

## **Instrument 2: Web-Based Pretesting of Reflective Supervision Measure**

### **Introduction and Informed Consent**

Hello, and welcome to our online measure pretesting! As a reminder, the [Supporting and Strengthening the Home Visiting Workforce \(SAS-HV\)](#) project is developing a measure of reflective supervision. In this pretesting phase, we are gathering responses to draft questions as well as feedback on the clarity, acceptability, and value of the questions. ***Please complete this survey immediately after completing a reflective supervision session with a home visitor.***

You have been asked to participate in this research project because you are a home visiting supervisor. Your participation in the project and this measure pretesting are voluntary. There are minimal risks to participating in this study. We will do our best to keep your information confidential. 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 this survey and submitting it to us means that you consent to participate in the survey and to have your answers used as data in the project. The survey will take about 1 hour to complete. After survey completion, we will send you a \$35 electronic gift card.

### **Instructions**

Please complete this survey ***immediately after*** you complete an individual reflective supervision session with a home visitor. Answer the questions in the order they are presented. We will ask you to report how long it took you to complete the reflective supervision measure, so please make note of what time you begin the survey.

There are no right or wrong answers to the items or the feedback questions. Don't hesitate to tell us what instructions, terms, or response options are not clear to you – this will help us improve the measure.

If you need any assistance or experience any technical problems with the survey, please contact us at [sashv@jbassoc.com](mailto:sashv@jbassoc.com)

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## Reflective Supervision Measure

The purpose of this measure is to understand how home visiting supervisors provide reflective supervision. This includes how supervisors talk with home visitors and what they do during reflective supervision sessions.

Please answer these questions based on the reflective supervision session you just finished. Think about that session when answering the questions and enter the response that best describes it. We understand that every session is different, and that most supervisors do not have time to use all the techniques listed below in a single supervision session.

**First Name:**

**Last Name:**

**Email Address:**

*[Note to OMB: Below we provide examples of the types of items we will be asking participants to respond to. The items and response options are being finalized by incorporating feedback from our technical and practitioner workgroup members. The items will be finalized prior to participant recruitment. The final list will contain no more than 80 items. We will also modify the language and response options as necessary after testing for clarity].*

**Question stem:** Please indicate if each of the following statements are true of the reflective supervision session you just finished.

| Item # | Draft Measure Items                                                                                                                            | Response Options |    |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----|
| 1      | We discussed the impact of a situation on the baby(ies)/child(ren)                                                                             | Yes              | No |
| 2      | We discussed interactions between the caregiver(s) and the child(ren)                                                                          | Yes              | No |
| 3      | We discussed family's(ies') strengths and needs                                                                                                | Yes              | No |
| 4      | We discussed how program requirements, logistics, or other aspects of the work environment impact the home visitor's ability to serve families | Yes              | No |
| 5      | We discussed how the home visitor's racial/ethnic identity might shape their relationships with families                                       | Yes              | No |
| 6      | I asked the home visitor to think about the potential impact of the family's racial identity on the topics or situations discussed             | Yes              | No |

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| Item # | Draft Measure Items                                                                                                                                                                                              | Response Options |    |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----|
| 7      | I asked the home visitor how culture might shape a family's experience                                                                                                                                           | Yes              | No |
| 8      | I asked the home visitor what is going well and what could be improved in our relationship                                                                                                                       | Yes              | No |
| 10     | We discussed how the home visitor's implicit biases might shape their relationships with families                                                                                                                | Yes              | No |
| 11     | We discussed how the home visitor's power and privilege might shape their relationships with families                                                                                                            | Yes              | No |
| 12     | We discussed how the home visitor's experiences might shape their relationships with families                                                                                                                    | Yes              | No |
| 13     | We discussed how community characteristics, such as availability of quality childcare, employment, safe housing, neighborhood safety, and public transportation influences the home visitor's work with families | Yes              | No |
| 14     | I asked follow-up questions to ensure I understood what the home visitor shared                                                                                                                                  | Yes              | No |
| 15     | I asked the home visitor to describe their thoughts about experiences with the family(ies)                                                                                                                       | Yes              | No |
| 16     | I asked the home visitor to explore their feelings about experiences with the family(ies)                                                                                                                        | Yes              | No |
| 17     | I helped the home visitor process what is going on with families they find challenging to work with                                                                                                              | Yes              | No |
| 18     | I asked the home visitor to share how they would apply any lessons learned during the session moving forward                                                                                                     | Yes              | No |
| 19     | I helped the home visitor develop concrete plans for upcoming visits with families                                                                                                                               | Yes              | No |
| 20     | I asked open-ended questions to encourage deeper thinking                                                                                                                                                        | Yes              | No |
| 21     | I asked open-ended questions to elicit the home visitor's perspective or opinion                                                                                                                                 | Yes              | No |
| 22     | I encouraged the home visitor to think about how their approach or decisions connect with theory or research evidence                                                                                            | Yes              | No |
| 23     | I asked the home visitor to consider the perspectives of people involved in a situation (e.g., family members, coworkers, people important to a family)                                                          | Yes              | No |
| 24     | I allowed the home visitor to discuss their perceptions, experiences, and potential solutions without interruption                                                                                               | Yes              | No |

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| Item # | Draft Measure Items                                                                                                               | Response Options |    |
|--------|-----------------------------------------------------------------------------------------------------------------------------------|------------------|----|
| 26     | I summarized what I thought I heard the home visitor say                                                                          | Yes              | No |
| 27     | I waited for the home visitor to gather their thoughts                                                                            | Yes              | No |
| 28     | I asked the home visitor what they wanted to talk about                                                                           | Yes              | No |
| 29     | I followed a similar structure for this session as I follow in other sessions with this home visitor                              | Yes              | No |
| 30     | I took steps to ensure the session would not be interrupted (e.g., silenced my phone, put up a "do not disturb sign" on the door) | Yes              | No |
| 31     | I was non-judgmental when responding to what the home visitor shared                                                              | Yes              | No |
| 32     | I gave the home visitor my full attention                                                                                         | Yes              | No |
| 33     | I let the home visitor know that I heard and understood their feelings                                                            | Yes              | No |
| 34     | I helped the home visitor name and describe their feelings                                                                        | Yes              | No |
| 35     | I asked the home visitor if it was okay for me to provide a suggestion                                                            | Yes              | No |
| 36     | I asked the home visitor how I could be most helpful to them                                                                      | Yes              | No |
| 37     | I asked the home visitor if it was okay for us to move onto another topic                                                         | Yes              | No |
| 38     | I asked the home visitor if it was okay that we talk about a particular topic                                                     | Yes              | No |
| 39     | I asked the home visitor to reflect on one thing they felt proud of from the past week                                            | Yes              | No |
| 40     | I encouraged the home visitor to explore how work-related stressors may affect their personal life                                | Yes              | No |
| 41     | I gave specific, positive feedback on something the home visitor did                                                              | Yes              | No |
| 42     | I shared feedback on what the home visitor was doing well before offering a suggestion for improvement                            | Yes              | No |
| 43     | I offered guidance and support to promote the home visitor's self-care and well-being                                             | Yes              | No |
| 44     | I pointed out a specific strength of the home visitor                                                                             | Yes              | No |
| 45     | We discussed how working with families impacts the home visitor's well-being                                                      | Yes              | No |

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| Item # | Draft Measure Items                                                                        | Response Options |    |
|--------|--------------------------------------------------------------------------------------------|------------------|----|
| 46     | We discussed how to set and maintain healthy boundaries with families                      | Yes              | No |
| 47     | I asked the home visitor about their goals for professional development                    | Yes              | No |
| 48     | I shared specific knowledge or skills with the home visitor                                | Yes              | No |
| 49     | I provided examples of potential strategies for working with a family                      | Yes              | No |
| 50     | I provided the home visitor concrete resources to use in their work with families          | Yes              | No |
| 51     | I provided resources to support the home visitor's professional development                | Yes              | No |
| 52     | I demonstrated a potential technique to use with a family                                  | Yes              | No |
| 53     | I modeled techniques to use when working with families                                     | Yes              | No |
| 54     | I invited the home visitor to practice specific strategies through role play               | Yes              | No |
| 55     | We explored topics and solutions together                                                  | Yes              | No |
| 56     | I showed interest in the home visitor's views                                              | Yes              | No |
| 57     | I showed appreciation for the home visitor's ideas                                         | Yes              | No |
| 58     | I showed acceptance of the home visitor as a person regardless of their behaviors or ideas | Yes              | No |
| 59     | I showed concern for the home visitor's well-being                                         | Yes              | No |
| 60     | I helped the home visitor reframe a challenging situation                                  | Yes              | No |

**Question stem:** Please indicate how true each of the following statements are of the reflective supervision session you just finished.

| Item # | Draft Measure Items              | Response Options |               |             |                 |
|--------|----------------------------------|------------------|---------------|-------------|-----------------|
| 61     | I showed my true self            | Not at all true  | Somewhat true | Mostly true | Completely true |
| 62     | I was honest with the supervisee | Not at all true  | Somewhat true | Mostly true | Completely true |

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| Item # | Draft Measure Items                                                                                                                        | Response Options |               |             |                 |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------|-------------|-----------------|
| 63     | I felt comfortable discussing sensitive topics                                                                                             | Not at all true  | Somewhat true | Mostly true | Completely true |
| 9      | I am aware of how my emotions impacted today's session                                                                                     | Not at all true  | Somewhat true | Mostly true | Completely true |
| 25     | I engaged in active listening, including verbal (e.g., "uh-huh" or "go on") and non-verbal (e.g., nodding) cues to communicate my interest | Not at all true  | Somewhat true | Mostly true | Completely true |

Now we'd like to ask you a few questions about your experience completing the reflective supervision measure.

About how long did it take you to complete the reflective supervision measure?

|                                                                                                     | Strongly disagree        | Disagree                 | Agree                    | Strongly agree           | Comments and explanation for your response |
|-----------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------------------------|
| 1. It was easy for me to complete this measure about my most recent reflective supervision session. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                                            |

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|                                                                                                    |                          |                          |                          |                          |  |
|----------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| 2. I was able to complete the measure all at one time, without having to stop and finish later.    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 3. The instructions for completing the measure were clear.                                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 4. The items on the measure were clear.                                                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 5. It would be easy for me to complete the measure shortly after a reflective supervision session. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 6. These are good questions to ask about what happens in reflective supervision sessions.          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 7. I would prefer to complete this kind of measure on paper rather than online.                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 8. The length of this measure is just about right - not too long or burdensome to complete.        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 9. The response options for the measure make sense and worked well for all of the items.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |
| 10. The questions seemed overly redundant or repetitive.                                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |  |

Please share any additional feedback about the reflective supervision measure.

Thank you for your time and effort spent providing your answers. We appreciate your participation!

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