

Wisconsin Core Competencies for Family Support Professionals Supervisory 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**

Content Area 1: Best Practices in the Field of Family Support	3	2	1	0
The leader/supervisor applies Protective Factors in structuring work and relationships with families				
The leader/supervisor applies strengths-based approaches to work with families as well as to management of family support services and staff				
The leader/supervisor incorporates strengths-based practice and the Protective Factors Framework into workplace structure and policies				
The leader/supervisor has 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



Content Area 2: Program Planning, Monitoring, and Evaluation	3	2	1	0
The leader/supervisor ensures the level of programming accurately addresses program participants' level of need				
The leader/supervisor ensures that programming has a high likelihood of effectiveness and is the best approach to meet the needs of the audience				
The leader/supervisor ensures that the programming effectiveness is at sufficient intensity and dosage to reasonably meet the needs of participants				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 3: Marketing and Outreach	3	2	1	0
The leader/supervisor ensures the level of programming accurately addresses program participants' level of need				
The leader/supervisor ensures that a consistent marketing strategy is used by all representatives of the organization or program				
The leader/supervisor ensures that a consistent outreach strategy is utilized within the organization or programming where barriers to program participation are addressed				
The leader/supervisor has a commitment to enhance the perception and professionalization of the field of parent education and family support				
The leader/supervisor has a commitment to invest in efforts to reach underserved or isolated audiences				
The leader/supervisor believes 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





Content Area 4: Fund Development and Budget Management	3	2	1	0
The leader/supervisor has grant writing skills				
The leader/supervisor develops and maintain relationships with donors, funders, and other stakeholders, including development of board members as donors, leveraging partnerships, public/private partnerships				
The leader/supervisor ensures funder requirements and objectives for funding aligns with organization's mission and vision				
The leader/supervisor has a commitment to ethical use of funds				
The leader/supervisor has 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
The leader/supervisor motivates staff				
The leader/supervisor builds trusting relationships with staff				
The leader/supervisor manages others' needs				
The leader/supervisor guides staff to appropriate internal and external sources of staff support				
The leader/supervisor has the ability to delegate and share responsibilities				
The leader/supervisor creates and follows policies for risk management and employee well-being				
The leader/supervisor has the supervisory skills to manage staff performance issues				
The leader/supervisor effectively utilizes Core Competencies for Family Serving Professionals				
The leader/supervisor has the ability to identify staff professional development and growth needs				
The leader/supervisor is positive, has a respectful orientation toward staff, their value to the organization, and the importance of the work that they do				
The leader/supervisor is willing to take on leadership roles				
The leader/supervisor is willing to advocate for staff				
The leader/supervisor is willing to delegate and share responsibilities with staff, as appropriate				
The leader/supervisor is willing to support staff professional development and growth				
Strengths:				
Opportunities:				

3- Often

2- Sometimes

1- Rarely

0- Not at All





Content Area 6: Community Advocacy and Collaboration	3	2	1	0
The leader/supervisor promotes awareness of issues that affect families' well-being				
The leader/supervisor develops and maintains relationships with donors, funders, and other stakeholders, including development of board members as donors, leveraging partnerships, public/private partnership				
The leader/supervisor is 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





Content Area 7: Public Policy, Advocacy, and Involvement	3	2	1	0
The leader/supervisor applies strategies for educating public officials and policy-makers about the needs and concerns of children and families				
The leader/supervisor has 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>**

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