 |
| Goal Planning | 1 | October – Cohort 1  January – Cohort 2 |
| ASQ 3 | 3 | TBA |
| ASQ SE 2 | 2 | TBA |
| Group Meetings | 1 | November – Cohort 1  February – Cohort 2 |
| Referrals and Connections | 1 | November – Cohort 1  February – Cohort 2 |
| Domains of Learning | 2 | December – Cohort 1  March – Cohort 2  April - All |
| Health and Wellness | 2 | May - All |
| Total | 16 |  |

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| **Home Visiting Service Plan with HIPPY Families** |

HIPPY’s mission is to help parents prepare their children for success in school and beyond. The model supports parents as their children’s first teacher by providing them the tools, skills, and confidence to teach their young children in the home. The HIPPY model is:

* A developmentally appropriate curriculum with role play as the method of teaching
* Staffed by home visitors from the community
* Supervised by a professional coordinator
* A home visiting program with interspersed group meetings

The HIPPY model allows for participation from parents who might otherwise not get involved with their children’s education. Although HIPPY is for any parent who wants educational enrichment for their child, the model is designed to remove barriers to participation due to participation due to lack of education, poverty, social isolation, and other issues. In South Carolina, HIPPY is offered to families of 3- and 4-year-old children.

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| **Hiring HV Timeline** | **Training HV Timeline** | **Home Visiting Timeline** |
| September – October | October | October – November 2025 |
| November – January | December - January | January 2026 |