

## Appendix L: Reflective and Education Supervisor Self-Assessment

<b>To support staff,</b>	<b>We do this well</b>	<b>We do this but needs some improvement</b>	<b>We don't do this and needs much improvement</b>
<b>1. Our staff have a clear understanding of their roles and responsibilities</b>			
<b>2. We hold regular individual and/or group supervision meetings</b>			
<b>3. We acknowledge and recognize the contributions each staff member makes to the organization</b>			
<b>4. We use reflective methods to support staff in processing challenges and coming to their own solutions</b>			
<b>5. We make ourselves available to staff</b>			
<b>6. We have created an environment in which staff can openly seek support from us and/or other colleagues</b>			
<b>7. We regularly check-in about self-care, compassion fatigue, and vicarious trauma with each staff member</b>			
<b>8. We model the collaborative and strength-based relationship staff should have with families in our contact with staff</b>			
<b>9. We ensure that each staff member understands crisis management plans and procedures</b>			
<b>10. We focus on creating collaborative relationships with other service providers or agencies involved in the lives of our families</b>			
<b>11. We have taken steps to address concerns raised by staff about coordination of services</b>			
<b>12. We have a process of collecting continuous feedback from staff and plan how to address any areas of concern</b>			
<b>13. Do you have any key areas you would like to address not listed here? Write in space below:</b>			