

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 (FSP) 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 module will introduce FSPs to their role in reflective supervision, including key elements and benefits of reflective supervision, nurturing open communication and engaging in self-reflection to lead to better effectiveness and outcomes, and recognizing possible biases to improve relationships between supervisors, staff, and families. The training will also offer strategies for cultivating initiative and collaboration, including shared decision-making, mutual expectations, and self-reflection.

National Family Support Professional Competencies Addressed:

- Domain 10: Professional Practice*
 - Dimension 35: Reflective Practice*
 - Component a: critical reflection*
 - Component b: biases*
 - Dimension 38: Quality Improvement*
 - Component c: Reflective Supervision*

**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
Define reflective practice and reflective supervision		
Engage in your own personal reflective practice		
Engage more effectively in reflective supervision		

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...

- Learn more about reflective practice and supervision
- Set aside time regularly for personal reflection
- Talk with my supervisor about scheduling time to reflect on the work together

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED