

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**.*



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HOME VISITING SUPERVISOR SELF-ASSESSMENT & DEVELOPMENT PLAN

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WASHINGTON STATE HOME VISITING CORE COMPETENCIES

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 and your strengths and abilities for each of the five 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 [StartEarly.org/CoreCompetencies](https://www.startearly.org/core-competencies) or email our team directly at HVStartEarlyWA@StartEarly.org



WASHINGTON STATE HOME VISITING CORE COMPETENCIES
HOME VISITING SUPERVISOR SELF-ASSESSMENT

INTRODUCTION

Name:

Job Title:

Program Name:

Date:

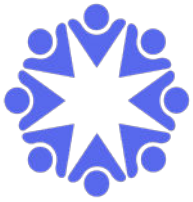
Before you begin:

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



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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.



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area of consistent strength (85-100%)	Often an area of strength (60-85%)	Sometimes an area of strength (40-60%)	Seldom an area of strength (Less than 40%)	This is an area where growth is needed to be more effective in my role



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

1. List one or two competencies from the KNOW column from 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 Area 1 that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area of consistent strength (85-100%)	Often an area of strength (60-85%)	Sometimes an area of strength (40-60%)	Seldom an area of strength (Less than 40%)	This is an area where growth is needed to be more effective in my role



2. COMPETENCY AREA: **SUPPORTING HOME VISITING PRACTICE**

1. List one or two competencies from the KNOW column from 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 Area 2 that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area of consistent strength (85-100%)	Often an area of strength (60-85%)	Sometimes an area of strength (40-60%)	Seldom an area of strength (Less than 40%)	This is an area where growth is needed to be more effective in my role



3. COMPETENCY AREA: **RELATIONSHIP-BASED PARTNERSHIPS**

1. List one or two competencies from the KNOW column from 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 Area 3 that you want to develop further in the next 6-12 months.



KNOW

DO



4. COMPETENCY AREA: **ETHICAL AND QUALITY HOME VISITING PRACTICES**

READ: Core Competency Area #4 (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 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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area of consistent strength (85-100%)	Often an area of strength (60-85%)	Sometimes an area of strength (40-60%)	Seldom an area of strength (Less than 40%)	This is an area where growth is needed to be more effective in my role



4. COMPETENCY AREA: **ETHICAL AND QUALITY HOME VISITING PRACTICES**

1. List one or two competencies from the KNOW column from 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 Area 4 that you want to develop further in the next 6-12 months.



KNOW

DO



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.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Area of consistent strength (85-100%)	Often an area of strength (60-85%)	Sometimes an area of strength (40-60%)	Seldom an area of strength (Less than 40%)	This is an area where growth is needed to be more effective in my role



5. COMPETENCY AREA: **COMMUNITY SYSTEMS AND RESOURCE**

1. List one or two competencies from the KNOW column from 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 Area 5 that you want to further develop in the next 6-12 months.



KNOW

DO

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PRIORITY AREA

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

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 Resources**

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CHOOSE: List one or two competencies from the **KNOW** column of your priority competency area that you most want to focus on strengthening.

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.)

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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CHOOSE: List one or two competencies from the **DO** column of your priority competency area that you most want to focus on strengthening.

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.)

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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LEARNING STYLE

How do I learn best?

Check all that apply.

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

My preferred language to learn in is:

What else is important to know about my learning style?

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LEARNING OPPORTUNITIES

- 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	3	5	National Home Visiting Summit Communities of Practice