

**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. The notes below will guide you in preparing to take the training, following up with your supervisor after the training, supporting transfer of learning into daily practice, and extending learning through individual supervision.

**Ongoing:** View the Professional Development Program and each training module as an investment in skills and knowledge to help improve home visitor effectiveness.

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### **Before the training:**

- Learner and supervisor review course objectives and family support professional competencies
- Learner rates knowledge of learning objectives

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### **During the training, the learner:**

- Completes activities
- Reflects on own response
- Identifies questions and concerns
- Prints Reflective Responses to share with supervisor
- Completes post-training evaluation

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### **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 supervisor 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

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This 180-minute online module, *Beyond the Home Visit: Supervision, Professional Development and Community Connections*, examines the responsibilities of the family support professional beyond the home visit. Participants will learn how to get the most out of supervision, represent their program in the community, build and maintain relationships with co-workers and advance their professional development.

**NATIONAL FAMILY SUPPORT PROFESSIONAL COMPETENCIES**

- Domain 4: Dynamics of Family Relationships*
  - Dimension 14: Healthy family functioning*
    - Component c: Conflict resolution*
- Domain 10: Professional Practice*
  - Dimension 36: Professional development*
    - Component a: Continuous learning*
- Domain 10: Professional Practice*
  - 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
Understand what is meant by reflective supervision.		
Ask for feedback and develop a supportive relationship with their supervisor.		
Make supervision relevant and meaningful to their work.		
Use the strength-based approach to address vulnerabilities.		
Use the supervisor for continued skill development.		
Demonstrate an understanding of conflict management and mediation skills and know when and when not to use these strategies.		
Apply the principles of nonviolent communication to their relationships in the workplace.		
Develop an understanding of the benefit of ongoing training.		
Identify individual learning style.		
Create a professional development plan to increase skill level.		

**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...

- Come to Reflective Supervision sessions with a list of questions, concerns and celebrations.
- Be open, honest and patient in Reflective Supervision sessions.
- Develop an “elevator speech” about my program and organization so I’m prepared to represent my program in public. I will practice it with a supervisor or colleague until I can say it comfortably.
- Practice conflict resolution skills in my work and everyday life. If I think I need extra support to resolve a work-related conflict, I’ll talk with my supervisor.
- Develop a plan for professional development with my supervisor using the IAFSP resources such as pre-assessment, career compass and certification process. Seek out additional PD resources as needed for my particular role.

### My Action Plan

ACTION	TARGET DATE	DATE COMPLETED