

A photograph of two women sitting and talking. The woman on the left is smiling and wearing a light blue cardigan over a white top and blue jeans. The woman on the right is wearing a white lab coat and is seen from the side. The background is a blurred indoor setting with a green plant.

WASHINGTON STATE HOME VISITING
CORE COMPETENCIES

HOME VISITING SUPERVISOR

SELF ASSESSMENT & DEVELOPMENT PLAN

This document is intended to be used by home visiting supervisors in conjunction with the Washington State Home Visiting Core Competencies for Home Visiting Supervisors.

WASHINGTON STATE HOME VISITING CORE COMPETENCIES
HOME VISITING SUPERVISOR SELF ASSESSMENT

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Please help us to strengthen this document by sharing your feedback and suggestions for improvement. All feedback is anonymous, unless you choose to share your email address for follow up.





HOME VISITING SUPERVISOR SELF ASSESSMENT

INTRODUCTION

This form encourages you to think about the opportunities you have for learning through the lens of core competencies associated with your work as a Supervisor of Home Visitors.

The first part is a self-assessment to be used to:

- Identify your strengths and abilities for each of the eight competency areas.
- Identify and prioritize one competency area that you wish to grow

The second part is a development plan which encourages you to:

- Identify your preferred way of learning
- Identify learning opportunities that will support growth in your priority competency area in the next 6-12 months
- Identify additional opportunities for learning and how they may support growth in knowledge and skills that relate to other areas of competency important to your role



Consider the self-assessment and development plan to be a “snapshot in time.” As such, it can be completed once or twice a year. It is intended to support strategic thinking and ground your planning for development activities in the core competencies. But most of all, it is intended to support your ongoing growth and effectiveness as a Home Visiting Supervisor.

For additional information, please visit Start Early’s website at <https://www.startearly.org/where-we-work/washington/home-visiting-core-competencies/> or email our team directly at hvstartearlywa@startearly.org



HOME VISITING SUPERVISOR SELF ASSESSMENT

INTRODUCTION

Name:



Job Title:

Program Name:

Date:

Before you begin:

- Make sure you have a copy of the **Home Visiting Supervisor Core Competencies** which lists for each competency area, what Supervisors need to KNOW and DO.
- You can find a copy of the Home Visiting Supervisor Core Competencies [here](#).
- If you have questions about the use of this form, contact amatthias@startearly.org



scan QR code
to provide feedback





1. COMPETENCY AREA: FACILITATING DIVERSITY, EQUITY, INCLUSION AND BELONGING

READ: Core Competency Area #1 (pages 11-13) in the [Washington State Home Visitor Core Competencies](#).

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Supervisors empower Home visitors, families, and the community to participate in a program that is diverse, equitable, inclusive, and fosters belonging. Supervisors ensure all voices are heard, including Home Visitors, families, and the community. Supervisors will practice humility and cultivate and support an environment of continued learning regarding culture and race.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



1. COMPETENCY AREA: FACILITATING DIVERSITY, EQUITY, INCLUSION AND BELONGING

1. List one or two competencies from the **KNOW** column from competency area #1 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #1 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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2. COMPETENCY AREA: SUPPORTING HOME VISITING PRACTICE

READ: Core Competency Area #2 (pages 14-17) in the Washington State Home Visitor Core Competencies.

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Supervisors partner with the Home Visitor to cultivate a strengths-based and trauma-informed environment. Supervisors cultivate an understanding of the influence of gender identity, culture, and religion in work with families. Providing evidence based, evidence informed, and community defined information will assist in the development of a capable, skillful, and knowledgeable workforce.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



2. COMPETENCY AREA: SUPPORTING HOME VISITING PRACTICE

1. List one or two competencies from the **KNOW** column from competency area #2 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #2 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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3. COMPETENCY AREA: RELATIONSHIP-BASED PARTNERSHIPS

READ: Core Competency Area #3 (pages 18-20) in the Washington State Home Visitor Core Competencies.

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Supervisors facilitate relationship building to promote a positive work environment by listening and clarifying information with an open exchange of ideas and fostering an atmosphere of open communication. Supervisors understand the elements of an inclusive and healthy work environment.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



3. COMPETENCY AREA: RELATIONSHIP-BASED PARTNERSHIPS

1. List one or two competencies from the **KNOW** column from competency area #3 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #3 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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4. COMPETENCY AREA: ETHICAL AND QUALITY HOME VISITING PRACTICES

READ: Core Competency Area #4 (pages 21-23) in the Washington State Home Visitor Core Competencies.

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Supervisors work toward ethical and high quality home visiting practices and support the Home Visitor as they work toward ethical and high quality practices.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



4. COMPETENCY AREA: ETHICAL AND QUALITY HOME VISITING PRACTICES

1. List one or two competencies from the **KNOW** column from competency area #4 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #4 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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5. COMPETENCY AREA: COMMUNITY SYSTEMS AND RESOURCE

READ: Core Competency Area #5 (pages 24 & 25) in the Washington State Home Visitor Core Competencies.

Based on the description of this competency area, as well as the competencies in the KNOW and DO columns, how do you regard your overall strength and abilities today?

DESCRIPTION: Supervisors have broad knowledge of how community systems work and create partnerships to influence referrals and the day-to-day work of the program.

Check the box that is the best match for your skills and ability.

Area of consistent strength (85-100%)

Seldom an area of strength (Less than 40%)

Often an area of strength (60-85%)

This is an area where growth is needed to be more effective in my role

Sometimes an area of strength (40-60%)



5. COMPETENCY AREA: COMMUNITY SYSTEMS AND RESOURCE

1. List one or two competencies from the **KNOW** column from competency area #5 that you want to learn more about in the next 6-12 months.
2. List one or two competencies from the **DO** column from competency area #5 that you that you want to develop further in the next 6-12 months.

KNOW

DO

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**SUPERVISOR
DEVELOPMENT PLAN**

PRIORITY AREA

REVIEW: Take a look at how you rated your strengths and abilities in each of the core competency areas 1-5.

Check the competency area that you would like to prioritize strengthening in the next 6-12 months?

- 1. COMPETENCY AREA: FACILITATING DIVERSITY, EQUITY, INCLUSION AND BELONGING**
- 2. COMPETENCY AREA: SUPPORTING HOME VISITING PRACTICE**
- 3. COMPETENCY AREA: RELATIONSHIP-BASED PARTNERSHIPS**
- 4. COMPETENCY AREA: ETHICAL AND QUALITY HOME VISITING PRACTICES**
- 5. COMPETENCY AREA: COMMUNITY SYSTEMS AND RESOURCE**





HOME VISITING SUPERVISOR SELF ASSESSMENT

INTRODUCTION

CHOOSE: List one or two competencies from the **KNOW** column of your priority competency area that would improve your overall strength and abilities in that area.

1. KNOW # _____

How do you plan to *learn more* in this area of knowledge (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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2. KNOW # _____

How do you plan to *learn more* in this area of knowledge (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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HOME VISITING SUPERVISOR SELF ASSESSMENT

INTRODUCTION

CHOOSE: List one or two competencies from the **DO** column of your priority competency area that would improve your overall strength and abilities in that area.

1. DO # _____

How do you plan to *develop more skill* in this area? (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

.....

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2. DO # _____

How do you plan to *develop more skill* in this area? (e.g. attend a training, read a research article, talk with a peer or colleague, investigate what my options are, etc.)

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HOME VISITING SUPERVISOR SELF ASSESSMENT

INTRODUCTION

How do I learn best?

Check all that apply.

- Hands-on/doing.
- Reading.
- In a group.
- Listening.
- Watching.

What is my preferred language to learn in?

- English
- Spanish
-

What else is important to know about my learning style?

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WASHINGTON STATE HOME VISITING CORE COMPETENCIES



**SUPERVISOR
DEVELOPMENT PLAN**
INTRODUCTION

- Complete the section below by listing conferences, in-service, training, coursework, reflective supervision or other activities you will be involved in over the next 6-12 months.
- Indicate all areas of core competencies that may be addressed in each activity. Over time, you may use this chart to identify gaps in learning opportunities you have had to date that will help you identify priorities for future learning.

COMPETENCY AREA	KNOW #	DO #	UPCOMING LEARNING OPPORTUNITIES/ACTIVITIES
EXAMPLE Competency Area #1	K12	D2	National Home Visiting Summit Communities of practices