



Institute for Home Visiting Workforce Development's
Learning Collaborative for Promoting Home Visiting
Workforce Well-being

**Session 3 – Reflective Supervision: Anchor
and Advance**

Plan of the Day

- Introduction/Welcome
- Grounding Exercise: Body Scan
- Conversation: Supporting Reflective Supervision and Reflective Practice through consultation
- Breakout groups by roles
- Wrap up/next steps



Grounding Exercise

BODY SCAN



Today's special guests: Jaclyn Gray, Program Director of *Tribal Family Partners Program*, and Dawn Nixon, Infant Mental Health Consultant



Reflective Practice

Personal Skill and Mindset

- An internal process in which professionals step back from their direct work with families to consciously examine their own emotions, experiences, actions, and responses.
- Begins with the self and involves using reflection to enhance personal awareness and professional effectiveness.

Reflective Supervision

A Structured Support Process

- Structured, relationship-based process that supports professionals in engaging in reflective practice, typically facilitated by a supervisor or consultant.
- Goes beyond administrative or clinical supervision by prioritizing emotional safety, curiosity, and the exploration of how one's internal state affects professional relationships.

Providers and caregivers in a child's life

(i.e. teacher, home visitor, etc.)

Infant and Early Childhood Mental Health Consultation

More confidence, skills and knowledge



Walking in Partnership



Connection

**QUALIFIED
Mental Health
Consultant**

MH comes to us



Nurturing spaces where children live and play

Our children do better

**YOUNG CHILDREN
& FAMILIES**

Breakout Discussion

You can select your breakout group according to your role:

- Home Visitor
- Home Visiting Supervisor
- Agency Leadership and Administrative Staff/Other



Post-Session Feedback

Thank you for your time and valuable input!

Let us know what worked well—and how we can do better.



Post AA Survey- LC2a



Session 3 – Reflective Supervision: Take it Forward

Review, Share and Reflect

- Complete the Participant Reflection Worksheet
- Reflect on how the conversations during today's Anchor & Advance Sessions connect with the SAS-HV Reflective Supervision and Joy in Work frameworks

Try-it-Out Challenge

- For Home visitors: Engage a colleague in a discussion about how reflective supervision can help build reflective capacity in staff and families
- For supervisors: Review the SAS-HV Supervisor Planning Tool to determine how you might use it in practice
- For program leadership: Explore ways that program managers and other agency leaders can learn more about and/or experience reflective supervision/consultation



Session 3 – Reflective Supervision: Take it Forward

Enrichment Opportunities

- Review one of the foundational resources shared
- Request TA support (using [TA interest form](#) or emailing HVworkforce@edc.org)



What might I want to talk with a TA Specialist about for reflective supervision?...



Request a peer connection with another team to learn more about how they implement reflective supervision



Engage in thought-partnership with the TA team on potential training opportunities on reflective supervision



Explore strategies to engage agency leadership to improve their understanding of reflective supervision and its benefits for staff and families



Coaching on completing the "PLAN" section for a PDSA cycle on testing the Reflective Supervision Planning Tool



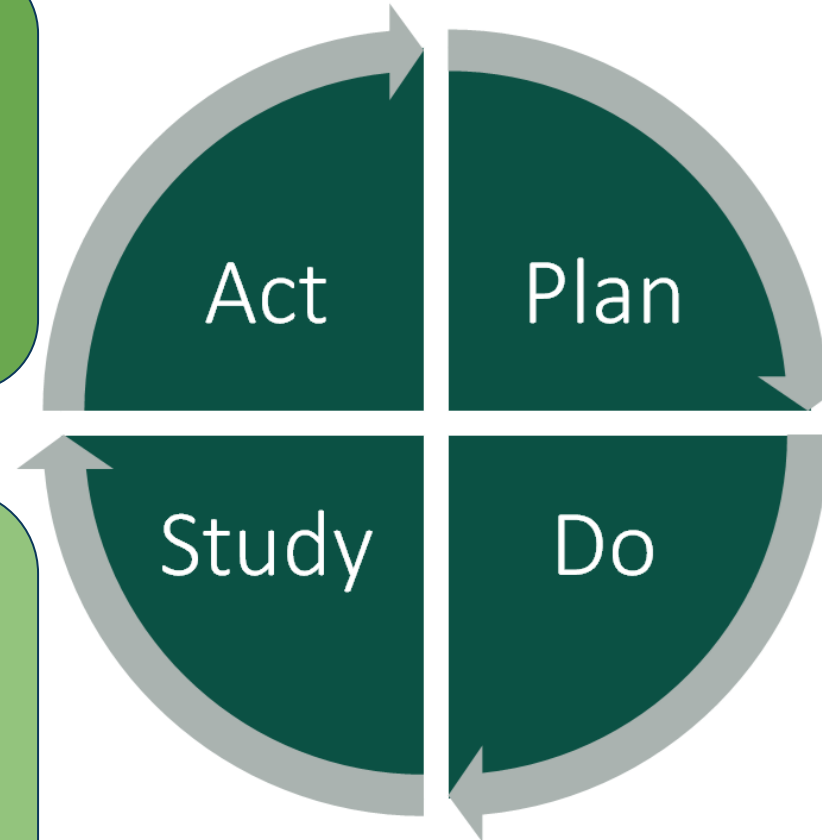
Investigate options for supervisors and program leaders to receive reflective supervision

Take it Forward: Plan and complete a PDSA cycle on testing the Reflective Supervision Planning Tool

Act: Supervisor will practice being more comfortable using tool; a second supervisor will also try with one of their supervisees

Study:

1. Did it happen?
2. How long to complete tool?
3. Supervisor answers 2 questions
4. Home visitors provide written feedback



What could improve well-being of staff?: Team identifies that they want to improve reflective supervision

Idea: Have one supervisor test the SAS-HV RS Tool with two home visitors

Do: Supervisor of the home visiting program tests use of the SAS-HV RS Tool with two of her supervisees

Get Ready for Session 4 - Supporting Home Visitor Safety

August 5th, 3:00 – 4:30 pm EST

COMING SOON

Essential Activities to Prepare

- Review the Participant Reflection Worksheet

Foundational Preparation

- Oregon's Home Visitor Safety Guide
- Podcast: Secure Routes: Navigating Home Visits Safely
- Mental Health and Well-Being Among Home Visitors: Stressors, Supports, and Service Implications
- Home Visits-Tips and Resources for Making Safe and Effective Home Visits



thank you



Email us at Hvworkforce@edc.org

For more information, check out
hvworkforce.org

