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| **Supervision/COACHING GUIDE** | | | |
| **Date:** |  | | |
| **Staff Person:** |  | **Supervisor/Manager:** |  |

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| **Goals/Topics for  Supervision Today** | **What’s Working Well?** | **Worries?** | **What Needs to Happen Next?** |
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| **additional Discussion** |
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| **WORK EFFECTIVENESS** |
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| **TOPICS FOR NEXT MEETING** |
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| **Core Practice Model PRACTICE Behaviors** | Emerging | | Acquired | | Accomplished | |
| **Foundational Behaviors**   * Is open, honest, clear and respectful in all communication. * Is accountable; does what says will do, returns calls/email within 24 hours, completes work timely, follows laws. * Is aware of and takes responsibility for biases, missteps and mistakes. * Demonstrates commitment to individual development, critical thinking, self-reflection and humility. | 1 | 2 | 3 | 4 | 5 | 6 |
| **Engagement Behaviors**   * Demonstrates an interest in connecting with the family and helping them identify and meet their goals. * Identifies and engages family members and others who are important to the child/NMD and family. * Supports and facilitates the child’s/NMD’s and family’s capacity to advocate for themselves. | 1 | 2 | 3 | 4 | 5 | 6 |
| **Assessment Behaviors**   * Engages in initial and ongoing safety and risk assessment and permanency planning. * Applies information to the assessment process using the family’s cultural lens. * Explores the family’s underlying needs by engaging them in communicating their experiences and identifying their strengths, needs and safety concerns. | 1 | 2 | 3 | 4 | 5 | 6 |
| **Teaming Behaviors**   * Works with the family to build a supportive team that engages natural connections as early as possible. * Facilitates culturally sensitive team processes and engages the team in planning and decision-making. * Works with the child and family team to address the evolving needs of the child/NMD and family. * Works collaboratively with community partners to create better ways for families to access services. | 1 | 2 | 3 | 4 | 5 | 6 |
| **Service Planning & Delivery**   * Works with the family and team to build a culturally sensitive plan that focuses on changing the behaviors that brought the family to the attention of child welfare. * Works with the family and team to assist the child/NMD and family with safety, trauma, healing and permanency. * Advocates for and helps family members access resources, services, supports and visitation needs. * Monitors, adapts and updates the plan as needed regarding effectiveness, current circumstances and resources. | 1 | 2 | 3 | 4 | 5 | 6 |
| **Transition Behaviors**   * Works with the family to prepare for change and provide tools for managing transitions, i.e. changes in SW/placement. * Coordinates with the family team to help the family find solutions after CWS is no longer involved. | 1 | 2 | 3 | 4 | 5 | 6 |

**Emerging** = Rarely or inconsistently demonstrates the practice behaviors, or using them requires significant supervisor direction/ support.

**Acquired** = Often demonstrates the practice behaviors, with some or minimal direction from supervisor.  
**Accomplished** = Consistently demonstrates the practice behaviors as “standard practice” in virtually all referral/case circumstances, utilizing independent critical thinking skills.