

## HFNY Supervision Observation

Name    Date  
 Supervisor    FSW  
 Length    Start on time?  
 # of interruptions  
 Observer

**Competency #1: Supervisor provided effective support to FSW in reflecting on child development and the Parent-Child Relationship, and FSW's role in supporting it.**

- a. Supervisor provided guidance through observation and inquiry to help FSW recognize and respond to the family's cues, and Supervisor acknowledged FSW's effective responses to families.

Not observed       Good       Excellent

- b. Family discussions included encouraging FSW's reflection on use of curriculum (includes: appropriate selection, appropriate amount, and integrated within conversation about Child Development and the Parent-Child Relationship; parents' response to curriculum and other educational materials, and planning for future visits based on current observations).

Not observed       Good       Excellent

- c. Recognized and used opportunities to encourage FSW to reflect on positive PCI and child development, and explored FSW's role in promoting it.

Not observed       Good       Excellent

- d. Family discussions included strategies for offering information and support about breastfeeding, including FSW's reflection on how information was presented, FSW's comfort in presenting it, perception of family's response, and planning for future visits.

N/A       Not observed       Good       Excellent

- e. The Supervisor expected that the children's fathers were active participants in the visits (includes: asking about fathers, specific curriculum and activities offered, and inclusion of fathers in the IFSP process) and helped the FSW reflect on her/his expectations, strategies, and comfort regarding father involvement.

Not observed       Good       Excellent

- f. Helped FSW explore the role of primary caretakers as well as other significant people in the baby's life (grandparents, siblings, neighbors, etc.).

Not observed      Good      Excellent

- g. Discussed activities used in visits to promote bonding and positive PCI, both for prenatal and postnatal families, and helped FSW reflect on the effectiveness of the activities (i.e. appropriate selection, whether parents and children enjoyed activities together, and if used items found in the home, when possible).

Not observed      Good      Excellent

- h. Family discussions included family safety and childproofing, and considered men involved with the child and Shaken Baby Syndrome.

Not observed      Good      Excellent

**Comments:**

**Competency #2: Supervisor used effective strength-based, non-judgmental communication skills to support a helping relationship with the FSW.**

- a. The Supervisor and FSW exchanged smiles and appeared happy to be together.

Not observed      Good      Excellent

- b. Supervisor spoke clearly and used appropriate language, and seemed interested in and respectful of the FSW's values, beliefs, and culture.

Not observed      Good      Excellent

- c. Supervisor's body language indicated engagement and reflected accurate understanding of the FSW's cues.

Not observed      Good      Excellent

- d. Supervisor used reflection and summary, and shared observations that were accurate and non-judgmental.

Not observed      Good      Excellent

- e. Supervisor expressed accurate empathy (i.e. Supervisor's expressions of empathy were genuine and responsive to the FSW's feelings and experience), or

explored the FSW's feelings and checked Supervisor's understanding for accuracy.

Not observed Good Excellent

- f. Supervisor represented the goals and expectations of HFNY and observed appropriate role boundaries.

Not observed Good Excellent

- g. The FSW did most of the talking and the Supervisor followed the FSW's lead in conversation during the supervision.

Not observed Good Excellent

- h. Supervisor avoided making suggestions or offering advice, and offered information only after sufficient exploration.

Not observed Good Excellent

- i. Supervisor found ways to discuss disagreeable situations.

N/A Not observed Good Excellent

- j. Supervisor responded appropriately to any unacceptable situations.

N/A Not observed Good Excellent

**Comments:**

**Competency #3: Supervisor identified and acknowledged FSW strengths and successes, and encouraged continued professional development.**

- a. Supervisor observed and explored FSW's strengths. Expressed confidence in, and partnership with, the FSW.

Not observed Good Excellent

- b. Supervisor used behaviorally specific praise when appropriate.

Not observed Good Excellent

c. Supervisor helped FSW to recognize and explore role boundaries.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

d. FSW's challenges were addressed from a strength-based and solution-focused perspective. Supervisor encouraged the FSW to explore challenges and questions without fixing or solving, and refrained from offering unsolicited advice.

\_\_\_\_\_  
N/A                      Not observed                      Good                      \_\_\_\_\_                      Excellent

e. Supervisor shared information about learning opportunities to support the FSW's professional development, and encouraged the FSW to use these resources (e.g. trainings, Transfer of Learning activities, peer support and mentoring, in-services, networking with other community services, etc.).

\_\_\_\_\_  
N/A                      Not observed                      Good                      \_\_\_\_\_                      Excellent

f. Recipes for communication were used to share information, and any self-disclosure was used only when necessary to share information.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

g. Offered opportunities to discuss and practice developing skills (includes: planning for and follow-up to training, role play), and FSW's own goals for growth in her/his practice.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

**Comments:**

**Competency #4: IFSP discussion**

a. Family discussions included review of IFSPs and the contributions of both parents in planning and achieving goals.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- b. Supervisor asked about both parent/family and child-centered goals.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- c. IFSP goals were discussed in terms of family strengths and successes, and Supervisor used windows of opportunity to highlight the relevance of everyday activities to family's goals. Helped FSW to reflect on use of windows of opportunity in home visits to help families recognize the important part everyday experiences and successes play in achieving their goals.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- d. Supervisor and FSW discussed referrals to community services and activities, and followed up on referrals discussed in previous supervisions.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- e. Supervisor and FSW discussed incorporating information shared during the assessment to help the family explore their goals.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

**Comments:**

**Competency #5: Planning and structure, and administrative tasks**

- a. There was evidence that the Supervisor planned for the supervision (includes: read HV notes prior to meeting, followed-up from previous supervisions, and awareness of the FSW's interests and learning styles).

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- b. Supervisor addressed administrative tasks such as data collection timelines, documentation, level changes, etc., and information provided to FSW was accurate and complete or there was a plan for obtaining information.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

- c. Supervisor explored FSW's efforts to visit hard-to-reach families, helped develop strategies for conducting creative outreach, and used reports and forms from the DMS as resources for the discussion.

\_\_\_\_\_  
Not observed                      Good                      \_\_\_\_\_                      Excellent

d. Supervisor and FSW discussed plans for next supervision.

\_\_\_\_\_  
Not observed

\_\_\_\_\_  
Good

\_\_\_\_\_  
Excellent

**Comments:**

**Typical supervision?**

**Verbal feedback offered to Supervisor?**

**Summary of strengths:**

**Areas for professional development:**