



**Building Healthy
Communities**

mhpsalud.org

Community Health Worker Professional Development

Facilitators



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OUR PURPOSE

MHP Salud embraces the strengths of our communities to support more individuals and families to live full, healthy lives.

Deeply embedded in the communities we serve, MHP Salud works to develop trust among our neighbors, understanding that it's up to all of us to create a strong, healthy foundation for today ... and tomorrow. Leading the Community Health Worker model, we believe in serving communities in which we live, work and play and we believe stronger tomorrows come through stronger collaboration.

When we come together to share education, resources, and support, we can remove the barriers threatening to interfere with health, well-being, and joy

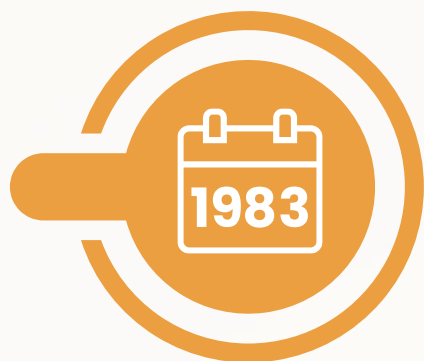
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OUR LEGACY

OUR IMPACT

Founded by Catholic sisters in Michigan to increase health care access for Migratory and Seasonal Agricultural farmworkers.



Began expanding to serve the Rio Grande Valley, reaching underserved individuals and families in isolated border communities and colonias.



Began evolving and growing to meet community needs, offering additional services to help older adults and families.



Launched national training and technical assistance to support health centers, community-based organizations and others, strengthening and growing the CHW profession while improving care to the underserved.



Expanded into Florida and developed the state's first certified CHW certification and apprenticeship program, training and equipping the next generation of CHWs to serve our communities.



123,000
Individuals reached annually



7,000+
Participants find hope and access to mental health and healthcare, nutrition, parenting education and support, older adult well-being and connections, *and more*



50+
Training and technical assistance sessions impacted hundreds of health centers and organizations



Nearly **100**
Community Health Workers trained through the certification and apprenticeship program



HRSA NTTAP

MHP Salud is a HRSA-funded National Training & Technical Assistance Partner (NTTAP) and Health Center Resource Clearinghouse TA partner.

Through this work, MHP Salud provides training and technical assistance to FQHCs and look-alike programs to build or enhance Community Health Worker (CHW) programs to better serve Migratory and Seasonal Agricultural Workers.

For training or technical assistance, please contact: nttap@mhpsalud.org

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A Four-Session Small Group Training

Thurs, 9/11/25

Session 1:
Community Health
Worker Career
Pathways

Thurs, 9/25/25

Session 2:
Exploring
Apprenticeship
& Training
Programs

Thurs, 10/9/25

Session 3:
Professional
Development Support

Thurs, 10/25/25

Session 4:
Sustaining and
Creating Opportunities
for Professional Growth



**YOU ARE
HERE**

Small Group Training Expectations

Attendance:

- We kindly ask that you attend all four sessions.
- If you can't make it, please invite a colleague from your health center to join in your place, as it's important that everyone has a voice.

Engagement:

- Be present and engage actively; *your insight matters!*
- Please keep your cameras on to foster a sense of connection.
- Feel free to ask questions and participate through chat, by raising your hand, or unmuting to share your thoughts.
- Let's respect and support one another throughout our discussions.

Thank you for being a part of this small group learning experience!

Objectives

By the end of this session,
participants will be able to:

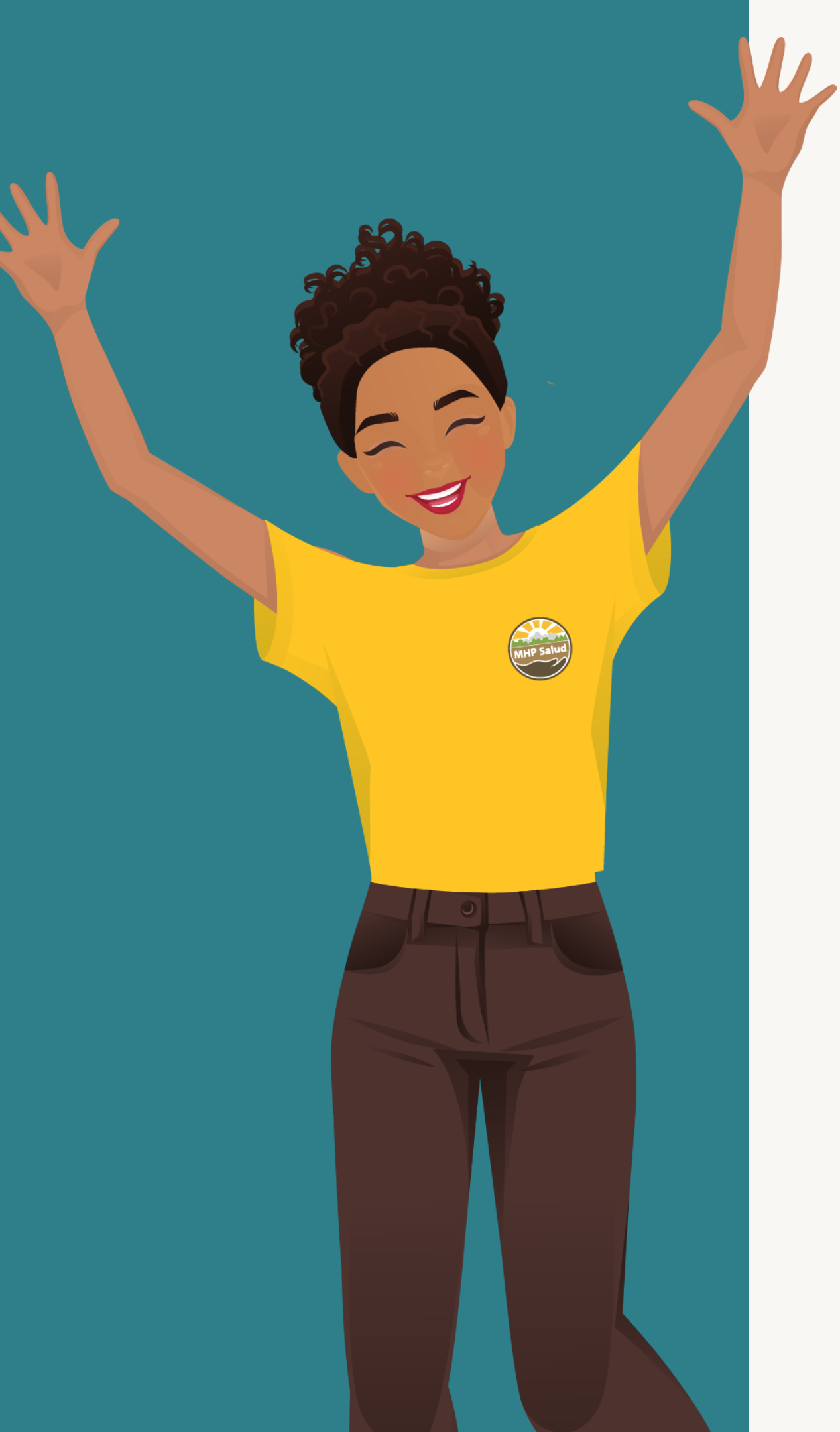
- ❑ **Objective 1:**
Applying practical strategies to motivate and support staff
- ❑ **Objective 2:**
Setting clear performance expectations and enhancing supervision with staff
- ❑ **Objective 3:**
Utilizing development tools to support professional growth

Dinamica

The Best Feedback

What was the best positive or constructive professional advice ever received?





What motivates people at work?



Purpose



Growth



Autonomy



Rewards



Belonging



Recognition

Building Stronger Teams: Practical Strategies

 Quick Check-Ins

 Appreciation & Recognition

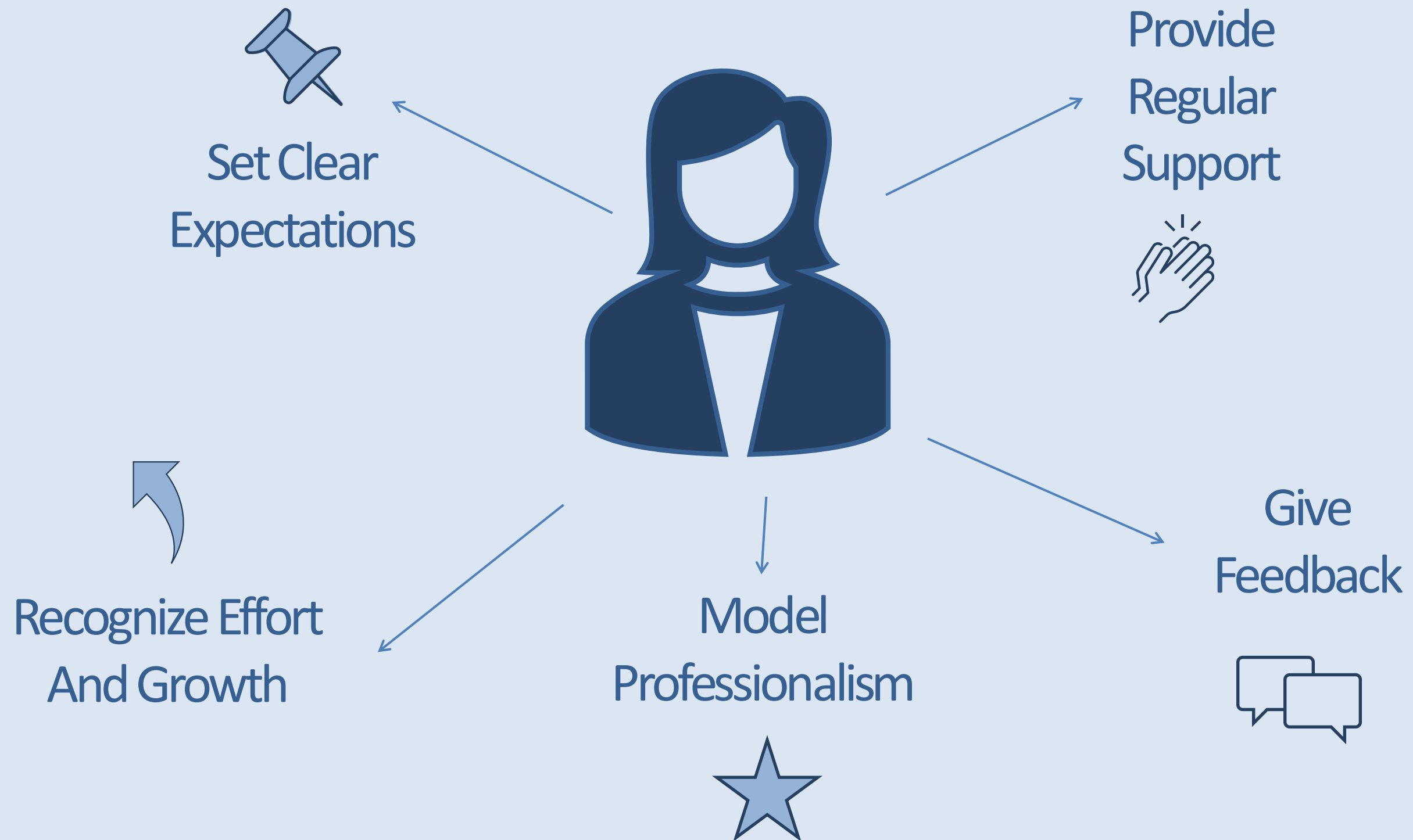
 Group Celebrations

 Shared Rituals

 Open
Communication



How Supervisors Influence Team Performance



PERFORMANCE CONCERNS ANALYSIS

Identifying Skill Issues vs. Will Issues

SKILL ISSUES

- Training
- Tools
- Clarity Needed

WILL ISSUES

- Motivation
- Attitude
- Engagement

Causes of
Skill Problems

Causes of
Will Problems

Understanding
Performance Gaps

Tips to Increase Your Supervisory Effectiveness

1

Keep a private journal of what's working (and what's not).

2

Ask for honest feedback from your team or peers

3

Observe group dynamics without jumping to judgment.

4

Reflect on one thing each week that you want to improve.

5

Stay curious – great supervisors are always learning.

Sample 1:1 Structure



Start with Connection



Review Priorities & Progress



Listen for Challenges



Support Growth & Motivation

Performance Evaluations + IDP = Increased Professional development



PERFORMANCE EVALUATIONS

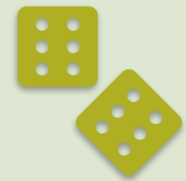


INDIVIDUAL DEVELOPMENT PLAN
(IDP) = STRUCTURED GROWTH PLAN

Individual Development Plans (IDPs)



IDP = Structured growth tool



Captures goals, skills, timelines, support



Joint effort: Staff + supervisor

MHP Salud's IDP

Professional Goals

- Build skills tied to current role
- Strengthen job performance
- Examples: Improve data reporting, lead a meeting, master new software



MHP Salud's IDP

Stretch Goals

- Push beyond current comfort zone
- Prepare for future roles or responsibilities
- Examples: Present at a conference, supervise interns, lead a project team



MHP Salud's IDP

Personal Goal

- Supports well-being and balance
- Encourages whole-person growth
- Examples: Improve time management, practice deep breathing to reduce stress, complete a wellness class



Self-Reflection Activity

Creating your own Individual Development Plan (IDP)

- Step 1: Identify 2 to 3 your professional goals
- Step 2: Identify 2 to 3 stretch goals
- Step 3: Identify 2 to 3 personal goals

What are your Key Take Aways?

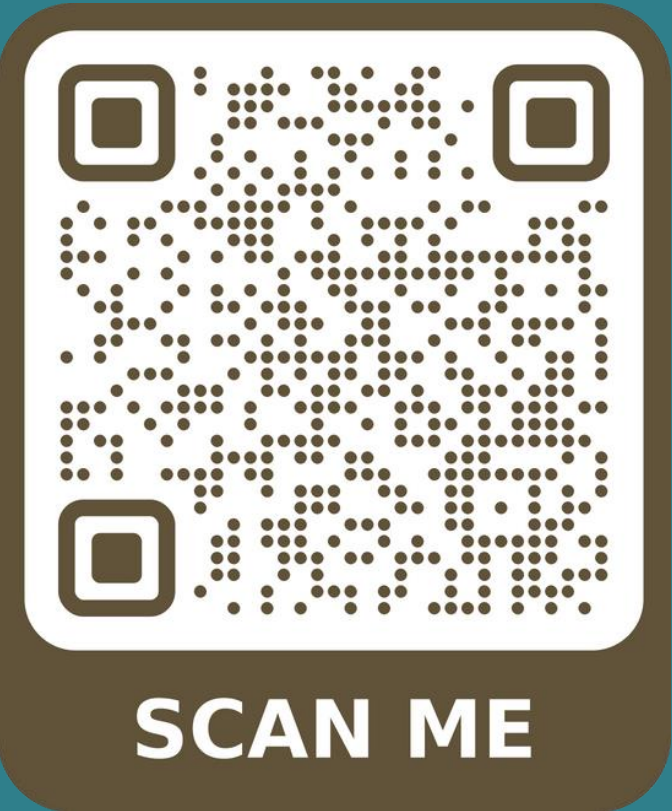




Questions?

Free Resources for CHWs and Health Centers

mhspalud.org/online-resources





CHWs in Action: Building Community Connections



Published On: January 3, 2025

"This shows how we are all connected by having similar life or work experiences. It does not matter how far we live from each other; we are still connected in some form. It also shows a common denominator, which is the willingness to help others ... the fact that we are willing to help others can become a positive life changer for someone in need." — Monica Alvarez, CHW, MHP Salud, on using her favorite Dinámica, "Unity Web."

Building Healthy Communities: Community Health Worker Impact on Older Adults in Texas



Impact Evaluation Study by MHP Salud
August 2024

Published On: October 18, 2024

A two-part article series that explores a CHW-driven community initiatives strategic response to identified mental health challenges that impact MSAWS

Person-Centered Mental Health Awareness

Thank you!

Connect with us:

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References



CHW Qualities



CHW Skills



Create Positive Connections



(Rosenthal et al., 2014–2024)

(Sihombing et al., 2024)



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