



## Wisconsin Core Competencies for Family Support Professionals Staff Self-Reflection Checklist

This tool is designed to be used by individual staff members to apply the skills and attitudes of the core competencies in your daily work with families.

### Direct Service Professional

Scoring Rubric      **3- Often**      **2- Sometimes**      **1- Rarely**      **0- Not at All**

Content Area 1: Child and Lifespan Development	3	2	1	0
I demonstrate ability to engage parents in supporting children’s attachment, development, and learning				
I engage and interact with children in developmentally appropriate ways				
I am able to identify children’s strengths				
I am able to identify parent’s strengths				
I demonstrate sensitivity to children’s needs				
I cultivate self-awareness and understanding of bias				
I display cultural and linguistic responsiveness in relationships				
I believe that all children and parents have strengths and ability to learn				
I have a positive orientation toward and enjoyment of interactions with children and families				
I appreciate and value differences within family dynamics				
I respect and support current relationships between children and parents as the starting point for family development				
I value creating positive, goal oriented relationships with parents				
I commit to all children, parents, and families reaching their potential and to the promotion of healthy parent-child and family relationships				
Strengths:				
Opportunities:				

3- Often      2- Sometimes      1- Rarely      0- Not at All





Content Area 2: Dynamics of Family Relationships	3	2	1	0
I interact effectively with a variety of personality types, temperaments, and individual differences of both adults and children				
I model appropriate effective communication strategies with and for families				
I teach and support healthy parent-child interactions				
I help parents identify needs and strategies to build resilience and practice self-care				
I identify and support families in addressing stressors that negatively impact family interaction				
I utilize the Protective Factors Framework to assist all families in assessing their family system and identifying areas of focus for positive family development				
I recognize signs of individual and family trauma				
I incorporate trauma informed practice when engaging and responding to families who may have experienced various forms of trauma				
I demonstrate culturally and linguistically responsive interactions with families				
I appreciate differences in family composition and family dynamics				
I value self-awareness and seek understanding of personal bias				
I believe that all families have strengths				
I respect and support existing relationships between children and families as the starting point for family development				
I believe that all families experience stress				
I believe that any parent, child, or family, regardless of status or composition, may have experienced trauma				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 3: Guidance and Nurturing- Parenting Skills	3	2	1	0
I am able to identify healthy and unhealthy attachment				
I teach and model strategies to help parents strengthen healthy attachment				
I can identify healthy and unhealthy parenting styles and behavior				
I teach and model best practice in parenting skills and behaviors, including warm, nurturing, and caring behaviors				
I communicate appropriate developmental expectations to parents				
I teach emotional regulation skills both for parents and for children				
I model guidance techniques for parents				
I facilitate intentional parenting skills				
I match parent programs to parents' needs				
I partner with parents and scaffold parents' learning				
I help parents build parental resilience				
I help parents identify self-care strategies to reduce stress				
I believe that there are a wide variety of healthy ways to parent				
I accept cultural and personal variance in effective and appropriate ways to express warmth, love, and affection				
I believe in universal need for parenting knowledge and support				
I believe in intrinsic motivation for parenting				
I believe that parents have the power to make the best decisions for their family				
I respect the rights and responsibilities of parents to make decisions about family values and parenting practices				
I view critical thinking as an essential requirement for parent education				
I understand that all parents need strategies beyond those learned from their own parents				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 4: Health and Safety	3	2	1	0
I support and assist families in identifying and securing concrete supports				
I build awareness of resources, prerequisites for service, and the referral process				
I can identify signs of domestic violence and community resources for victims				
I am able to identify all forms of child maltreatment				
I possess skills for talking to families about health and safety issues				
I am able to identify signs of depression and mental illness				
I understand and can identify the impacts of various types of family violence on different family members				
I identify and build formal and informal professional connections that help families obtain concrete supports				
I facilitate family help seeking				
I maintain networks of physical, mental, and behavioral health care providers				
I connect families to services, support help seeking behavior, and understand barriers to access				
I recognize and address systemic barriers				
I believe that any parent, child, or family, regardless of status or composition, may have experienced or be a source of child maltreatment				
I believe that help seeking behavior is a strength and not a weakness				
I acknowledge systemic barriers to family well-being				
Strengths:				
Opportunities:				

3- Often      2- Sometimes      1- Rarely      0- Not at All





Content Area 5: Diversity in Family Systems	3	2	1	0
I develop and implement culturally responsive strategies to engage and strengthen families				
I support families in identifying their own needs and positive, culturally appropriate strategies				
I teach and support families in building internal family traditions, customs, and culture				
I promote equity and address barriers that impact family access to and comfort with services and education, such as conscious and unconscious bias, economic status, educational level, stereotyping, and racism				
I practice self-reflection and examination to discover personal views or emotional triggers which have the potential to impede relationships and effective work with families?				
I foster inclusion				
I respect and appreciate diversity in families				
I strive for non-judgmental approach to working with families, especially those whose background or current circumstances are different from my own				
I believe that all families can benefit from and should have access to parenting education and skill building opportunities				
I acknowledge systemic barriers to family well-being				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





<b>Content Area 6: Relationships between Family, School, and Community</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I advocate within the community on behalf of children and families				
I connect families to resources (networking skills, knowledge of community resources, connections within community)				
I build collaborative community partnerships and continuum of care for family support services and parent education initiatives				
I help families identify and access community resources (implement the “warm handoff”, identify and address barriers, normalize family help seeking, support parents in advocating for themselves and their children)				
I help families build social connections				
I help families understand the importance of quality childcare and find resources to obtain quality providers				
I support parents in preparing children for school through at-home early learning activities that promote academic success				
I encourage and support parents to be active members of community and school through participation, volunteerism, and advocacy				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 7: Family Support and Parenting Education: Principles, Research, Methods, and Approaches	3	2	1	0
I utilize a strengths-based family partnership approach to family support work				
I incorporate the Protective Factors Framework into work with families				
I increase family understanding of Protective Factors Framework and support families in strengthening their Protective Factors				
I integrate current research into professional practice				
I assess the needs of the parents, child, and family and match to appropriate level of prevention, early intervention, or treatment as well as appropriate programming or approach				
I promote and market programs and initiatives				
I meet the learning needs of a variety of learning styles and ages of learners				
I possess group process and facilitation skills				
I utilize verbal and non-verbal communication and listening skills for effective facilitation and relationship building				
I tailor content to audience and to individual learners				
I utilize a variety of educational methodologies and facilitation strategies				
I build trusting relationships with families				
I engage families to build leadership capacity				
I adapt programming to respond to interests, culture, language needs, special needs, or challenges of participants				
I have skills for conflict resolution among participants				
I have the ability to foster interaction and inclusion				
I have a positive view of parent education and support				
I have a commitment to high quality programming				
I have a commitment to attendance and completion of programming				
I have persistence in recruiting and maintaining connection with families				
I have sensitivity to needs and feelings of families				
I have preference for interactive involvement of parents or families in programming				
I support family driven goal setting, enrichment, and experiences for child development				
Strengths:				
Opportunities:				

3- Often      2- Sometimes      1- Rarely      0- Not at All





Content Area 8: Professional Practice and Self-care	3	2	1	0
I use supervisor interaction and peer support to assist in professional role and self-care				
I advocate for my own self-care needs				
I manage the parallel process				
I maintain professional boundaries while remaining responsive to parents and families				
I identify need for referral of parents to other professionals and for other services				
I have Interpersonal communication skills (conflict resolution within the workplace, mediation skills)				
I know when and how to ask for help for myself				
I am able to self-assess and reflect upon my own work				
I interact sensitively and appropriately with parents				
I value professional development				
I value the opportunity to interact and learn from clients, colleagues, mentors, and supervisors				
I have awareness of how my own background and values impact practice, including acknowledgement of personal bias				
I am willing to attend to my own self-care needs				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





**Download the complete Core Competencies for Family Support Professionals at <https://preventionboard.wi.gov/Pages/OurWork/CoreCompetencies.aspx>**

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