

Supervision Strategies to Promote Family-Driven Practice

As a supervisor, you play a critical role in creating spaces for supervisees to communicate and grow. Centering *their* expertise and practice wisdom in the supervisory relationship can serve as a parallel to the practice at the center of family-driven care - which is to center the *family* in their experience and expertise.

Below are four strategies you can take in supervision that align with the Guiding Principles of Family Driven Care. For each strategy, there are suggestions for what it can look like for you as a supervisor to **model** this along with questions you can ask to coach supervisees in order to **promote** family driven care in their practices with the families they serve.

1. Create Safety, Trust, & Collaboration Foster trust, communication, and collaboration via a secure and safe environment that allows all to do their best work together. Keep in mind <i>physical safety, emotional safety, and cultural safety</i> .	
To model this approach in supervision, supervisor can:	To promote understanding of how supervisees can implement this approach, supervisors can ask:
<ul style="list-style-type: none"> <input type="checkbox"/> Know and share agency 'safety protocols.' <input type="checkbox"/> Be available for emergencies and have systems for debriefing. <input type="checkbox"/> Individualize your approach: Ask each supervisee what they need to feel safe with you and in supervision. <input type="checkbox"/> Be predictable and consistent (e.g., have set meetings, create an agenda with input from the supervisee). <input type="checkbox"/> Be transparent to build trust. <input type="checkbox"/> Create an environment where supervisees can make mistakes and learn from them. <input type="checkbox"/> Address vicarious trauma. <input type="checkbox"/> Be inclusive of and honor the intersection of identities. <input type="checkbox"/> Explore how your identities and experiences might impact your work with the supervisee. <input type="checkbox"/> Be curious about and show regard for the beliefs and perspectives of supervisees. 	<ul style="list-style-type: none"> <input type="checkbox"/> What has worked well and not so well for the family with past services, and what can you do to protect the welfare of the family within the boundaries of your role? <input type="checkbox"/> How have you worked to enhance safety with the family's input? <input type="checkbox"/> How can you support safety in the space you are meeting (e.g., residence, community location, telehealth)? <input type="checkbox"/> How is the agenda for your meetings co-created with the family so they know what to expect? <input type="checkbox"/> How might your identities and experiences impact your work with this family? <input type="checkbox"/> What conversations to support safety can you have with the family about their cultural background, community, and support system? <input type="checkbox"/> What changes can you make to promote overall safety?

2. Identify Responsibility and Roles and Model Respect

Identify responsibilities and roles. Show respect and that you care. Honor each person's values, culture and contributions. Keep in mind *compassion, value expertise, honesty, and cultural humility*.

<p>To model this approach in supervision, supervisors can:</p>	<p>To promote understanding of how supervisees can implement this approach, supervisors can ask:</p>
<ul style="list-style-type: none"> <input type="checkbox"/> Create a positive environment and establish a working rapport with supervisees. <input type="checkbox"/> Discuss expectations and boundaries regarding the professional relationship. <input type="checkbox"/> Be consistent but flexible. <input type="checkbox"/> Provide honest and timely constructive responses and follow-up. <input type="checkbox"/> Be present to felt needs; follow up on important issues. <input type="checkbox"/> Attend to stress and compassion fatigue. <input type="checkbox"/> Check-in regarding self-care (e.g., boundaries, time-off plans). <input type="checkbox"/> Honor hard work and celebrate progress. <input type="checkbox"/> Be open-minded and learn about values, cultural perspectives and traditions. <input type="checkbox"/> Respect the individuality of each supervisee and meet them where they are. <input type="checkbox"/> Encourage, and when possible, connect supervisees to participant in agency committee groups. 	<ul style="list-style-type: none"> <input type="checkbox"/> What is the family's view about what has led them to seek services? <input type="checkbox"/> How do you think the family's perspectives might be helpful in addressing any concerns? <input type="checkbox"/> How do you show respect for the parent/caregiver and family? <input type="checkbox"/> In what ways have you examined your own biases that may interfere with celebrating and honoring the family's culture and respecting their experiences? <input type="checkbox"/> How have you asked about any potential stigma, and how have you attended to any barriers? <input type="checkbox"/> In what ways do you and the caregiver agree/disagree about priorities, how to work together, and how to address concerns? <input type="checkbox"/> Have you encouraged the caregiver(s) to give you their honest opinions? What did they say? What was your reaction? <input type="checkbox"/> What changes can you make to promote respect?

3. Focus on Strengths and Resilience Through Feedback and Reflection

Cultivate a culture that continuously builds capacity and affirms efforts to grow. Keep in mind the helpfulness of building on the positive, celebrating progress, and looking for assets.

<p>To model this approach in supervision, supervisors can:</p>	<p>To promote understanding of how supervisees can implement this approach, supervisors can ask:</p>
<ul style="list-style-type: none"> <input type="checkbox"/> Explore strengths as well as areas of need. <input type="checkbox"/> Ask about needed resources and support supervisees to achieve their professional and personal goals. <input type="checkbox"/> Encourage openness and feedback about the supervisory relationship. <input type="checkbox"/> Work from each supervisee's strengths and provide clear, positive and constructive feedback. 	<ul style="list-style-type: none"> <input type="checkbox"/> How have you explored the parent/caregiver and family strengths? <input type="checkbox"/> Have the youth and family been able to identify their own strengths? <input type="checkbox"/> Are there supports that we can identify to help the youth and family to build upon those strengths? <input type="checkbox"/> What does the youth and family feel is going well in their family? What do they feel is going well regarding the 'presenting issue(s)'?

<ul style="list-style-type: none"> <input type="checkbox"/> Acknowledge when you observe the supervisee shifting from provider-driven practice to engaging in family-driven practice. <input type="checkbox"/> Model and role-play to develop skills (i.e., affirmation, validation, and reframing) to support strength-based interpretations of parent/caregiver actions supervisees find challenging. 	<ul style="list-style-type: none"> <input type="checkbox"/> What are the areas of need for you regarding working with this family? <input type="checkbox"/> What have you and the family identified as goals, and what is the family's assessment of progress toward those goals? <input type="checkbox"/> What feelings do you have about working with this family? Has any part of the work been difficult, confusing, uncomfortable, frustrating, irritating, etc.? <input type="checkbox"/> What changes can you make to promote resilience?
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4. Empowerment Through Empathy & Power Sharing
 Create an environment which fosters choice, partnership, and equity. Keep in mind *collaboration, shared decision-making, transparency, empathetic connection, shared understanding, and mutual accountability.*

<p>To model this approach in supervision, supervisor can:</p>	<p>To promote understanding of how supervisees can implement this approach, supervisors can ask:</p>
<ul style="list-style-type: none"> <input type="checkbox"/> Provide choice whenever possible (e.g., in work space, schedule, caseload, approach). <input type="checkbox"/> Listen to the supervisee's description of experiences, opinions and thoughts, and provide validation through reflective listening. <input type="checkbox"/> Encourage supervisees to ask questions. <input type="checkbox"/> Seek supervisee's input in staff evaluations. <input type="checkbox"/> Encourage supervisees to identify new skills to practice. <input type="checkbox"/> Collaboratively work with the supervisee to explore and develop concrete solutions to any identified challenges. <input type="checkbox"/> Recognize and promptly address any difficulties related to the supervisory relationship. <input type="checkbox"/> Connect supervisees to their coworkers for added support. 	<ul style="list-style-type: none"> <input type="checkbox"/> What considerations can you have about spaces and systems that have shaped the family and this moment in services? <input type="checkbox"/> How have you explored the power differential in your working relationship with the family? What actions can you take or have you taken to address this? <input type="checkbox"/> How have you explained to the caregiver what a family-driven practice is and how that will look in the work? <input type="checkbox"/> How have you created space for families to have accurate and complete information to make informed decisions? <input type="checkbox"/> How have you and the family discussed expectations around your work together and how you will collaborate? <input type="checkbox"/> How will you ensure the family's views are reflected in their assessment, treatment plan, progress notes, and evaluations? <input type="checkbox"/> How have you helped to increase the families support resources (e.g., family peers)? <input type="checkbox"/> How will you know when you are (and are not) working effectively with this family? <input type="checkbox"/> What changes can you make to promote sharing power?