

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 45-minute online module introduces supervisors to best practices and strategies for reflective supervision, including the importance and benefits of a strength-based and relationship-focused approach, building trusting relationships over time through consistency and regularity, and preparing and engaging FSPs and organizations in reflective practices. The module also shares best practices for providing reflective supervision virtually.

National Family Support Professional Supervisor Competencies Addressed:

Domain 6: Effective Work Environment

Dimension 16: Strength-based, reflective supervision

Component a: Reflective practice

Component b: Service planning

Component d: Cultural competency and adaptability

**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
Name three best practices in reflective supervision		
Describe the importance of individualizing supervision to meet each supervisee's needs		
Demonstrate the importance of relationship-based practice by scheduling regular and consistent supervision with your supervisees that focuses on providing them with emotional support		

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...

- Schedule time with each of my supervisees to listen for what emotional support they need from me
- Be consistent about scheduling my own reflective supervision or consultation
- Seek out additional training in reflective supervision

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED