

Instrument 3: Reflective Supervision Measure

[Note to OMB: Below we provide the current draft of the measure of reflective supervision. The items and response options will be revised based on the pretesting results in the last phase. The most updated items and instructions will be distributed in two ways during the current phase of the project: (1) for the qualitative focus groups and interviews, participants will receive the reflective supervision measure to review in advance of their focus group or interview and to reference during the virtual meeting, and (2) for the web-based pretest and validation and repeated measures participants, the measure will be completed online following a reflective supervision session. Participants in the qualitative data collections will therefore not receive the informed consent section below.]

Introduction and Informed Consent for Repeated Measures Subsample

Hello, and welcome to our online measure testing! As a reminder, [the Supporting and Strengthening the Home Visiting Workforce \(SAS-HV\)](#) project is developing a measure of reflective supervision.

You have been asked to participate in this research project because you are a home visiting supervisor. In this phase, we are asking you to complete the draft measure and a brief set of questions about the supervisory session at multiple time points (3 times) after providing reflective supervision to the same home visitor. We ask that you complete this process for **two to three** home visitors, completing the reflective supervision measure up to 9 times. We will also ask for your help in recruiting home visitors to complete a one time survey about their reflective supervision. **Please complete each survey immediately after completing an individual reflective supervision session with a home visitor.**

Your participation in this study is voluntary. There are minimal risks to participating, specifically a breach in the privacy of your information. We will do our best to keep your information private. To protect your privacy, your individual responses will not be attributed to you in any discussion of results or official reporting; they will only be presented as a group.

Completing a survey and submitting it to us means that you consent to participate and have your answers used as data in the project. Each survey will take about 30 minutes to complete.

To thank you for your time, after each survey we will send you a gift card, provided by Tango. We will send you a \$20 gift card for the first survey, a \$35 gift card for the second survey, and a \$50 gift card for the third survey, for each home visitor's reflective supervision sessions you report on. You will have the option to choose either a Mastercard cash card, or a gift card to Amazon, Target, or Walmart. Gift cards will be provided electronically over email unless you select the option to receive a physical gift card via regular mail.

If you need any help or experience any technical problems, please contact sashv@jbassoc.com. If you have any questions about the research study, contact the lead investigator, Allison West, at awest25@jhu.edu. This study has been approved by the Johns Hopkins School of Public Health Institutional Review Board.

Instructions

Please answer the questions below based on the reflective supervision session you just finished. The questions are meant to capture what is happening during reflective supervision sessions in the home visiting context. 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 of the practices asked about below in a single supervision session.

First, we would like to know what was discussed in the session.

	Response Options		
	Not discussed in the session	Discussed in some of the session	Major focus of the session
A. How often, if at all, did you discuss:			
1. Strengths of the families the home visitor is working with			
2. Needs of the families the home visitor is working with			
3. Caregiver and child interactions			
4. Impact of a situation on the baby or child			
5. Impact of community characteristics (e.g., availability of safe housing, employment, or affordable childcare) on the home visitor’s work with families			
6. Impact of program requirements, logistics, or other aspects of the work environment on the home visitor’s work with families			
7. Setting and maintaining healthy boundaries with the families the home visitor is working with			
8. Impact of working with families on the home visitor’s well-being			
9. What is going well in your supervisory relationship			
10. What could be improved in your supervisory relationship			

B. How often, if at all, did you discuss how the following characteristics might shape the home visitor's relationships with families?	Response Options		
	Not discussed in the session	Discussed in some of the session	Major focus of the session
11. Home visitor's experiences			
12. Home visitor's power and privilege			
13. Home visitor's racial or ethnic identity			
14. Home visitor's implicit biases			
15. Home visitor's culture			

Now we would like to know more about what you did in the session. Remember that this is not an assessment of quality or evaluation of your performance as a supervisor.

C. Did you:	Response Options	
16. Take steps to ensure the session would not be interrupted (e.g., silenced your phone, put up a "do not disturb" sign on the door)	Yes	Not in this session
17. Follow a similar structure as followed in other sessions with the home visitor	Yes	Not in this session
18. Ask the home visitor what they wanted to talk about	Yes	Not in this session
19. Ask the home visitor to reflect on something they felt proud of from the past week	Yes	Not in this session

D. How often, if at all, did you:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
20. explore solutions together				
21. allow the home visitor to discuss their experiences without interruption				
22. wait for the home visitor to gather their thoughts				
23. ask the home visitor how you could be most helpful to them				

Response Options			
Not in the	A little bit in	Often in the	Most of the

E. How often, if at all, did you:	session	the session	session	session
24. share specific knowledge or skills with the home visitor				
25. demonstrate a potential strategy to use with a family				
26.				
27. invite the home visitor to practice specific strategies through role play				

F. How often, if at all, did you:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
28. offer support to promote the home visitor's well-being				
29. let the home visitor know you heard and understood their feelings				
30. respond to what the home visitor shared without judgment				
31. encourage the home visitor to consider how work-related stressors may affect their personal life				

G. How often, if at all, did you:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
32. engage in active listening (e.g., saying "uh-huh" or "go on", nodding) to communicate interest				
33. summarize what you thought you heard the home visitor say				
34. give the home visitor your full attention				

Response Options

H. How often, if at all, did you ask the home visitor:	Not in the session	A little bit in the session	Often in the session	Most of the session
35. to describe and explore their thoughts about experiences with families				
36. to describe and explore their feelings about experiences with families				

I. How often, if at all, did you ask the home visitor if it was okay:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
37. for you to offer a suggestion				
38. to move on to another topic				
39. to talk about a particular topic				

J. How often, if at all, did you ask:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
40. open-ended questions to encourage deeper thinking				
41. open-ended questions to get the home visitor's perspective or opinion				
42. follow-up questions to ensure you understood what the home visitor shared				

K. How often, if at all, did you ask the home visitor:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session

L. How often, if at all, did you help the home visitor:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
43. process what is going on with families they find challenging to work with				
44. reframe a challenging situation				
45. develop concrete plans for upcoming visits with families				
46. explore how they would apply lessons learned during the session moving forward				

M. How often, if at all, did you encourage the home visitor to consider:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
47. the perspectives of people involved in a situation (e.g., family members, coworkers, people important to a family)				
48. how a family's culture might shape a family's life experience				
49. how a family's racial or ethnic identity might shape a family's life experience				
50. how the home visitor's approach or decisions connect with theory or research evidence				

N. How often, if at all, did you provide:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
51.				
52. concrete resources the home visitor can use in their work with families				
53. resources to support the home visitor's professional development				
54. An opportunity to discuss their professional development goals				

Response Options			
Not in	A little	Often	Most

O. How often, if at all, did you show:	the session	bit in the session	in the session	of the session
55. interest in the home visitor's views				
56. appreciation for the home visitor's ideas				
57. acceptance of the home visitor as a person regardless of their behaviors or ideas				
58. concern for the home visitor's well-being				

P. How often, if at all, did you share:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
59. a specific strength of the home visitor				
60. specific, positive feedback on something the home visitor did				
61. feedback on what the home visitor was doing well before offering a suggestion for improvement				

Lastly, we would like to know more about your experience during the session.

Q. How often, if at all, were you:	Response Options			
	Not in the session	A little bit in the session	Often in the session	Most of the session
62. authentic in your interactions with the home visitor				
63. comfortable discussing sensitive topics				
64. aware of how your emotions impacted the session				