

HOW SUPERVISORS GET THE MOST OUT OF TRAINING DOLLARS

Reflective Supervision and Co-vision Strategies For supporting home visitors pre and post training

#1

Strategy: Engage staff members in a pre-training discussion of the logistics, content, and post training goals related to the training event

Results: You let staff know that their safe travel is valued by you, you protect staff from a “registration mess-up” before it happens thereby building trust, you help staff frame questions about what they expect to learn, and you set an expectation that the learning will be shared with all staff members upon their return.

Challenge response: weigh what happens when you don’t take time to do this with the potential outcomes if you do!

#2

Strategy: Participate in training with staff members

Results: You are fully informed about the new skill, you develop confidence in supporting staff members as they gain specific skills, you learn additional needs your staff may have before implementing the new skill, you can observe learning styles of individual staff members, you get support from other supervisors in attendance

Challenge response: delegate someone in your place to act as a training mentor if you cannot go yourself, this role can be rotated among staff

#3

Strategy: Hold a post-training discussion individually or in a group about the learning that took place and what next steps are needed to implement the new skill

Results: you demonstrate commitment and follow through, staff who did not attend gain new information, staff members who attended have an opportunity to take leadership in sharing new information, you can help individual staff members and the team make plans to implement the new skill

Challenge response: same as #1!

“Supervision is a place where the generosity which is shared with a supervisee can then be passed on to families and to children.”

Jeree Pawl