

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, *Ethical Decisions in Family Practice*, explores ethical issues of home visitation from the supervisor's perspective. Methods for managing crises sensitively and effectively will be provided. The importance of identifying potential risks and maintaining a safe environment for families and staff is also reviewed.

NATIONAL FAMILY SUPPORT SUPERVISOR COMPETENCIES

Domain 2: Professional Practice

Dimension 6: Professional boundaries

Component b: Stress management

Component d: Personal safety

Domain 6: Effective Work Environment

Dimension 16: Strength-based, reflective supervision

Component c: Values, principles and standards

Domain 6: Effective Work Environment

Dimension 17: Crisis management

Component a: Home visit safety

Component b: Responsiveness and conflict resolution

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
Explain the difference between ethics and values.		
Understand what is meant by moral courage.		
Utilize the moral courage checklist to assess ethical dilemmas.		
Assist family support professionals with resolving ethical dilemmas.		
Employ a consistent response for handling crisis situations (suicide, violence).		
Advocate for a safer work site, if necessary.		
Establish joint safety protocols with agencies that share your facilities.		
Educate staff about assessing, preventing and intervening to reduce clients' threats/assaults.		
Review strategies with family support professions on violence prevention and intervention strategies.		

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...

- Use the moral courage checklist to help me make decisions related to my program and agency.
- Review my program’s and agency’s grievance procedures.
- Plan a confidentiality refresher course for my staff using the Institute Confidentiality modules.
- Ensure that all staff are up-to-date on Mandatory Reporter training.
- Assess my program’s ability to manage crisis situations effectively and make changes as needed.
- Ensure that staff members understand and use safety procedures and checklists for staying safe.

My Action Plan

ACTION	TARGET DATE	DATE COMPLETED