



Supporting and Strengthening
the Home Visiting Workforce

Supervisor Practices in Reflective Supervision–Home Visiting (SuPRS–HV)

Please answer the questions below based on the reflective supervision session you just finished by checking the appropriate box. Please only check one box per row. The questions are meant to capture what is happening during reflective supervision sessions. They are not an assessment of quality or an evaluation of your performance as a supervisor. We understand that every session is different, and that most supervisors do not have time to use all the practices asked about below in a single supervision session.

How often, if at all, did you discuss:

	Not discussed in the session (1)	Discussed in some of the session (2)	Major focus of the session (3)
1. Impact of a situation on the baby or child			
2. Caregiver and child interactions			
3. Strengths of the families the home visitor is working with			
4. Needs of the families the home visitor is working with			
5. Setting and maintaining healthy boundaries with families the home visitor is working with			
6. Impact of program requirements, logistics, or other aspects of the work environment on the home visitor's work with families			
7. Impact of community characteristics (e.g., availability of safe housing, employment, or affordable childcare) on the home visitor's work with families			
8. Impact of working with families on the home visitor's well-being			
9. What is going well in your supervisory relationship			

How often, if at all, did you:	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
10. Encourage the home visitor to consider how work-related stressors may affect their personal life				
11. Provide an opportunity for the home visitor to discuss their professional development goals				
12. Wait for the home visitor to gather their thoughts				
13. Let the home visitor know you heard and understood their feelings				
14. Respond to what the home visitor shared without judgment				
15. Offer support to promote the home visitor's well-being				
16. Explore solutions together				
17. Share specific skills with the home visitor				
18. Demonstrate a potential strategy to use with a family				
19. Help the home visitor process what is going on with families they find challenging to work with				
20. Provide concrete resources the home visitor can use in their work with families				
21. Provide resources to support the home visitor's professional development				

How often, if at all, did you show:	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
22. Interest in the home visitor's views				
23. Appreciation for the home visitor's ideas				
24. Acceptance of the home visitor as a person regardless of their behaviors or ideas				

How often, if at all, were you:	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
25. Authentic in your interactions with the home visitor				
26. Comfortable discussing sensitive topics				
27. Aware of how your emotions impacted the session				

How often, if at all, did you:	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
28. Ask the home visitor to describe and explore their feelings about experiences with families				

How often, if at all, did you encourage the home visitor to consider how the following might impact their work with families?

You may encourage reflection on these topics either directly or indirectly or use different words or terms. We are interested in how often, if at all, reflection on the general topics occurred.

	Not discussed in the session (1)	Discussed in some of the session (2)	Major focus of the session (3)
29. Home visitor's personal identities (e.g., race, ethnicity, or culture)			
30. Home visitor's assumptions or beliefs about a family based on family characteristics (e.g., race, ethnicity, or culture)			
31. Home visitor's experiences			

How often, if at all, did you encourage the home visitor to consider:

	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
32. How a family's culture might shape a family's life experience				
33. How a family's racial or ethnic identity might shape a family's life experience				
34. The perspectives of people involved in a situation (e.g., family members, coworkers, people important to a family)				

How often, if at all, did you share:

	Not in the session (1)	A little bit in the session (2)	Often in the session (3)	Most of the session (4)
35. A specific strength of the home visitor				
36. Specific, positive feedback on something the home visitor did				
37. Feedback on what the home visitor was doing well before offering a suggestion for improvement				

Scoring

To score the SuPRS–HV, items are examined in two categories: (1) Topics Discussed and (2) Specific Reflective Supervision Practices, which consists of five subscales.

Topics Discussed

The SuPRS–HV includes 11 items to document topics discussed (Items 1–11). These items can either be examined individually to explore the depth of discussion on topics or summed to yield a count of number of topics covered. More specific guidance for numerical scoring is located in the SuPRS–HV Measure Manual.

Specific Reflective Supervision Practices

The SuPRS–HV includes five subscales to document specific practices that support key elements of reflective supervision in the home visiting context. If you are completing this measure on paper, please enter the corresponding value from each item into the boxes below and calculate the subscale score by averaging the items in each subscale. If you are completing this measure digitally, subscale scores will be auto calculated.

Responsiveness

Practices to follow the home visitor lead, listen actively, and allow time for space and reflection while communicating warmth, sense of caring, and withholding judgement.

Responsiveness score

<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	/ 4 =	<input type="text"/>
Item 12		Item 13		Item 14		Item 15		

Collaborative Capacity Building

Practices to promote collaborative reflection, exploration, and discussion to identify and share resources and strategies for working with families.

Collaborative Capacity Building score

<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	/ 6 =	<input type="text"/>
Item 16		Item 17		Item 18		Item 19		Item 20		Item 21

Unconditional Positive Regard

Practices to explore and affirm home visitor thoughts, beliefs, and emotions with supervisor self-awareness of their own thoughts, beliefs, and emotions.

Unconditional Positive Regard score

	+		+		+		+		+		/ 6 =	
Item 22		Item 23		Item 24		Item 25		Item 26		Item 27		

Promoting Awareness of Self and Others

Practices to promote consideration of how underlying perceptions and contextual issues might impact home visitor's work with families and families' life experiences.

If you are completing this measure on paper, recode items 29, 30, and 31 by converting scores of 2 to 2.5 and scores of 3 to 4 so that all items in this subscale are measured on the same response scale (1–4). If you are completing it digitally, this will be done automatically.

Promoting Awareness of Self and Others score

	+		+		+		+		+		/ 7 =	
Item 28		Item 29		Item 30		Item 31		Item 32		Item 33		Item 34

Supportive Feedback

Practices to highlight home visitor's strengths and share solution-focused, strengths-based feedback.

Supportive Feedback score

	+		+		/ 3 =	
Item 35		Item 36		Item 37		

The SuPRS–HV is a self-report measure to be completed by any supervisor, consultant, or manager who provides direct, one-on-one reflective supervision to home visitors, created under the Supporting and Strengthening the Home Visiting Workforce project. For detailed instructions, please refer to *Supervisor Practices In Reflective Supervision-Home Visiting (SuPRS–HV): Measure Manual, Version 1*.