

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 120-minute online module, *Culturally and Developmentally Appropriate Supervision*, teaches supervisors the necessary skills to guide their team members in response to each individual's unique culture and abilities. The values and principles surrounding cultural competence and what the journey of developing cultural competence looks like for both individuals and organizations will also be explored.

NATIONAL FAMILY SUPPORT SUPERVISOR COMPETENCIES

Domain 2: Professional Practice

- Dimension 5: Reflective practice*
 - Component a: Critical reflection*
 - Component b: Observation*
 - Component c: Biases*
- Dimension 7: Quality improvement*
 - Component c: Service quality*

Domain 3: Relationship-Based Partnerships

- Dimension 8: Respect and responsiveness*
 - Component a: Respect for diversity*

Domain 5: Cultural and Linguistic Responsiveness

- Dimension 14: Cultural humility*
 - Component a: Self-awareness*

Domain 6: Effective Work Environment

- Dimension 18: Staff development*
 - Component a: Orientation*
 - Component b: Evaluation of staff performance*

Domain 7: Leadership

- Dimension 20: Professional development*
 - Component d: Motivation and talent development*

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
Describe the concept of cultural competency and the hallmarks of an organization that strives toward cultural competence.		
Illustrate the benefits of cultural competency self-assessment and conduct a cultural self-assessment for their program.		
Identify key questions to ask about multicultural considerations.		
Structure supervision sessions around a framework that focuses on personal awareness, development, skills, processes and outcomes as related to cultural competence.		
Discern the developmental level of staff and “scaffold” the supervision session around their developmental needs.		
Develop a framework by which to counsel staff who have taken inappropriate actions.		

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...

- Conduct an organizational cultural competence self-assessment
- Give staff members the opportunity to conduct their own self-assessment. Ask them to tell me where they feel competent and where they struggle.
- Reflect on my supervision practices. How can better support staff at their developmental levels?
- Reflect on my ability to deal with performance issues? Is this something I need help with? Would technical assistance help me in this area?

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED