

Note to Learner: The Institute for the Advancement of Family Support Professionals (IAFSP) encourages you to complete the training and activities with the support of your supervisor, a peer or a technical assistance consultant. The notes below will guide you in preparing to take the training, following up with your support person after the training and supporting transfer of learning into daily practice.

Ongoing: View the Professional Development Program and each training module as an investment in skills and knowledge to help improve home visitor effectiveness.

Before the training:

- Learner and support person review course objectives and family support professional competencies
- Learner rates knowledge of learning objectives

During the training, the learner:

- Completes activities
- Reflects on own response
- Identifies questions and concerns
- Prints Reflective Responses to share with support person
- Completes post-training evaluation

After the training:

- Learner:
 - Rates knowledge of learning objectives
 - Completes post-training activities, as required
 - Develops an action plan for applying skills and knowledge in daily practice
 - Meets with support person to:
 - Review pre- and post-training activities
 - Discuss reflections, questions, and concerns
 - Review action plan for applying skills and knowledge in daily practice
 - Assess personal learning goals, transfer of learning, and action plan over time

This 120-minute online module, *Family Support Supervision: Values-Oriented, Strength-Based and Model-Specific*, teaches supervisors how to develop relationships with their staff that promote family-centered and strength-based services for family. The supervisor will learn to provide leadership that guides and directs in the context of a supportive professional relationship that allows the family support professional to then build supportive relationships with the families they serve.

NATIONAL FAMILY SUPPORT SUPERVISOR COMPETENCIES

- Domain 1: Home Visiting Practice*
 - Dimension 3: Evidence based practice*
 - Component a: Program and model fidelity*
- Domain 2: Professional Practice*
 - Dimension 7: Quality improvement*
 - Component a: Policies and procedures*
 - Component c: Service quality*
- Domain 3: Relationship-Based Partnerships*
 - Dimension 10: Collaboration*
 - Component a: Role of the family support professional*
 - Component b: Goal setting and attainment*

- Domain 6: Effective Work Environment*
 - Dimension: Evidence-based practice*
 - Component a: Reflective practice*
 - Component b: Service planning*
 - Component c: Values, principles and standards*
- Domain 7: Leadership*
 - Dimension 20: Professional development*
 - Component a: Continuous learning*
 - Component b: Current research*
 - Dimension 22: Administration*
 - Component a: Organizational knowledge*
 - Component b: Building support*

BEFORE THE TRAINING

Rate Your Knowledge (Scale of 0 to 5, 0 = no knowledge, 5 = significant knowledge)

Learning Objective	Before the Training	After the Training
Fulfill the role and responsibilities of the agency and program goals.		
Engage in supervision that is reflective and skill-development driven.		
Use methods and strategies that promote practice that is family-centered, strength-based and solution-focused.		
Join with family support professionals in determining interventions.		
Provide guidance and assistance to family support professionals on various elements of family support practice, including: home visits, case notes, parent education groups, goal-setting, professional boundaries and formal and informal community resources.		
Communicate best practice standards to staff regularly and ensure that services to families reflect the latest evidence-based practice.		
Identify training and skill development opportunities for staff.		

My personal learning goals for this training are:

1. _____
2. _____
3. _____

AFTER THE TRAINING

Reflections on what I learned:

Questions and concerns I identified:

Action Plan: (Each learner’s plan will be unique. To get you started, some ideas are listed below.) As a result of this training, I will...

- Create my own “Why” statement, using the frame provided in the Resource Guide. Post it in my office.
- Pay attention to how much time I spend on the tree elements of supervision – educational, administrative and supportive – and ensure that I am providing adequate attention to each area.
- Ensure that I am attending to my staff members’ professional development needs and ongoing growth and development.

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED