



## Wisconsin Core Competencies for Family Support Professionals Supervisor and Leadership Self-Reflection Checklist

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

### Supervisor or Leadership

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

<b>Content Area 1: Best Practices in the Field of Family Support</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I apply Protective Factors in structuring work and relationships with families				
I apply strengths-based approaches to work with families as well as to management of family support services and staff				
I incorporate strengths-based practice and the Protective Factors Framework into workplace structure and policies				
I have enthusiasm for the field of family support and belief in the benefits for families				
Strengths:				
Opportunities:				

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





<b>Content Area 2: Program Planning, Monitoring, and Evaluation</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I ensure the level of programming accurately addresses program participants' level of need				
I ensure that programming has a high likelihood of effectiveness to meet the needs of the specific audience addressed				
I ensure that programming is of sufficient intensity and dosage to ensure effectiveness and reasonably meet the needs of participants				
Strengths:				
Opportunities:				

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





<b>Content Area 3: Marketing and Outreach</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I ensure the level of programming accurately addresses program participants' level of need				
I ensure that a consistent marketing strategy is used by all representatives of the organization or program				
I ensure that a consistent outreach strategy is utilized within the organization or programming where barriers to program participation are addressed				
I have a commitment to enhance the perception and professionalization of the field of parent education and family support				
I have a commitment to invest in efforts to reach underserved or isolated audiences				
I believe that the need for parent support is universal, that all families deserve the help and that the courage to ask for help is a strength				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





<b>Content Area 4: Fund Development and Budget Management</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I have grant writing skills				
I develop and maintain relationships with donors, funders, and other stakeholders, including development of board members as donors, leveraging partnerships, public/private partnerships				
I ensure funder requirements and objectives for funding align with organization's mission and vision				
I have a commitment to ethical use of funds				
I have a commitment to the highest possible level of compensation, benefits, and supports for staff				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 5: Personnel and Staff Development and Supervision	3	2	1	0
I motivate staff				
I build trusting relationships with staff				
I manage other's needs				
I guide staff to appropriate internal and external sources of staff support				
I am able to delegate and share responsibilities				
I create and follow policies for risk management and employee well-being				
I have the supervisory skills to manage staff performance issues				
I effectively utilize Core Competencies for Family Serving Professionals				
I am able to identify staff professional development and growth needs				
I am positive, have a respectful orientation toward staff, their value to the organization, and the importance of the work that they do				
I am willing to take on leadership role				
I am willing to advocate for staff				
I am willing to delegate and share responsibility with staff, as appropriate				
I am willing to support staff professional development and growth				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





<b>Content Area 6: Community Advocacy and Collaboration</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I promote awareness of issues that affect families' well-being				
I develop and maintain relationships with donors, funders, and other stakeholders, including development of board members as donors, leveraging partnerships, public/private partnership				
I am willing to champion the needs of families served by the organization within the community				
Strengths:				
Opportunities:				

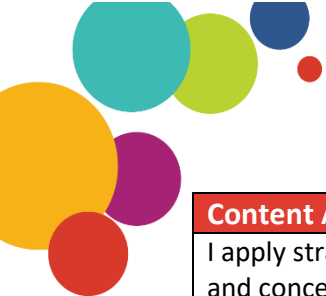
3- Often

2- Sometimes

1- Rarely

0- Not at All





<b>Content Area 7: Public Policy, Advocacy, and Involvement</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
I apply strategies for educating public officials and policy-makers about the needs and concerns of children and families				
I have a commitment to implementing policies, regulations, and laws that support children and families				
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](https://preventionboard.wi.gov/Pages/OurWork%20CoreCompetencies.aspx)**

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