WHY

FAMILY SUPPORT SERVICES

ARE IMPORTANT TO ME

Instructions: Using colored pencils or pens, write your "Why" statement above and post it by your desk to support your leadership efforts with your team.

Your role in supervising family support professionals

- Create a supportive and open environment.
- Establish clear expectations in areas of documentation, intervention strategies, boundaries and participation in reflective supervision.
- Use strength-based and solution-focused communication strategies.

- Provide three elements of supervision, including educational, administrative and supportive supervision.
- Support staff members' ongoing growth and development.
- Stay up-to-date on family support principles, program standards, agency mission and vision and funder outcomes and benchmark.

EARLY IMPACT
VIRGINIA
ALLIANCE FOR EARLY CHILDHOOD HOME VISITING

Developed in Partnership by

HEDG
Health Education Design Group

Family Support Supervision: Values-Oriented, Strength-Based and Model-Specific

RESOURCE GUIDE

Resources

Chapter 1: Welcome

Chapter 2: The Supervisory Relationships
- Reflective Writing – Handout
- How Great Leaders Inspire Action, TED Talk - Video and Transcript
- Creating a "Why?" Statement – Handout
- Home Visitation and the IDPH Vision and Mission - Handout
- Communicating the Vision, Mission and Goals of Family Support Service – Video

Chapter 3: Supervision and Accountability
- Reflective Supervision Overview – Video and Transcript
- Establishing Clear Expectations – Transcript
- Accountability Discussion Demonstration - Video

Chapter 4: Communication Strategies
- Active Listening and Curiosity and Wonder – Handout
- Active Listening – Resource Handout
- Steps in Normalizing – Transcript
- Feel, Felt, Found – Handout
- Praise and Solution-Focused Questions - Transcript
- Communication Strategies Scenarios - Handout
- Strategies that Reinforce Family Support Beliefs - Handout
- Family Support Beliefs - Resource Handout

Chapter 5: Supervision, Leadership and Support
- Introduction to 3 Elements of Supervision - Video
- The Three Elements of Supervision – Handout
- Building a Framework and Model for Child Welfare Supervision - Resource Handout

Chapter 6: Leadership and Support – Professional Development
- Participant Engagement - Video
- Professional Development – Handout
- The Functions of Supervision – Resource Handout
- Program/Team Development - Handout
- Example of Job Shadowing Form - Resource Handout
- Staying Current – Handout
- Supporting the Family Support Supervisor – Resource Handout
- What Makes Supervision Work? – Resource Handout
- Additional Resources - Resource Handout

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