

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

OVERVIEW

Looking for ways to use the RBCs and enhance your professional practice? Use this tool to assess your progress in each competency and to identify areas for professional growth. The professional development assessment tool for **supervisors of home visitors** will support your family engagement efforts and enhance your professional knowledge, skills, and practices.



1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS

Engages in mutually respectful, positive, goal-oriented partnerships with families to promote positive child and family outcomes

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands effective relationship-building practices with expectant families, parents, families, children and professionals					
Understands the importance of cultures and languages when working with all children, families, and professionals					
Understands the specific competencies, goals, and processes for home visitors working with families in early childhood programs					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge, cont.					
Understands how reflection and being respectful of home visitors supports their respectful partnerships with families and other professionals (parallel process)					
Understands the importance of supporting the well-being of home visitors including helping them identify support services (for example, physical health and mental health) if needed					
Knows professional ethical standards and how to share them with home visitors					
Skills					
Models the use of relationship-based competencies in working with other professionals through collaborative and respectful relationships (parallel process)					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Uses effective, responsive communication skills, including active listening, that demonstrate cultural sensitivity and openness to feedback from home visitors					
Uses reflective practices in coaching and supervision to support home visitor's work and relationships with families					
Creates opportunities for staff to identify goals and develop professional practices and follows up on progress regularly					
Offers training, learning activities, and other opportunities that support home visitors' ability to plan and deliver learning activities and opportunities that support the family's goals for their child's learning and development					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice	Notes
Skills, cont.					
Guides home visitors as they build relationship-based competencies					
Provides structured opportunities for home visitors to learn from individual families and other professionals to design and implement activities based on the family's goals					
Supervisory Practices					
Helps home visitors contribute in meaningful ways to each family's goals for themselves and their children					
Coaches home visitors in reflective listening and other communication skills that are culturally responsive					
Orients new home visitors to the philosophy, services, and organizational culture of the program that support positive, goal-oriented relationships					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Helps home visitors develop strong, positive, and effective relationships with families, including families experiencing crises					
Offers training for home visitors about the relationship-based competencies, including goal-setting and planning with families					
Leadership Practices					
Creates a positive organizational culture and climate that promotes relationship-based practices and staff wellness					
Provides professional development opportunities that increase staff knowledge and skill to integrate families' cultures, languages, values, and traditions into daily practices throughout the organization					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Enacts procedures and policies that provide time for regular and frequent communication between professionals and parents					
Enacts policies, to the extent possible, that support home visitors working with the same family over time					
Ensures that all home visitors understand their responsibilities and priorities					
Ensures that all home visitors and managers know how and where to get additional support for families as needed from others in the program or community					
Ensures that program-wide services respond to the strengths, challenges, and needs of families (for example, matching home visiting schedules with family work schedules)					

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1. POSITIVE, GOAL-ORIENTED RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Limits caseloads so professionals can individualize support for families and strengthen family well-being					
Provides guidance to home visitors about policies, guidelines, procedures, and expectations related to confidentiality, privacy, and professional ethical standards					
Ensures that all program policies adhere to professional ethical standards					

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2. SELF-AWARE AND CULTURALLY RESPONSIVE RELATIONSHIPS

Respects and responds to the cultures, languages, values, and family structures of each family

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Views professionals and families as having unique strengths and resilience with diverse values, temperaments, and learning styles					
Understands how families' cultures influence caregiving, children's development, family life, and relationships between home visitors and parents					
Understands and respects variations in families' cultures, languages, experiences, expectations, and child-rearing beliefs and practices					
Understands one's own beliefs, values, experiences, ethics, and biases and how they may affect work with children and families					
Understands how to support home visitors to bridge differences in cultures between home and community					

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2. SELF-AWARE AND CULTURALLY RESPONSIVE RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills					
Builds positive and supportive relationships with each home visitor					
Identifies and reflects on personal values, experiences, ethics, and biases and uses this information to become more self-aware and more effective in working with a wide range of individuals. Considers issues related to gender, race, ethnicity, cultures, educational and ability level, and/or socio-economic class.					
Shows respectful interest in learning about the cultural backgrounds of professionals and families					
Engages home visitors in regular discussions about the purpose of learning about family traditions, living situation, cultures, languages, and values to better support relationships between families and their children					

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2. SELF-AWARE AND CULTURALLY RESPONSIVE RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Creates opportunities for home visitors to reflect on personal values, beliefs, experiences, ethics, and biases that may arise when working with families					
Creates opportunities for home visitors to problem solve instances in which they feel that family cultural beliefs differ from program policies					
Supervisory Practices					
Offers training and coaching to increase home visitors' skills for engaging in culturally and linguistically responsive relationships with families					
Offers training and coaching to support use of a variety of communication strategies to reach families					
Ensures that home visitors speak with families in their preferred language and use skilled interpreters when this is not possible					

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2. SELF-AWARE AND CULTURALLY RESPONSIVE RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Ensures that program materials for families are culturally and linguistically applicable and appropriate					
Shares reflections with home visitors about one’s own strengths and limitations					
Seeks information or consultation about specific cultural values and practices when necessary					
Leadership Practices					
Welcomes all families promoting and valuing diversity across family structures, cultures, languages, perspectives, and values					
Works with program management to ensure that the program shows respect for families’ languages and cultures					

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Professional Development Assessment for SUPERVISORS of Home Visitors

2. SELF-AWARE AND CULTURALLY RESPONSIVE RELATIONSHIPS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Integrates different cultural perspectives into policies and procedures and shares with home visitors					
Provides professional development and self-care opportunities that increase self-awareness and responsiveness to families					
Ensures budget allocation for resources to support home language learning in the program (for example, interpreters, translators, web-based technology, and materials)					

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS

Supports families' reflections on and planning for their safety, health, education, well-being, and life goals

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Knows how to help home visitors recognize family resilience, strengths and resources, and unique gifts and talents, and to recognize what families already do to maintain family well-being and cope with challenges					
Recognizes the emotional effects on home visitors who work with families experiencing trauma, depression, substance use disorders, other mental illness, homelessness, domestic violence, food insecurity, and other challenges to family well-being					
Knows the most current information that all home visitors need about laws and regulations to support and protect families and their children					

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge, cont.					
Understands what steps home visitors need to take to be safe and to ensure that children and families are safe when their safety may be threatened					
Knows about resources in the community that can help home visitors support families' safety, health, mental health, financial stability, economic mobility, and educational growth					
Understands ways that home visitors can offer assistance to families coping with stress and daily challenges					
Skills					
Invites home visitors to identify their own strengths, gifts, resources, and social supports that help them cope with work challenges					
Works with home visitors to enhance their skills in crisis management					

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Professional Development Assessment for SUPERVISORS of Home Visitors

3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Offers training and coaching for home visitors about how to effectively support families in crisis while maintaining self-care, and adjusting workloads and work conditions when possible					
Builds connections between program and community networks that provide families with opportunities to use and build on their strengths and offer services that families identify as needed to support their safety, economic mobility, health, nutrition, and other aspects of family well-being					
Supports home visitors in ongoing learning about community resources					
Helps home visitors when they need to work with families about issues that are beyond their current professional skills and knowledge					

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Models skills that prevent and address conflict among professionals in the program and between professionals and families					
Monitors and addresses home visitors' stress when working with families who are experiencing serious challenges					
Maintains a current list of community resources in the program					
Works with home visitors to identify available opportunities for families related to education, training, and employment					
Supervisory Practices					
Works with home visitors to partner with parents to develop steps and to support families' progress in addressing family well-being					

Relationship-Based Competencies to Support Family Engagement

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Offers training and coaching for home visitors about working with families about issues related to family well-being and adversity					
Guides home visitors in reflective practice (self-reflection) about their work to support family well-being, especially those working with families in crisis					
Works with program management and home visitors to ensure that families have information about services that support family well-being					
Guides home visitors to work with families to consider and select services, and to follow up on the effectiveness of services					

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices					
Ensures that all staff including home visitors have supports for the practice of self-care					
Implements clear policies regarding the safety and well-being of children, families, and professionals					
Ensures all professionals complete training about mandated reporting procedures and how to work with families when child or family safety may be threatened					
Ensures that home visitors have time to complete required forms and meet reporting requirements					
Establishes policies to ensure coaching and/or reflective supervision for all home visitors, especially those working with families in crisis					

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3. FAMILY WELL-BEING AND FAMILIES AS LEARNERS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Ensures that home visitors adhere to program policies, guidelines, and expectations related to confidentiality, privacy, and ethical standards in work to promote family well-being and families as learners					

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4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS

Partners with families to build strong parent-child relationships and supports parents as the first and lifelong educators of their children

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands that children’s early family relationships serve as a foundation for later development and learning					
Understands that families’ cultures, languages, and history shape the way that parents raise their children and the ways that family members relate to each other					
Understands the value of focusing on child development strengths—what children can do and what parents and professionals already do with them—to promote and encourage effective communication about children’s development					

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4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge, cont.					
Understands the value of focusing on family strengths—what families already do to build parent-child relationships and to support each family member’s development and learning					
Knows about resources to support families of children who are learning more than one language, have exceptional potential, and/or have specific needs including behaviors considered challenging, disability, or developmental delay					
Skills					
Supports home visitors in building skills to promote positive parent-child interactions					
Offers training and coaching to enhance home visitors’ skills for supporting parent-child relationships and families as lifelong educators					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Engages in a process to identify and implement parenting opportunities that fit with the family's strengths, cultures, and caregiving practices					
Compiles resources to support families of children who are learning more than one language, have exceptional potential, and/or have specific needs including challenging behaviors, disability, or developmental delay					
Supervisory Practices					
Works with home visitors to partner with parents as they set goals for themselves and their children, and as they make plans to work toward those goals					

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4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Offers training and coaching for home visitors about how adults learn and change and for professionals and families about parenting behaviors that support child development and learning					
Guides home visitors in reflective practice (self-reflection) about their work to support parent-child relationships in ways that are culturally responsive					
Works with program management and home visitors to ensure that families have information about their child's progress					
Works with program leadership and home visitors to ensure that families drive the development of their goals for their children (including participation in the Individual Family Service Plan [IFSP] and Individualized Educational Plan [IEP])					

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4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Works with home visitors to develop steps to support transitions of all children and families to and from other early learning settings or to kindergarten					
Leadership Practices					
Ensures that schedules of home visitors provide adequate time to work with families					
Creates procedures to ensure child progress data is meaningful and understandable to families and is shared regularly					
Connects home visitors with resources to support families of children who are learning more than one language, have exceptional potential, and/or have specific needs including behaviors considered challenging, disability, or developmental delay					

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4. PARENT-CHILD RELATIONSHIPS AND FAMILIES AS LIFELONG EDUCATORS, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Ensures budget allocation for resources to engage parents in supporting child development (for example, web-based technology, materials, transportation)					

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5. FAMILY CONNECTIONS TO PEERS AND COMMUNITY

Works with families to strengthen their support networks and connections with other parents and community members who can address families' strengths, interests, and challenges

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands the importance of social support networks for professionals and families					
Knows the resources and opportunities available in the community for both professionals and families					
Knows effective strategies for facilitating social interactions among parents					
Skills					
Provides home visitors regular peer learning opportunities to share ideas and enhance practice					
Trains and coaches home visitors on facilitation skills to lead parenting and socialization group work effectively, when their role involves working with parent groups					

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5. FAMILY CONNECTIONS TO PEERS AND COMMUNITY, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Provides opportunities for home visitors to learn about, understand, and engage with the services offered by community organizations and to build relationships with community peers and leaders					
Supervisory Practices					
Promotes awareness of socialization experiences, community groups, learning, and volunteer opportunities for families					
Shares information about community educational resources and events with home visitors					
Helps to promote communication and coordination among community agencies					
Uses effective group facilitation in meetings with staff and community partners					

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5. FAMILY CONNECTIONS TO PEERS AND COMMUNITY, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices					
Includes parents as active participants and leaders in training and decision-making groups so they can share skills, cultures, languages, and talents					
Enacts program policies that allow home visitors to implement and evaluate family group events					
Ensures resource allocation for costs of approved peer-to-peer networking activities for families and professionals					

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6. FAMILY ACCESS TO COMMUNITY RESOURCES

Supports families' use of community resources to make progress toward positive child and family outcomes

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands that families and family networks offer social support and are community resources for other families					
Understands the importance of gathering information about community resources regularly that offer services to enhance family well-being and children's learning and development					
Understands how to help home visitors partner with families to match community and program resources with family strengths, interests, challenges, and goals					
Skills					
Offers or participates in professional development community events to promote connections between community organizations and home visitors					

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6. FAMILY ACCESS TO COMMUNITY RESOURCES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Offers training and coaching to support home visitors to recognize and address situations where immediate assistance or support is needed for the family					
Develops systems to ensure that home visitors know about and connect with community partners. Examples include presentations, briefings, participation in community events, directories, listservs, and online resources.					
Provides appropriate supervision when home visitors need support to respond to challenging situations					
Supervisory Practices					
Develops strong relationships with community, state, and/or national groups to support home visitors' work with families					

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6. FAMILY ACCESS TO COMMUNITY RESOURCES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Provides opportunities for representatives of trusted community organizations to meet and present information about their services to home visitors and families. Examples include libraries, food banks, transportation, and local businesses.					
Reviews home visitors' practices in linking families with community services, when their role requires it, as part of ongoing reflective supervision					
Leadership Practices					
Enacts policies that support home visitors' and/or supervisors' time to build and nurture relationships with community partners					
Exercises leadership to advocate for resources in the community that meet families' expressed interests or needs					

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6. FAMILY ACCESS TO COMMUNITY RESOURCES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Uses community assessment and program data, and families' feedback to form relationships with community agencies and improve access to resources					
Evaluates effectiveness of community partnerships specifically to guide and support involvement of home visitors					

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7. LEADERSHIP AND ADVOCACY

Works alongside parents to build on their strengths as advocates for their families and as leaders in the program and community

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Knowledge					
Knows about the skills home visitors need to be effective leaders and advocates and is aware of these opportunities in the community					
Understands how professionals can support parent leadership and advocacy in the program and the community					
Knows what changes are needed in the program to uplift parent advocacy and leadership					
Understands the barriers that may impede a family's ability to exercise their power and advocate for their family effectively (for example, in the IEP and IFSP process)					

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7. LEADERSHIP AND ADVOCACY, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills					
Supports home visitors in developing skills and confidence to be effective leaders and advocates so they can support families as leaders and advocates (parallel process)					
Offers skills-based training for home visitors in engaging and supporting families to be leaders and advocates in the program and community					
Supervisory Practices					
Builds opportunities for parent input, advocacy, and leadership into all aspects of the program					
Promotes opportunities for parent advocacy, input, and volunteering into all aspects of programming					
Invites families to share about their experiences serving on parent committees or in program governance					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

7. LEADERSHIP AND ADVOCACY, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Shares input from families with program management about the experiences and effectiveness of policy councils and parent committees					
Leadership Practices					
Provides resources to enable families to participate in program decision-making and governance. Examples include stipends, child care, transportation, and food.					
Enacts policies and processes that engage families in planning, implementing, and evaluating change at the program level as part of program decision-making and governance					
Prioritizes community partnerships that support pathways for parent leadership and advocacy, such as family-led organizations or family support networks					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

8. COORDINATED, INTEGRATED, AND COMPREHENSIVE SERVICES

Works with other professionals and agencies to support coordinated, integrated, and comprehensive services for families across the organization, community, and system

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands how the roles of all professionals' support coordinated, systemic, integrated, and comprehensive family engagement to promote child development and family well-being					
Knows the professionals, resources, and systems available in the program and community, and how a family can access the comprehensive services needed to advance their strengths and talents, and address their challenges and needs					
Understands policies, guidelines, and expectations related to confidentiality, privacy, and ethical practice					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

8. COORDINATED, INTEGRATED, AND COMPREHENSIVE SERVICES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills					
Offers training and coaching for home visitors about outreach and partnering with professionals to facilitate coordination and integration of services for families. Examples include early care and K-12 teachers, child care and family services professionals, or other experts in the community.					
Ensures that all home visitors are aware of and comply with policies, guidelines, and expectations related to confidentiality, privacy, and ethical practice in delivery of coordinated, integrated, and comprehensive services					
Ensures that home visitors share only information with parental consent within programs and with outside agencies to improve services for children and families					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

8. COORDINATED, INTEGRATED, AND COMPREHENSIVE SERVICES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices					
Shares information about services in the program and community with home visitors. Examples include health, mental health, special needs, and child development.					
Helps ensure that coordination happens at all levels in the program					
Builds and sustains relationships with schools and community service providers to serve families more effectively					
Leadership Practices					
Creates a positive organizational culture and climate that promotes coordinated, integrated, and comprehensive services					
Enacts policies that provide time for home visitors to build partnerships with agencies and programs that provide services to families and children					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

8. COORDINATED, INTEGRATED, AND COMPREHENSIVE SERVICES, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Enacts policies that provide time for home visitors to participate in multi-agency team planning meetings to coordinate support for children and families					
Ensures information about resources and opportunities in the community is compiled and available to support families' and staff safety, health, mental health, financial stability, economic mobility, and educational growth					
Shares aggregated information about groups of children and families to facilitate communication among professionals within and outside the organization in order to improve service delivery					
Ensures that policies, guidelines, and expectations are in place to protect the confidentiality and privacy of families related to coordinated, integrated, and comprehensive services					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT

Collects information with families and reflects with them to inform goal-setting, planning, and implementation to effect progress and outcomes for families, children, programs, and communities

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Understands the importance of supporting home visitors in gathering and using data for ongoing child assessment and ways to share data with families					
Understands the importance of supporting home visitors in using data for ongoing family assessment, goal-setting, and progress, and ways to share data with families					
Understands the importance of supporting home visitors in using data for setting goals and marking progress toward professional and program-level goals					
Understands the policies and procedures for engaging families in continuous program improvement and the specific role of home visitors in these processes					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge, cont.					
Understands how to partner with home visitors, parents, and families to share and use information to improve services					
Knows how the program's information management systems can be used to inform planning, goal-setting, and service delivery for parent, family, and community engagement for individual families and the program					
Understands program policies, guidelines, and expectations related to confidentiality, privacy, and ethical practice in using data for continuous improvement					
Skills					
Offers training and coaching about how to discuss child progress and development, and implications for current and future planning with parents, especially when developmental issues or concerns arise					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Works with program leaders and home visitors to ensure that families have information about their child that is understandable and meaningful					
Ensures that data collected with families and about program quality are meaningful and used to help professionals and families work together to reach family and program goals					
Provides materials, training, and coaching to enable home visitors to prepare and accurately use tools to collect, analyze, and share information (for example, surveys, observation, or information from their ideas and experiences)					
Guides home visitors in using research along with information about child development and family well-being to reflect on their practice and change their approach when necessary					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Assists home visitors in accurately analyzing and interpreting information collected about children, families, and services					
Encourages home visitors to engage families in the preparation, collection, analysis, and use of information					
Uses ongoing program monitoring and review when working with families to collect, aggregate, and analyze data about child and family services and family engagement					
Supervisory Practices					
Uses data with home visitors in coaching and reflective supervision					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Trains and coaches home visitors to prepare and use data collection tools (for example, surveys, interviews, observation, and child assessment tools) and to analyze and use information gathered					
Works with program leaders and home visitors to ensure that families have information about their child that is understandable and meaningful					
Leadership Practices					
Articulates and implements program policy defining the role of family engagement in continuous program improvement					
Shares data related to family engagement with program staff to improve program systems and services					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

9. DATA DRIVEN SERVICES AND CONTINUOUS IMPROVEMENT, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Reviews and analyzes program data to develop ideas for program improvement in partnership with program staff and family representatives					
Shares information from program data sources with stakeholders. Examples include teachers and child care providers, family services professionals, other home visitors, parents, Policy Council, and community partners.					
Ensures that program policies, guidelines, and expectations are in place related to confidentiality, privacy, and ethical standards in using data for continuous improvement					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH

Shows professionalism and participates actively in opportunities for ongoing professional development related to family engagement

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Knowledge					
Knows the importance of, and techniques for, reflective practice and supervision, and coaching					
Understands the importance of healthy self-care habits for one's own well-being and to enhance the ability to build responsive relationships with others, and the benefit of modeling this to support home visitors' self-care efforts					
Understands the importance of facilitating home visitors' development to support professional growth on an ongoing basis					
Understands legal and professional ethical standards related to confidentiality and privacy and how to help home visitors apply these standards to their work with families					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills					
Commits to one's own professional development by setting goals to strengthen knowledge and understanding of supervision practices					
Maintains and models' healthy self-care habits for one's own well-being and to enhance the ability to build responsive relationships with others, and models this for home visitors					
Works with home visitors to understand the connection between self-care and the ability to build effective and rewarding relationships with families and colleagues					
Recognizes and builds on home visitors' strengths and helps them to set goals and create professional development plans					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Communicates expectations and tracks progress toward goals using written materials and ongoing interactions with home visitors. Examples include using job descriptions, initial orientation, supervision, professional development plans, and regular performance evaluations.					
Uses coaching and reflective supervision techniques with home visitors					
Helps home visitors connect with the broader community of professionals who work with families and their children					
Works with home visitors on maintaining professional boundaries, including those that support family's efforts to determine their own goals and develop their own capacities					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Skills, cont.					
Maintains and models professional boundaries with home visitors, families, and children					
Supervisory Practices					
Develops and offers a professional development program for home visitors designed to enhance knowledge and skill development over time					
Ensures home visitors have opportunities to advance through training or educational experiences					
Provides regular coaching and/or reflective supervision to home visitors to advance family engagement					
Partners with home visitors to identify accomplishments, strengths, challenges, needs, and goals, specifying activities for growth and indicators of improvement					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Supervisory Practices, cont.					
Provides home visitors regular peer learning opportunities to share ideas and enhance practice					
Creates opportunities for home visitors to enhance their skills in assessing, referring, and supporting families					
Leadership Practices					
Ensures protected time for coaching and reflective supervision during home visitors' and supervisors' work schedules					
Enacts policies and allocates resources to support home visitors to meet the goals of their individualized professional development plans for advancement					
Ensures that all staff members receive the support they need to address personal mental health concerns or excess stress					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

10. PROFESSIONAL GROWTH, cont.

Knowledge, Skills, and Practices for Supervisors	I have a solid understanding and skills and continue to grow in this area.	I am making progress in my understanding, skills, and growth in this area.	I need support to learn more and grow in this area.	I would like to focus on this area in my professional practice.	Notes
Leadership Practices, cont.					
Ensures that home visitors know how to apply program policies, guidelines, and expectations related to confidentiality, privacy, and ethical standards to their work					

Relationship-Based Competencies to Support Family Engagement

Professional Development Assessment for SUPERVISORS of Home Visitors

Related Resources

Explore these related resources on the Head Start Early Childhood Learning and Knowledge Center (ECLKC) and the Child Care Technical Assistance (CCTA) website:

- Head Start Parent, Family, and Community Engagement Framework
- Parent, Family, and Community Engagement Framework for Early Childhood Systems
- Relationship-Based Competencies to Support Family Engagement:
 - Overview for Early Childhood Professionals
 - A Guide for Early Childhood Professionals Who Work with Families
 - A Guide for Early Childhood Professionals Who Work with Children in Group Settings
 - A Guide for Early Childhood Professionals Who Make Home Visits
- Measuring What Matters: Using Data to Support Family Progress

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Professional development assessment for supervisors of home visitors.*



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