

Credentialed Parenting Resource Associate Competency List

1. The Purpose of Parenting Education

Credentialed Resource Associates:

- A. Understand and advocate the need for parenting education programs
- B. Understand current issues that impact parenting and family life and how rapidly evolving social standards and ongoing research affect parenting
- C. Acknowledge that each parent is the expert on their own child and family
- D. Understand that how individuals were parented influences how they parent their own children and how they think about parenting

Human Growth and Development

2. Child and Lifespan Development

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. Child development
 - i. Basic ages and stages of development from prenatal through adolescence
 - ii. Typical ranges of development and when intervention may be needed
 - iii. Importance of and tools for tracking development
- B. Adult development
 - i. Adult development throughout the lifespan – adult behavior, growth and development
 - ii. Adult life skills: literacy, job skills, relationship skills
- C. Sensitivity to children’s needs and challenges related to their emotional, cognitive and physical development
- D. Sensitivity to adult needs and challenges related to their emotional, cognitive and physical development

3. Social and Emotional Development

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. That how a person feels about themselves, the people in their life, and the environment in which they live, impacts them and their family (in both positive and negative ways)
- B. That behavior is an important indicator of social/emotional wellness and maturity (in both positive and negative ways)
- C. The need to develop emotional awareness, self-regulation and healthy boundaries and the importance of balance and self care for parents
- D. Skills to nurture their child’s social-emotional development
 - i. Awareness of how emotions influence learning objectives (cognitive, affective, psychomotor)
 - ii. Ability to promote/advocate awareness of body language and tone of voice
 - iii. Understanding the essential nature of self-esteem and how to foster it in another
 - iv. Ability to affect secure caregiver-child bonds and attachment
 - v. Ability to read non-verbal cues

- E. The impact of Adverse Childhood Experiences (ACEs) on parenting, awareness of potential triggers, and when to seek help
- F. Signs and symptoms of common forms of depression and potential impacts of emotional distress of the primary caregiver on the developing child

4. Health and Safety

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. Information and local resources on staying healthy and dealing with illness in both adult and child.
 - i. Physical Health - access to wellness care, insurance, healthy lifestyle
 - ii. Mental Health - especially maternal depression
- B. Information regarding newborn health and safety: shaken baby, safe sleeping, infant feeding, car safety and infant emergency care
- C. Signs and symptoms of domestic violence and awareness of the detrimental effects on children of any interpersonal violence.
- D. Essential components of safe and healthy indoor and outdoor physical environments.
- E. Definitions and signs of child abuse and neglect and appropriate responses to disclosure including procedures for reporting child abuse and neglect.
 - i. Physical abuse
 - ii. Emotional/psychological abuse
 - iii. Sexual abuse
 - iv. Neglect

Parent, Child, Family and Community Relationships

5. Parent Development and Family Systems

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. How circumstances, culture, and society impact relationships within families and with children.
- B. How the ways in which family members communicate and relate to each other affects each individual within the family
- C. About parental roles: Provider, Protector, Nurturer, Guide, Teacher, Play Partner and Advocate
- D. About the importance of fathers and their influence for the healthy growth and development of children

6. Nurturing Discipline

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. Nurturing discipline techniques
 - i. Appropriate levels of supervision and interaction for children of different ages
 - ii. A variety of positive discipline skills
 - iii. The difference between discipline and punishment
 - iv. Pitfalls of rewards and punishment
 - v. Using appropriate consequences
- B. Parenting styles
- C. Importance of and tools for adult self-control

7. Community Systems and Resources

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. The community, financial, and human resources available to support families
- B. How to identify and access available resources to meet family needs
- C. How building Protective Factors in a community provides support for all families
- D. About parental roles in child care and educational relationships
 - i. Identifying quality child care
 - ii. Building relationships with child care providers and teachers
 - iii. Advocating for children in a child care or educational setting

8. Technology and Media

Credentialed Resource Associates will have the knowledge and ability to identify concerns about and resources for:

- A. Current research regarding the impact of various media on child development including:
 - i. Impact on physical and social-emotional wellbeing, as well as the brain, language, and gender
 - ii. Impact on specific ages
- B. Various media forms and how family members interact with media and with each other around media in both positive and negative ways:
 - i. Positive: keeping up with current events; using media for relaxation or enjoyment; learning new information; other
 - ii. Negative: media influences/establishes social norms; use of media to harm, coerce, or stigmatize others; media's role in the creation/promotion of a consumer culture; media tends to foster/create stereotypes regarding gender, ethnicity/race, age, sexual orientation, etc.
- C. How to draft a media management plan for their children, keeping in mind:
 - i. Appropriate time and content limits for various ages
 - ii. Results of over-exposure/saturation (TV, movies, games, movies, advertising, print, and internet social media)
 - iii. Parental monitoring importance and resources

Parenting Education Practice

9. Strengths-based Communication

Credentialed Resource Associates will have the knowledge and ability to:

- A. Build empathy with others
- B. Create a listening atmosphere using tools such as clarifying questions and reflective listening
- C. Say what they mean clearly and respectfully using tools such as "I-statements"
- D. Use non-verbal communication messages, both sending and receiving
- E. Use tools to diffuse blame and criticism
- F. Confront people constructively when appropriate
- G. Build and keep trust with families

- H. Respect confidentiality, understanding how to keep information confidential and the circumstances that indicate a need to break confidentiality

10. Working with Diversity

Credentialed Resource Associates will have the knowledge and ability to:

- A. Understand and respect diversity including family, or individual differences and how lived experiences influence family structure, beliefs, values, rituals and traditions. Credentialed Resource Associates will:
 - i. Commit to ongoing expansion of an understanding of self and others using reflection and empathy skills
 - ii. Communicate respectfully and effectively with diverse participants
- B. Understand the myths and stereotypes related to the following issues and advocate for change:
 - i. Poverty and socioeconomic status
 - ii. Race and ethnicity
 - iii. Country of origin and/or citizenship status
 - iv. Family structure
- C. Be aware of how real and perceived power differences affect everyone. Credentialed Resource Associates will:
 - i. Understand that workers have power to withhold or grant services
 - ii. Advocate with and for families to access services and supports as appropriate
- D. Be aware of how lived experiences impact parent-child interactions
 - i. Ability to guide parents in reflecting on the origin of their parenting beliefs
 - ii. Ability to assist families to understand societal and legal expectations related to child rearing

11. Relationship Building with Families

Credentialed Resource Associates will:

- A. See strength and resilience regardless of perceptions and personal standards
- B. Use skills, attitude, and sensitivity to work effectively within an intimate family space, or larger community space
- C. Maintain ethical, legal, and safety responsibilities for working within a home/community environment

12. Professional Identity and Boundaries

Credentialed Resource Associates:

- A. Understand roles and boundaries of the parent/worker relationship
 - i. Guide parents, offer choices, identify and validate feelings and offer support
 - ii. Set appropriate limitations on worker involvement
 - iii. Know when and how to refer to other professionals for assistance.
 - iv. Understand the role and timing of personal disclosure
- B. Access frequent and appropriate reflective supervision